As part of the Agenda for Excellence and its focus on undergraduate education, the Office of the Provost and the undergraduate deans have been looking at a variety of measures to improve the undergraduate experience and Penn’s educational outcomes. The Office of the Provost is announcing several new initiatives to improve Penn’s graduation rate and advising systems. Although Penn’s graduation rate is already very high, many students who come close to satisfying all of their graduation requirements do not graduate because of academic and financial difficulties.

The establishment of these initiatives caps a nine-month effort led by Deputy Provost Michael Wachtler with the undergraduate deans, Frank Claus and Bill Schilling from SFS, Institutional Research Director Barney Lentz, and advisers from the undergraduate schools and SFS. Working together, the group has formed an integrated academic and financial advising system for undergraduate students.

This initiative will provide early warning systems for students who intend to graduate and to direct the advising resources available to students in a more coordinated and effective way than ever before. The heart of the new initiative is a system in which senior members of the school’s advising offices will be designated as liaisons to Student Financial Services (SFS). The new liaison system will enable students who face financial and academic hurdles to meet with teams of specially trained individuals who can handle both sets of problems. Working with the students, the senior advisers will identify the remaining requirements facing the students on the academic and financial fronts. Thus, the University will make important advising resources available to students in a more coordinated and effective way than ever before.

With the liaison system in place for the first time this academic year, Penn expects to provide early warning systems for students who intend to graduate and to direct the students with combined academic and financial problems to the specially trained liaisons. But the efforts that led to the creation of the new system have already produced some positive results. A number of students who had completed all of their requirements but remained on financial hold have now been given their diplomas. Just solving those cases moved Penn ahead of Columbia in the undergraduate retention rate.

The University estimates that its new innovative, integrated academic-financial advising system will make a noteworthy difference in the lives and success of undergraduates at Penn. For academically or financially vulnerable students, the University will turn the odds more in their favor by working with them to ensure that they are given the best possible chance to graduate with a Penn degree that they have labored so hard to attain. Everyone who has been involved in building this system deserves our deepest appreciation.

By Stanley Chodorow
Affirmative Action Council
1997-98
Charge and Membership

The national debate over affirmative action policies continues this year; in the context of this debate, it is important that faculty, staff and students play an active role in shaping our future course and implementing our policies. The University’s Affirmative Action Council has ably carried out this responsibility for many years. I have reviewed the charge and membership of the Council to ensure that it will be well equipped to handle its responsibilities during this academic year. The Council’s charge and membership for 1997-98 appear below.

—Judith Rodin, President

Charge

The Affirmative Action Council is an advisory committee appointed by the President to review the University Affirmative Action Program, to recommend changes when necessary, to develop policy proposals, and to monitor performance and progress relating to affirmative action throughout the University.

In addition, the Council is charged by the President with oversight and coordination of the University’s implementation of the Sexual Harassment Policy, the Guidelines for Addressing Academic Issues of Students with Disabilities, and the Non-discrimination Policy.

Members of the Council are appointed by the President for one-year terms, and include faculty, staff, and students. The Director of Affirmative Action, administrators from the Provost’s Office, Human Resources, and other University offices serve as ex-officio members on the Council. The Chairperson of the Council is a tenured faculty member appointed by the President for a two year term.

Membership for 1997-98
Dr. Peter Vaughan, School of Social Work, Chair
Ms. Jeanne Arnold, African American Resource Center, ex-officio
Professor Regina Austin, Law School
Dr. Robert W. Beiderman, School of Dental Medicine
Mr. Glenn Bryan, Community Relations
Mr. Michael Burton, Office of the President, ex-officio
Dr. Alicia M. Conill, School of Medicine
Ms. Valerie DeCruz, Greenfield Intercultural Center, ex-officio
Ms. Elena DiLapi, Penn Women’s Center, ex-officio
Ms. Debra Fickler, Esq., Office of the General Counsel, ex-officio
Dean Raymond Fonseca, School of Dental Medicine
Dr. Oscar Gandy, Annenberg School for Communication
Dr. Patricia A. Grimes, School of Medicine
Ms. Isabel Molina Guzman, Graduate and Professional Students Assembly
Ms. Sharon Harris, Human Resources, ex-officio
Valerie O. Hayes, Esq., Office of Affirmative Action, ex-officio
Mr. Gavin Kerr, Human Resources/Medical Center
Ms. Temitope Koledoye, United Minorities Council
Dr. Risa J. Lavizzo-Mourey, Institute on Aging
Dr. Bernard Lentz, Institutional Research and Analysis
Dr. Barbara Lowery, Office of the Provost, ex-officio
Dr. Janice Madden, Vice Provost for Graduate Education
Dr. Vicki Mahaffey, Ombudsman, ex-officio
Mr. Barry Stupine, School of Veterinary Medicine
Ms. Lori H. Taliaferro, Undergraduate Assembly Professor Antonia Villarruel, School of Nursing

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 the Senate Executive Committee Meeting
Wednesday, October 29, 3:50-5:30 p.m.

1. Approval of the minutes of October 8, 1997
2. Chair’s Report
3. Past Chair’s Report on activities of the Academic Planning and Budget Committee and on the Capital Council
4. Faculty liaisons to the Trustees Committees on Academic Policy, Jere Behrman and Larry Gross, and Facilities/Campus Planning, Anthony Tomazinis and John Hunt
5. Selection of ninth member of Senate Nominating Committee from among SEC members
6. Report of the Senate Committee on the Faculty
7. Draft statement on outsourcing
8. Open discussion on the matter of consultation
9. Questions for Provost Chodorow on the 21st Century College Houses
10. Other new business and general questions
11. Adjournment by 5:30 p.m.

Under the faculty Senate rules, formal notification to members may be accomplished by publication in Almanac. The following is published under that rule.

TO: Members of the Faculty Senate
FROM: Vivian C. Seltzer, Chair
SUBJECT: Nomination for Secretary-elect 1997-98

The Senate Nominating Committee was reconvened to fill a vacancy in the position of Secretary-elect for 1997-98.

1. In accordance with the Faculty Senate Rules, official notice is given of the Senate Nominating Committee’s nominee. The nominee, who has indicated his willingness to serve, is:

Secretary-elect: Martin Pring (physiology/medicine)

2. Again in accord with the Senate Rules you are invited to submit “additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominee of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee.” Pursuant to this provision, petitions must be received by mail at the Faculty Senate, Box 12 College Hall/6303, or by hand at the Faculty Senate Office, 210 Houston Hall by 5:00 p.m., Tuesday, November 11, 1997.

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

PPSA General Meeting November 3

EVP John Fry on the State of the Campus

PPSA invites all members of the A-1 community to attend its Fall General Meeting on Monday, November 3, from 11 a.m. to 1 p.m. in Bodek Lounge, Houston Hall. John Fry, Executive Vice President of the University, will present an update on the “State of the Campus,” addressing the recent outsourcing of Facilities Management and its impact on campus development projects such as residential renovations, the new Residential Community proposal, and the Perelman Quad and Sansom Common.

Mr. Fry will also speak to the ongoing review of all non-academic areas of the institution.

Questions on these topics may be forwarded in advance to Jim Bean (by e-mail to jhean@pobox, or Intramural Mail to P-241FBA/6280). In addition, Mr. Fry has agreed to answer questions from the floor following his presentation.

All members are urged to join us for this very important and informative session. For those unable to attend, information will be posted following the meeting on the PPSCA web site http://www.upenn.edu/ppsa/.

The University is going through many changes. The better our information the better able we will be to work with our staffs during this important time in the University’s life.

— Jim Bean, Chair, Penn Professional Staff Assembly

Note: Soft drinks and light snacks will be provided, along with information on PPSCA and a sign-up sheet for those interested in its communications and activities. — J.B.
HONORS & Other Things

Dr. Aaron T. Beck, professor emeritus of psychiatry, has won the Cummings PSYCHE Award of the Nicholas and Dorothy Cummings Foundation in collaboration with the Institute for Behavioral Healthcare, for “significant contributions which have reshaped the fields of psychiatry, psychology, social work and behavioral health.” The presentation, consisting of $50,000 and a bronze statue of the Greek goddess Psyche, honored him as “one of the major figures of 20th Century psychotherapy” and one who “permanently altered the face of psychotherapy” through his development of goal-directed treatment. In the course of his work, which continues at the Beck Institute for Cognitive Therapy and Research in Bala Cynwyd, Dr. Beck has published 11 books and some 350 articles in addition to delivering patient care.

Penn Trustee Susan Catherwood, past chair of the University Museum’s Board of Overseers, is the fifth recipient of the Museum’s “Angell” award—the Marian Angell Godfrey Boyer Medal—as a “tireless and highly effective supporter” and “great champion of our Museum,” in the words of Director Jeremy Sabloff. The medal was given at the annual kick-off meeting of the Museum’s Women’s Committee, of which Ms. Catherwood is a longtime member.

Dr. Stuart L. Fine, professor and chair of ophthalmology at PennMed and director of the Scheie Eye Institute, has received the retina Research Foundation’s 1997 Award of Merit in Retina Research. The $50,000 prize (of which $3000 is an honorarium and the rest to support ongoing research), honors his leadership in planning and conducting major national clinical trials, such as the 15-year NIH Collaborative Ocular Melanoma Study which began in 1985 to compare treatments of the disease nationally. Dr. Fine first demonstrated the value of such clinical trials in the evaluation of new and existing therapies in a Diabetic Retinopathy Study in 1976, and has since studied macular as well.

This month in Halle, the German Criminological Society awarded its Cesare Beccaria Gold Medal to Dr. Marvin E. Wolfgang, professor of criminology and of law. The award is named for the author of a 1764 essay, Of Crimes and Punishments, that Dr. Wolfgang has called “the most significant contribution to Western criminal law.” It was reissued last year in English with a foreword by New York’s former Governor Mario Cuomo, and an introduction by Dr. Wolfgang. In addition, Dr. Wolfgang has received the Roscoe Pound Award of the National Council on Crime and Delinquency and the Edward Sutherland and August Vollmer Awards of the American Society of Criminology. He is also the first holder of a new award named for him: the Wolfgang Criminology Award established by the private security organization Guards-mark, in Memphis, TN.

HONORS to Come: A longer honors column was planned for this issue, but many items were held to allow for letters in Speaking Out, pp. 5-6. We expect to publish another column next week, and we always welcome new items from members of the faculty and staff. — Ed.

Corrects: October 21 Issue

In transcribing the tape-recorded Council discussion on outsourcing, Almanac misstated the last names of Matthew Ruben (p. 5) and Rashida Abdu (p. 6); we apologize for both errors.

In the The Compass feature on the game MAGIC: The Gathering (p. 9), admiral of its inventor, Dr. Richard Garfield, mistakenly conferred a full professorship on him in conversation with Compass’s reporter. Dr. Garfield did teach mathematics here while while completing his Ph.D. with Dr. Herbert Wilf, and is remembered as a very popular TA. Our apologies to Dr. Garfield and thanks to Dr. Peter Freyd for the correct information. — Ed.

Lost: Jerry’s Cocker Spaniel

PennBus driver Jerry Melvin’s dog was lost on campus Monday, October 20, in the vicinity of 33rd and Walnut Streets. His family is very sad and would appreciate help in locating the young cocker spaniel, white with brown spots, wearing a black fabric collar and answering to the name Lucky. Reward: Call (215) 492-8403 or beeper #3083537.

— from information contributed by Professor Brian Spooner and others
Dr. Vernon Brightman, Infectious Diseases

Dr. Vernon J. F. Brightman, a professor of oral medicine in the forefront of research in infectious diseases, died on October 17 at the age of 66.

Dr. Brightman had begun his affiliation with Penn’s School of Dental Medicine in 1960, often carrying up to half a dozen roles at once as he engaged in teaching, research, dental practice and administrative assignments at the Dental School, HUP and other local hospitals.

At the time of his death he was serving both as assistant dean for faculty development and as associate program director of the School’s General Clinical Research Center—two posts he had held since the early ’nineties—as well as directing the Page Oral Medicine Diagnostic Lab and chairing the Infection Control Committee of the School. He has also held a secondary appointment as professor in PennMed’s otolaryngology department since 1973.

A 1952 alumnus of the University of Queensland, at Brisbane, Vernon John Francis Brightman took his M.D.Sc. at Queensland in 1956 and came to the U.S. to study toward his Ph.D. at the University of Chicago. On the award of that degree, in 1960, he came to Philadelphia as a postdoctoral fellow in the skin virus laboratory of Children’s Hospital and a lecturer in microbiology at Penn Dental School. After a brief time away as Senior Lecturer in microbiology at Queensland, 1962-64, he returned to the University as assistant professor and rose to full professor by 1970, taking his D.M.D. from the School of Dental Medicine along the way, in 1968.

At various times in the ’seventies Dr. Brightman also assumed clinical posts at PGH, CHOP, and Presbyterian Hospitals, and in 1973-76 he was director of the Oral Medicine Unit at HUP. In 1978 he took a three-year stint as chair of oral medicine at Penn Dental, and the following year he became director of the Oral Medicine Diagnostic Clinic and Laboratory there. From 1982 to 1990 he also served as program director of the W.D. Miller General Clinical Research Center.

A Fellow of the American Academy of Oral Pathology and Diplomate of the American Academy of Oral Medicine, Dr. Brightman was also a Fellow of the American Association for the Advancement of Science and of Philadelphia’s venerable College of Physicians.

In over 100 scientific papers, book chapters and abstracts, Dr. Brightman examined a wide spectrum of oral health problems. For example, as one of the editors of the well-known Burket’s Oral Medicine (the ninth edition issued in 1994), he contributed chapters on red and white lesions; benign tumors including gingival enlargement; diseases of the tongue; chronic oral sensory disorders—pain and abnormalities of taste; oral symptoms without apparent physical abnormality; sexually transmitted and blood-borne infections; and rational procedures for diagnosis and medical risk assessment.

He also wrote on volunteerism and community programs as they relate to the dental curriculum, and the challenge of providing access to oral health care.

Dr. Brightman is survived by his wife, the former Signe Janss; three sons, Thomas M., Julian E. and David F. Brightman; and a brother, Maxwell Esmonde Juul Brightman.

A memorial service will be announced by the School. Meanwhile, the Vernon J. Brightman Memorial Fund for the Gateway Building is being established in his name to benefit the new Infectious Disease Center of the School, and the family ask donations to the Fund via the Oral Medicine Department at 4001 Spruce Street.

Wanted: Computers for City High Schools

If you have upgraded your computer system and you have an outdated computer, printers or associated equipment which you are no longer using, please consider donating this equipment for use in the Philadelphia City High Schools. Ingrid Waldron runs a series of workshops for city high school biology teachers, and they have been very grateful for past donations which they have put to good use in their classrooms. Peter Conn is working on faculty and curriculum development at University City High School, and they also would be grateful for donated computers.

If you are interested in making a donation, please contact Ingrid Waldron (898-8396 or twaldron@ias) by November 7, if possible; or Peter Conn (898-5726 or pcconn@english) to make arrangements.

— Ingrid Waldron, Professor of Biology
— Peter Conn, Professor of English

Dr. Samuel Gurin, Dean and Pioneer in Radioactive Tracers

Dr. Samuel Gurin, a distinguished biochemist who made history both in his research and as a basic scientist chosen to be a Dean of Medicine, died of congestive heart failure on October 22 at the age of 92.

Dr. Gurin received his bachelor’s, master’s and doctoral degrees from Columbia University, and joined Penn in 1937 as an instructor of biochemistry, became professor of physiological chemistry in 1948, and by 1955 he was the Benjamin Rush Professor of Biological Chemistry. He also chaired the Department of Biochemistry from 1955 to 1962, when he became Dean—the first non-M.D. to do so. After stepping down as Dean in 1969, he went on to found the Marine Biochemical Research Laboratories at the University of Florida in 1970, which he directed until 1984.

He became an emeritus professor in December 1976. Dr. Gurin published over 100 scientific articles, and was especially noted for his research into the isolation of vitamin B, the biosynthesis of cholesterol, and his pioneering use of the radioactive C-14 in metabolic tracer studies. His work with Dr. D. Wright Wilson, his predecessor as Rush Professor, is credited with the introduction of radioisotopes into medical science, and through such application of those new techniques he found (with R.O. Brady and others) that fatty acid synthesis did not occur without carbon dioxide and bicarbonate in the system, and that citrate stimulates fatty acid synthesis.

He was a member of the National Institute of Health Advisory Council on General Medicine, the American Chemical Society, and the American Society of Biological Chemists.

Alongside his career as a biochemist, Dr. Gurin was a serious musician who had studied at the Juilliard School in New York. An accomplished pianist, he frequently presented concerts at his Maine home, and two of his orchestral compositions were performed by the orchestra at Conductor Pierre Monteux’s music school in Hancock, Me.

Dr. Gurin is survived by his wife, Celia Zall Gurin; his sons, Robert and Richard; five grandchildren, and eight great-grandchildren.

Bernice Adams, Dining

Bernice Adams of the Dining Services (“Bunny” to those who knew her), died October 10 at the age of 73. She was a long-time employee of Dining Services who started at at Houston Hall Dining 40 years ago, and was a Unit Leader I at Hill House Dining by the time she left under disability in 1986. She also assisted in the establishment of Local 54 AFL-CIO/ASCME, the union with which Dining Services workers are affiliated at Penn.

Mrs. Adams was an alto in the St. Charles Choir for 45 years. She is survived by three sisters, Viola, Loretta and Arlene; two nieces, Leslie and Lory; two nephews, Evander and John, Jr; one brother-in-law, John; two great-nephews; two great nieces, and cousins.
Three Letters on the Bookstore

Following are three letters on the report of the Bookstore Committee (Almanac October 14), followed by a response from the Committee Chair, Dr. Robert Regan. The Report, originally scheduled for the October meeting of Council, is expected to be on the November 12 agenda — Ed.

A Level Field?

I read the 1996-97 Bookstore Committee’s report and I gaze in blank astonishment. The Committee recommends that the University act to ensure a level competitive playing field in the course book business — on Barnes & Noble’s behalf.

Is there a company less in need of extra help in competition than Barnes & Noble? Can the Committee cite one instance of a Barnes & Noble store being driven out of business by competition from an independent bookstore? The stories I hear are about neighborhoods like Manhattan’s Upper West Side, now saturated with Barnes & Noble stores and littered with the corpses of well-regarded independents. Barnes & Noble has a long, successful history of looking out for itself; they need no special help from us.

This is particularly true in the course book business, which demands large movements of merchandise and people in a very short space of time. The more staff, storage space, and national and international warehousing and delivery capacity you can call on, the greater your advantage. I fail to see why Barnes & Noble is the competitor most in need of special help here; and I fail even more deeply to see how the Committee can believe that making course lists available to “everyone” can fail to benefit Barnes & Noble even more than their already gargantuan size does.

But this is simply the business end. University City is the most bookstore-poor campus area I’ve ever seen; House of Our Own is, as far as I know, the only used-book dealer between 21st Street and Cobbs Creek. The advantage House of Our Own and the Penn Book Center have had over the pre-B&N bookstore was not only customer service for certain professors, but more attention to and availability of new and currently interesting books. Both stores have done more to promote lively intellectual community at Penn than the Bookstore has ever done in my time here (going back to 1979).

It would be an act of blackest ingratitude merely to allow Barnes & Noble (and, in the case of Penn Book Center, Penn’s insane rent-seeking) to drive the independents out of business; to direct the University’s own resources toward that end would be an act of intellectual barbarism.

—John Hogan

Biddle Law Library/AFSCME Local 390

‘Comrades’ Favored?

The purpose of this letter is to oppose the recommendations of the Bookstore Committee (Almanac October 14, 1997) and to urge its rejection by the University Council. The Committee is distressed because some faculty members refuse to share their reading lists with the University Bookstore. Among their speculations into the reasons why some faculty prefer to use independent bookstores, the Committee claims, “Some teachers favor friends or ideological comrades with their book orders.” In the interest of “free and open competition,” the Committee urges the Provost to insure that all departments place their reading lists on their PennNet home pages in advance of pre-registration.

The Committee’s snide speculation about faculty motives misses the two major reasons why many of us do not use the University Bookstore. First, we get much better service from the Penn Book Center and House of Our Own. In each case, we can deal with the proprietor and with staff who know their stock and provide us with personalized service. Second, we want to encourage the preservation and prosperity of independent bookstores.

No vibrant university community exists without good independent bookstores. They sustain intellectual life. They carry an array of titles rarely found elsewhere. Their proprietors know the community they serve and select books that meet its needs and interests. They are places to browse and to chat — oases in the world of sterile and impersonal chain stores.

A head-to-head competition between small independent bookstores and Barnes & Noble for course book orders will not be “fair and open.” It will give all the business to Barnes & Noble. With publishers making returns more difficult, independents cannot afford to speculate on expensive books. In the interest of convenience, students purchasing books for one course at Barnes & Noble will buy the ones for others there if they are available.

Without course book orders, neither of this community’s two excellent bookstores can survive. They will fold. If you want an idea of the consequences, do the following: go to Center City and look at the titles in the window of the new Barnes & Noble. Then look in the windows of House of Our Own and the Penn Book Center. I rest my case on the difference.

—Michael B. Katz, Sheldon and Lucy Hackney Professor of History

Signed also by:
Nina Auerbach, Professor of English
Edward Baptist, Lecture in History
Charles Berneheimer, Professor of Romance Languages
Warren Breckman, Asst. Prof. of History

Edward C. Carter II, Adj. Prof. of History
Marc Chiang, Assistant Professor of English & Asian American Studies
Eric Cheyfitz, Professor of English
Peter Conn, Andrea Mitchell Professor of English
Dennis Culhane, Assoc. Prof. of Social Work
Helen C. Davies, Prof. Microbiology/Med
Robert Engs, Assoc. Prof. of History
Drew Faust, Annenberg Prof. of History
Jeff Fears, Assistant Professor of History
Stephen Feinerman, Professor and Chair, History & Sociology of Science
Farah Jasmine Griffin, Asst. Prof. English
Sarah Barringer Gordon, Asst. Prof. Law
Larry Gross, Professor of Communications
Lynn Hunt, Annenberg Prof. of History
Larry W. Hunter, Asst. Prof. Management
Bruce Kuklick, Roy and Jeannette Nichols Professor of History
Demie Kurz, Co-director, Women’s Studies
Lynn Hollen Lees, Professor and Chair, History
Robin Leichner, Assoc. Prof. Sociology
Walter Licht, Professor of History and Assoc. Dean of Graduate Studies, SAS
David Ludden, Assoc. Prof. History and Chair of South Asian Studies
Jan Lustick, Professor and Chair, Political Science
Margaret A. Mills, Professor and Chair, Folklore and Folklife
Ann Moyer, Assistant Professor of History
John Puckett, Assoc. Prof. of Education
Charles Rosenberg, Bers Professor of History and Sociology of Science
Elaine Simon, Co-director, Urban Studies Program
Eric Schneider, Assistant Dean, SAS
Matthew Sommer, Asst. Prof. of History
Peter Stallybrass, Professor of English
Mark Stern, Professor of Social Welfare and History, School of Social Work
Janet Theophano, Asst. Dean and Director, CGS
Marc Trachtenberg, Professor of History
Daniel Traister, Curator, Department of Special Collections, Van Pelt Library
Greg Urban, Professor of Anthropology
Liliane Weisberg, Prof. German and Comp. Lit. and Chair, Program in Comp. Lit. and Literary Theory

Ideological Impropriety?

This is in response to the committee report and recommendations on bookstore policies (Almanac Oct. 14, 1997). There are a multitude of reasons regarding where one might order books for one’s courses, and they can be named plainly without insinuating ideological impropriety (and the very idea that favoring a corporate bookstore chain might be any less ideological could be debated as well).

My own reasons for working with House of Our Own are directly tied to the kind of university experience I hope to contribute to
Speaking Out continued

Response to Bookstore Letters

In answer to all three letters above, let me clarify that the proposal to put titles and ISBN numbers of course texts on departmental web pages came not from Barnes & Noble, not from the management of the University Bookstore, but from faculty and student members of the Bookstore Committee. Our motive was simple: we sought to insure that textbook-buyers would be as well served by vendors as possible. We believe open and free competition will serve that end. We listed the anticipated good results of proposal in the report published in Almanac October 14, 1997.

We considered the consequences of the change we proposed for vendors who compete with the University Bookstore, since a competitive environment is precisely what we want to encourage. For every list of required texts only available only to one competitor of the University Bookstore that would, under our proposal, become available to the Bookstore, dozens of lists previously available only to the Bookstore would become available to competing vendors. Can that accomplish anything but the competition we seek? We can only guess at the consequences of the proposal in the report published in October 14, 1997.

Robert Regan
Chair, Bookstore Committee

Parking v. Research as Missions

The response by Mr. Furniss to my letter in Almanac October 14 gave a history of the new Night/Weekend Parking Policy and described the primary mission of Penn’s parking program, but it missed the point I was trying to make. I’ll try again.

1. It is clearly in the best interests of the research-and-teaching mission (as distinct from the parking-program mission) of the University to encourage and facilitate the access of research students and faculty to their offices and laboratories in the evenings and on weekends. For example, I refer to Lot No. 1, which is adjacent to the LRSM.
2. Except for special events, there is generally plenty of empty space in Lot No. 1 for students and faculty to park in the evenings and on weekends, as they have been doing for the past 33 years.
3. It does make sense to issue special permits to these faculty and students to indicate that they are University people and there-by to control access to University property.
4. It does not make sense to charge the student $50 and the faculty $300 for the privilege to drive to work in the evenings and on weekends, thereby giving up the leisure time normally enjoyed by most administrators.
5. The cost of issuing the stickers could not be more than $10, given that the facilities for this already exist, and no more people need to be hired. Therefore, it is obvious that the transportation and parking department is using this as a way to generate new income. This is inappropriate and is counter to the best interests of the University.

This letter needs to be sent further up the brain stem of the University so that appropriate action can be taken.

Charles McMahon, Professor of Materials Science and Engineering

Response to Dr. McMahon

Let me also try to make clearer that the Night/Weekend Parking Policy does have some provisions along the lines you mention, although it is true they do not apply to all locations.

As endorsed by University Council Steering Committee in February, 1997, the policy calls for a core set of monitored night permit lots that are at fees which are substantially discounted from daytime rates, especially for research graduate students. The designated night parking lots are free to faculty, staff and students who already pay for daytime permits.

Additionally, these night permit parking lots are supplemented by numerous unmonitored, free lots which include Nos. 3, 18, 29, 31, 33, 34, 41, 42, 43, 47. And, the parking garage (#37) located at 34th & Chestnut Streets is also available after 4 p.m. on weeknights at a discounted $4 fee.

Robert Furniss
Director, Transportation and Mail Services

Financial Training in a Changing World

As Penn’s financial processes evolve from a paper-driven environment to one which is more decentralized and facilitated by technology, so too must the financial training evolve to ensure that those who use the processes can do so in an efficient and effective way as possible.

Financial training was a key recommendation of the Task Force on Fiscal Accountability when it rendered its report to the Trustee committee on Audit and the Administration in June of 1993. An early outgrowth of the task force recommendation was the establishment of an Accounting and Business Certification Program in order to better equip our financial administrators to fulfill their fiduciary responsibilities in accordance with internal and external policies, procedures, laws and regulations.

The introduction of the new business processes associated with the implementation of FinMIS necessitated the training of upwards of 1200 individuals through the Summer of 1996. Since that time, monthly training sessions have been conducted, both for new employees and for those individuals who want, or need to enhance their skills in those areas. Given the changes associated with the new accounting system and the lack of formal accounting training on the part of some of our financial administrators, a basic accounting course will be initiated in November, 1997 in order to assist all individuals with general ledger access to better comprehend the accounting/FinMIS relatedness.

In order to better assess and address current and future financial and business training needs, during Fiscal Year 1997, a Training Advisory Board comprised of both school and central financial administrators was established. The group meets regularly to monitor current training offerings and to prioritize future training initiatives. One example of their deliberations was the development of a core business course for individuals with FinMIS access. The course is intended to increase their understanding of how to schedule, view and run financial reports and to develop report sets and report extracts as expeditiously as possible.

As all of the above suggests, financial training is critical to successfully evolving our business processes and enhancing our management capabilities in the future. Training is in everybody’s best interest and requires a partnership between the schools and the center to ensure success. At the center, we will expand our training capabilities over the next several months in order to better meet the need. We expect that the schools will do their part by continuing to identify both training needs and those individuals who would benefit from the training opportunities; continuing to participate in conducting training as required and, in general, lending their wholehearted support to the overall training effort.

Let’s all keep the momentum going.

— Alfred F. Beers, Associate Vice President for Finance
Women Celebrate 10 Years of Taking the Reins

By Meghan Leary

Can women have it all? Yes! That is the message of the Trustees Council of Penn Women. And it is succeeding. In existence for 10 years, the Council has become an established force on campus.

The brainchild of former Chairman of the Board of Trustees Al Shoemaker, the Council claims 139 women, including Penn resident Judith Rodin, from more than 40 different professions. But it is also “a collection of 139 different life experiences,” says Trustee Judy Berkowitz, former president of the Council.

Berkowitz, who has been active in the Council since its inception, believes that Shoemaker deserves a lot of the applause that the Council receives. He had felt that Penn needed an institutional network to support women’s groups on campus, so he called together more than 100 prominent Penn graduates from all over the country. Many of them had not actively participated in University functions since their graduation, but once contacted, these women proved anxious “to become reinvolved with the University because they felt they owed the University a great debt for their education,” Berkowitz said. But “nobody knew what was being unleashed at the time”

What was unleashed was a collection of smart and successful women who wanted to become an active influence in the lives of future generations of women leaders. The Council’s “mission,” said Pamela Ries, the chair of the Council’s 10th Anniversary Celebration, “is [to become] a national network of Penn alumni who foster and promote women’s issues in the community.”

Council members are mentors, role models and advocates for women on campus. The Council advocates for advancement of staff and faculty, and it works to ensure women’s participation in search committees and the equal consideration of women applicants.

Each year the Council holds a Career Dinner, in which junior women have the opportunity to dine with women in their field of interest. The students get the chance to learn from the experiences—both professional and volunteer—of the Council members. The Council has also instituted a shadowing program, which allows students to see first hand the working world.

The Council, which has raised more than $13 million since their founding, finances programs to educate women about their opportunities while at Penn as well as after they graduate. The Fund to Encourage Women pays for lectures by academic leaders, research grants for junior faculty, as well as an on-line mentoring program.

But one of the most important things that the Council does is to provide emergency grants. These grants help women who find themselves, as a result of an extreme situation, in a financial bind. The fund is one of the “most successful programs,” Berkowitz said. “It is important that women are given opportunities and the grant encourages that.”

To encourage leadership, the Council each year presents an undergraduate woman leader with an award. And today’s leaders at the University can turn into tomorrow’s leaders. Berkowitz proudly boasts that “all the past presidents of the Council are now trustees.”

The “energy and initiative [of the Council] produced an organization that was outstanding right from the start” and it “has become an established machine,” said Berkowitz.

At the Oct. 22 10th Anniversary Celebration, Rodin said the Council is bringing more women to prominent roles and is changing “the good ol’boys rule.”

Hillary Clinton Accepts Beacon Award

The Trustee’s Council of Penn Women celebrated its 10th anniversary with First Lady Hillary Clinton. Clinton was presented the Council’s Beacon Award, which honors a strong leader in women’s issues. Clinton was chosen because she “introduces energy and inspiration throughout the world,” said President Judith Rodin.

Clinton, speaking before more than 900 people crowded into Annenberg’s Zellerbach Theater, said she was “deeply honored to receive the award from people [she] respects.”

Clinton commended the Council for its advocacy for women. “Women want to play as big a role as men in ensuring that our futures are good enough for us.” After her speech, Clinton answered a number of audience questions ranging from what her opinions are on the use of phonics in schools to what advice she gave her daughter when she went off to college.

Judy Berkowitz, a member of the Board of Trustees, said that it was the “perfect tribute to the 10th anniversary that a women of [Clinton’s] stature would come to the University to accept this award.”

— Meghan Leary
At a conference on Italian writer Primo Levi and the Holocaust in Italy, I expected the usual academic papers on his life and literary accomplishments.

The conference sponsor, the Center for Italian Studies here, with the participation of Professor Pietro Frassica of Princeton University, invited a mix of internationally recognized experts to speak, including Susan Zucottci, the principal historian of the Italian Holocaust, and Cesare Segre, philologist and major analyst of modern Italian culture.

But what made the Oct. 17 conference a special experience was not the traditional, brilliant academic minds renowned in their fields, but the witnesses, live and in film, who had known Levi in and out of the death camp.

Levi, a post-World War II Italian writer and chemist, dedicated his life to bearing witness to his Nazi death-camp experiences in extraordinary, dispassionate prose and fiery poetry.

The traditional academic side of the conference was excellent. Cultural historian and journalist Alexandre Stille presented remarkable primary material — slides of the pages from a notebook with caricatures of Levi’s underground circle of friends in the resistance. As the war wore on and the Nazi presence in Italy increased, “the portraits got darker and darker,” said Stuart Curran, director of the center.

On the nontraditional side, the conference screened the American premiere of “La Tregua,” by Francesco Rosi, a commercial film released in Italy and Europe but not yet in the United States. Starring John Turturro, the film was adapted from Levi’s memoir about the months it took for the Italian prisoners of Auschwitz, liberated by the Russians, to make it home via Russia and through war-torn Europe.

And the conference screened a BBC documentary on Levi’s life, “The Memory of the Offense,” filled with readings from his writings and interviews of family members, friends, resistance members, and survivors of the Nazi death camps who described Levi and his determination to create an accurate record of his Holocaust experiences for the world’s collective memory.

And most important of all, the conference invited a witness to the horrors of the Holocaust, a witness to Levi in Auschwitz.

The conference attracted a diverse group of more than 75, including members of the Amici, or Friends of the Center for Italian Studies. Penn Physical Plant employee Lou Falcone, 46, learned about the conference from Amici. So did poet and videographer Maria Fama, 47.

“I very much love Primo Levi,” she said, citing his pristine writing and moving works. She also came because her cousin, Lina Insana, a doctoral candidate in Italian at Penn, was reading a paper by Gian Paolo Biasin from Berkeley.

English Professor Jean-Michel Rabaté was there as well. “For me there are two writers — moving and honest writers — who have written about the Holocaust: Robert Antelme and Primo Levi,” he said. He spoke of Levi’s humanity, his intensity and his vision.

Another Levi fan, Asit Bhattacharya, 64, a physicist from Germantown, recalled how he had picked up his first Levi book, “The Periodic Table,” by chance. “This looks like chemistry. I may be able to understand,” he remembered thinking. When he saw Levi killed himself, Bhattacharya felt he had lost a friend. “I can’t pardon him.”

Anna Rosa Kohn, 56, from Princeton (the town, not the school), was talking to Penn mathematics professor Eugenio Calabi, 74, who identified himself as an Italian Jew to explain his presence. Kohn said she too was born in Italy and was Jewish.

“Part of our purpose is outreach,” center Director Curran said. Then he turned to the serious side of the conference.

“Witnessing is about not keeping it in small, enclosed arenas.”

The witness was death camp survivor Jean Samuel, who arrived from France. He is the main character in “The Canto of Ulysses,” a chapter in Levi’s book “Survival in Auschwitz.”

His handsome white hair, pink complexion and build — still erect and sturdy — belied his suffering at the hands of the Nazis.

He began: “Whether we like it or not, we are witnesses and we bear the weight of it.” This is what Primo Levi wrote to me in one of his first letters after finding each other [after their release from Auschwitz] in March ’46.

Speaking in halting English, he departed from his prepared notes to name — and record in public memory — some of his fellow prisoners who had retained their dignity and humanity in the face of unspeakable degradation in the Nazi death camps, and had died there without proper markers or graves.

“The system schemed to break down our human condition, to annihilate our will to live, to make us a number, and object,” he said.

And he spoke of his own need to speak out after 35 years of silence.

Just as Levi had described Samuel as a model for what it meant to be human, Samuel returned the compliment to Levi, and after Levi’s suicide, took up his cause, bearing witness.

The silence that followed Samuel’s account finally broke into a standing ovation when Curran rose and walked to the podium to thank him. After more than 30 minutes of comments and questions, moderated by Rabaté, the audience left the conference carrying Samuel’s memories.
Afro-American Studies Marks 25 Years at Penn
by Libby Rosof

For their 25th birthday, the Afro-American Studies Program (AFAMS) threw itself an academic party — a conference of course.

The conference, African American Studies in the 21st Century, called together African-American scholars, some media people and even a businessman, and asked them to consider which road African-American scholarship should travel into the next century.

They brought some disparate experiences and views to the conference, organized under the leadership of AFAMS Director Herman Beavers and held here Oct. 16 to 18. They also brought a common vision — the need for more interdisciplinary study.

AFAMS is by definition a model of interdisciplinary study, all its courses cross-listed with departments across the University. Its success in interdisciplinary studies is reflected in the national ranking of its English component. For the last three years, U.S. News and World Report has ranked it second in the nation after Harvard.

After the conference, which attracted about 200 people, Beavers expressed an interest in broadening the AFAMS. The program already has a link with the School of Medicine, but Beavers said he hopes to expand it and establish links with the other professional schools.

(continued on page 10)

Penn Previews Janzen’s Kyoto Award Lecture
By Libby Rosof

Penn conservation biologist Daniel Janzen, a winner of this year’s 50 million yen (about $430,000) Kyoto Prize, gave a crowd of 200 a preview right here on campus Oct. 21 of the lecture he will give in Japan upon receiving his award in November.

His talk was a passionate call for preserving wildlands and biodiversity.

In the struggle between nature’s genetic imperatives and humans’, "humans have won," he said. "The world no longer belongs to nature. We can turn it into any piece of garbage we want to.”

But he distanced himself from the tree-huggers and greenies who wanted to preserve wilderness for its own sake. “There is no pristine nature out there to be saved,” he said.

Janzen alternately preached and amused, using slides and props to deliver his point — that humans must rescue so-called wildlands by cultivating them. Calling wildlands gardens, he argued, is a way to recognize their value to humanity: The “gardens” and their biodiversity produce more than the same land converted to farming and industry.

As an example, he compared a forest, an effective “green scrubber” of polluted air, to a mechanical scrubber. The forest, he said, would do the job for $15 to $30 per ton of pollutants, as compared to the mechanical scrubber, which would do the job for $300 to $500 per ton.

“If it stays a wildland, it will be obliterated,” he said. “But if we move it into a garden and give it the care a garden gets, it will be with us forever.”

Janzen spends half his time each year studying the biological diversity in a tropical rainforest, the Guanacaste Conservation Area in Costa Rica. The announcement of his Kyoto Award, made over the summer, stated: “He has proposed numerous unique hypotheses concerning the interaction between tropical plants and animals and has brought new understanding to the phenomenon of tropical biodiversity.”

The award, one of the three Kyoto Awards bestowed each year for lifetime achievement, legitimizes conservation biology, giving formal recognition to conservation of tropical wildlands, Janzen said. He thanked Penn and his department for allowing him the time away from campus to do his research.

Janzen has also won the Swedish Royal Academy’s Crafoord Prize in ecology (1984) — a companion prize to the Nobel — and won a MacArthur Fellowship — nicknamed the “genius award” — in 1989.
Lively discussions marked much of the conference.

The Black Gender Studies workshop brought a historical perspective and a modern one to the roles of black men. Marlon Ross, professor of English at the University of Michigan, said that early 20th century literature and sociological studies showed awareness of how narrow the definition of acceptable black male sexuality was. He then read an excerpt from the “Color of Manhood,” which called for a movement towards “varying degrees and types of black men.”

And Penn English Professor Michael Ackland commented on popular views of African-American male roles. The Million Man March, he said, had paradoxical objectives — to advance blacks in general under a religious paradigm that was puritanical and insconsiderate of women’s advancement.

His comments provoked lively, sometimes angry discussion among the 20 people attending the workshop. “People disagree and have lots of perspectives,” Beavers said afterwards. “That’s a good thing.”

But people agreed a lot more than they disagreed.

At the workshop on the Black Body in Society: Health, Education and Social Welfare, the panelists’ backgrounds included medicine, nursing, history, statistical studies and psychology. But they found much in common. They all longed for better communication between disciplines. There is little interaction between humanities scholars and his field, said Dr. Raynard Kington, research medical officer for the National Center for Health Statistics, Centers for Disease Control, and senior scientist for the RAND Corporation. “They must understand each other’s context. Literature has the potential for generating hypotheses,” he said.

The panelists called for more blacks participating in policy committees, in proposal design and preparation, and in academic studies. Dr. Marion Gray Secundy, who directs a program at Howard University on clinical ethics, said she was one of only 15 people of color in her area. “It is a very lonely and a scary place to be,” she said, calling on more participation from prominent blacks.

Academic studies that lacked black perspectives had shortcomings, said Margaret Beale Spencer, Board of Overseers Professor of Education at the Graduate School of Education here. She wondered why developmental psychology has failed to consider the context of American racism for children growing up.

The discussion segued into why stress-related health problems affect black men more than other groups. Someone said those problems needed to be seen in the context of the pressures that societal racism creates. Spencer said the pressure begins early, when misguided, racist educators inappropriately discipline young African American boys for healthy behaviors.

At the “Transforming our Communities: African American Studies, Business and Law” workshop, Chicago businessman Thomas Coates explained how he has been refurbishing Chicago neighborhoods, such as Bronzeville, getting buildings of African-American historical interest declared historic landmarks.

Beavers said the workshop was a particularly good example of the kind of conversation he had hoped to encourage with the conference. “He’s trying to make that area a tourist attraction. We brought him because we have Wharton, here, and this was a way to bring Wharton into the discussion.”

“Wharton students got some ideas of other ways to use a Wharton degree other than just going into corporate America.”

In his closing remarks, Beavers said there might be people who felt the conference didn’t cover all the bases. He issued a challenge to graduate students to go out and do all that work.

Nathaniel Glasser and Henri Tetrault contributed to this story.

Ambassador Corps Hits the Streets

The first 28 members of the University City District’s (UCD) Safety Ambassadors officially began their patrol duties Oct. 23 in ceremonies at Drexel University.

After welcoming remarks from dignitaries including Philadelphia Mayor Ed Rendell and President Judith Rodin, UCD Manager of Safety John Conlow (standing, in business suit), conducted the group’s first roll call and handed out certificates for completing a four-week training course.

The Ambassadors are patrolling daily in University City from 10 a.m. to 11 p.m.

“The UCD Safety Ambassadors will serve as eyes and ears for the community, helping make University City safer. They will also be roving hosts, providing information about University City and its attractions,” said UCD Executive Director Paul Steinke.

They will be in constant contact with their operations base via two-way radios; supervisors at the base can in turn contact police if needed.

The corps of Safety Ambassadors will number 40 at full strength. They join 25 sidewalk cleaners already at work in the district. Half of the Safety Ambassadors live in West Philadelphia, and 90 percent are city residents.

The University City District is a special services district formed by a coalition of businesses, government agencies, community groups and major institutions, including Penn.
Where to Find the Job Opportunities—Here and Elsewhere

Listed below are the new job opportunities at the University of Pennsylvania. Where the qualifications are described in terms of formal education or training, prior experience in the same field may be substituted.

There are approximately 280 additional open positions for examination at the Job Application Center, Funderburg Information Center, 330 Walnut St. (215-898-7285). Hours of operation are Monday through Friday, 9 a.m.-1 p.m. New openings are also posted daily at the following locations: Blockley Hall, the Wharton School and the Dental School.

A full listing of job opportunities is at the Human Resource Services website: www.upenn.edu/hr/. Current employees needing access to the web, may go to the Computer Resource Center at 3732 Locust Walk with your PENNCard to obtain a list of computer labs on campus available for your use.

In addition, almost every public library in the Delaware Valley now provides web access. In the near future, as our office remodels the Job Application Center, we hope to have computers available for current employees and others to peruse the current job openings. Openings are also mailed to approximately 50 community sites weekly.

— Employment, H.R.

Please note: Faculty positions and positions at the Hospital and Health System are not included in these listings. For Hospital and Health System openings, contact 662-2999.

New Jobs for the week of October 20-24, 1997

ANNEBREG SCHOOL

BOX OFFICE ASSISTANT, LIMITED SERVICE (101700RS) Responsible for ticket sales through window, telephone & mail orders; reconcile money taken in with ticket audit stubs; prepare statistical reports & mailing lists. QUALIFICATIONS: HS diploma or equivalency, BA/BS preferred; demonstrated ability to reconcile money taken in with ticket stubs; previous sales experience in similar setting helpful; good telephone manner & ability to work under pressure required; must be willing to learn computerized box office system; hours: 12 noon-6pm, 9 months per year, evenings & weekends required. GRADE: G5; RANGE: $12,875-15,811; 10-24-97 Annenberg Center

ARTS AND SCIENCES

ADMINISTRATIVE ASSISTANT II (101710AM) Provide general administrative & secretarial support; handle word processing, proof-reading, editing & spreadsheet applications; coordinate travel arrangements & expense reimbursements; coordinate mailings, including mail merge documents; assist with planning staffing meetings & special events. QUALIFICATIONS: HS diploma; 3 years experience as Administrative Assistant; knowledge of WordPerfect, Word & Excel essential; application deadline 10-31-97. GRADE: G10; RANGE: $19,261-23,999; 10-24-97 External Affairs

ADMINISTRATIVE ASSISTANT II, PART-TIME (28 HRS) (101693AM) Manage program office; organize events, including publicity, invitations & mailings; prepare meetings & receptions; organize & maintain office records/files; maintain web page & databases; prepare financial documents; create/edit newsletter; maintain office supplies. QUALIFICATIONS: HS diploma required, BA/BS preferred; 2 years relevant experience; strong organizational skills & ability to handle many projects; ability to prioritize & work independently; excellent writing skills; computer proficiency in WordPerfect, MS Word, Excel, Filemaker Pro. GRADE: G10; RANGE: $11.26-14.29; 10-22-97 Jewish Studies Program (Asian & Middle Eastern Studies)

FISCAL COORDINATOR (37.5 HRS) (101694AM) Manage weekly payroll; record, monitor & verify budget & expense transactions for departmental & grant funding; maintain & run systems for monthly billings; assist research professors with pre-award process to include budgets & current & pending support; run, analyze & distribute monthly expenditure reports; create & maintain spreadsheets & databases.

OPPORTUNITIES at PENN

QUALIFICATIONS: BA/BS in Accounting or Business or equivalent work experience; experience & knowledge of FinMIS preferred; strong computer skills; proficiency with spreadsheet environment; familiarity with pre-award research process; strong communication, interpersonal & organizational skills; working knowledge of Univ. policies & procedures preferred. GRADE: P1; RANGE: $20,291-26,368; 10-23-97 Chemistry

SYSTEMS PROGRAMMER I (1081248AM) Manage Windows NT server & desktop computing support for faculty, staff & students for instructional, research & administrative support needs. QUALIFICATIONS: BA/BS & 2 years experience supporting Macintosh/PC hardware & software; academic background &/or interest in Biology preferred; extensive experience with Macintosh, Windows 95 & NT operating systems, flatbed & slide scanners, slide makers, printers, application software & networks; Linux experience desired; knowledge of Photoshop, Word, Canvas, PowerPoint, HTML, PageMaker, Excel, Filemaker Pro; strong verbal & written communication skills. GRADE: P6; RANGE: $30,857-42,591; 10-22-97 SAS Computing

How to Apply

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

• Current Employees can call 898-7285 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.

QUALIFICATIONS: BA/BS in Accounting or
equivalent; 1 year experience in research/grant accounting preferred; proficiency with PC & working knowledge of Lotus 1-2-3; strong verbal & written communication skills.GRADE: P2; RANGE: $22,351-29,098; 10-23-97 Comptroller

ASSISTANT MANAGER, BENEFITS ACCOUNTING/RESEARCH (101673SH) Review & recommend modifications to programs & systems to support benefits design & administration; financial management of these programs; analyze utilization reports from providers; coordinate systems requirements for department; serve as liaison between management & various providers' & super- vice staff of 5 accounting professionals.QUALIFICATIONS: BA/BS or equivalent required, MBA with emphasis in finance or math preferred; minimum 5 years programming experience in insurance or public financial accounting; strong accounting or operations experience preferably in a health care environment & a Health System; strong accounting or operations experience preferred; 0-8 years experience in internal audit or public financial accounting; consultative & problem solving skills required; experience transcribing dictations necessary; strong verbal, written & organizational skills; ability to conceptualize issues & evaluate their practical impact on programs; computer skills including WordPerfect, Lotus & Access or Dbase. GRADE: P8; RANGE: $39,655-52,015; 10-20-97 Human Resources Benefits

BENEFITS SPECIALIST II (101672AB) Counsel employees on full range of University benefits, including: analysis & cost of impacting of choosing available benefits; explain University of Virginia’s defined benefit & defined contribution plans; calculate & explain maximum amounts allowed as contributions to 403(b) plan; present benefit programs to management; analyze & prepare adverse audit situations; participate in planning & conducting open enrollment process.QUALIFICATIONS: BA/BS preferably in Business or related field; minimum 2 to 3 years experience benefits experience; excellent oral & written communication skills; computer knowledge of ERISA & other benefits regulations; excellent oral & written communication skills; proven analytical skills; computer skills including WordPerfect, Lotus & Access or Dbase. GRADE: P4; RANGE: $26,986-35,123; 10-20-97 Human Resources Benefits

INTERNAL AUDITOR (101670SH) (101671SH) Work collaboratively with management to evaluate business controls, drive strategic initiatives & streamline business processes; build partnerships with management to proactively assess risk issues; approach audit & consultative requests using value added philosophy; assist with business risk assessments, audit program design, development & implementation; utilize latest computer-assisted auditing techniques to document & report results; excellent long-term opportunities exist to transfer into key University & Health System management positions. QUALIFICATIONS: BA/BS in Accounting, Business or related field; advanced degree in Computer Science or Information Systems or related field preferred; CIA, CPA or MBA or commitment to pursue preferred; 0-8 years experience in internal audit or public financial accounting; excellent oral & written communication skills; ability to establish & maintain strong client relationships & work closely with supervisors & peers. GRADE: P4-P9; RANGE: $26,986-57,217; 10-23-97 Office of Audit & Compliance

INTERNAL AUDITOR, HEALTH SYSTEM (101679SH) Work collaboratively with management to evaluate business controls, drive strategic initiatives & streamline business processes; build partnerships with management to proactively assess risk issues; approach audit & consultative requests using value added philosophy; assist with business risk assessments, audit program design, development & implementation; utilize the latest computer-assisted auditing techniques to document & report results; excellent long-term opportunities exist to transfer into key University & Health System management positions. QUALIFICATIONS: BA/BS in Accounting, Business or related field; advanced degree in Business, Finance, Information Systems or related field preferred; excellent ability in verbal & written communication in internal audit or public financial accounting, consulting or operations experience depending on the specific needs of the Health System; strong accounting or operations experience preferable; excellent problem solving skills & thorough understanding of business processes & controls is essential; excellent communication, interpersonal, leadership & management skills; CIA, CPA or MBA or commitment to pursue preferred. GRADE: P4-P9; RANGE: $26,986-57,217; 10-23-97 Office of Audit & Compliance

MEDICAL SCHOOL

Contact: Anna Marcotte/Lynn Nash-Wexler

ADMINISTRATIVE ASSISTANT II (37.5 HRS) (101707AM) Provide administrative support to director of large clinical & research division; handle office communications; compose, prepare & edit documents; assist in preparing data reports; organize & maintain records/files; develop/modify workflow procedures; manage calendars, schedules & mail; arrange meetings, events & travel; prepare financial & administrative reports on expenses & purchases. QUALIFICATIONS: HS diploma; 2 years relevant experience required; strong verbal & written communication skills & interpersonal & organizational skills; knowledge of office procedures & computer proficiency preferred. GRADE: G10; RANGE: $20,657-25,713; 10-24-97 Psychiatry

ADMINISTRATIVE ASSISTANT II (40 HRS) (101645AM) Provide support to Director; type & proofread; transcribe dictated material; draft correspondence/forms; manage calendars; assist with preparing publications.QUALIFICATIONS: HS diploma required; BA/BS preferred; 4 years administrative experience required or equivalent; experience with word processing & computer systems required; strong organizational skills required; experience transcribing dictations necessary; strong verbal, written & organizational skills; afternoon shift with potential weekend work (scheduled on a rotating basis). GRADE: G10; RANGE: $22,013-27,427; 10-20-97 Institute for Human Gene Therapy

ADMINISTRATIVE ASSISTANT III (40 HRS) (101644AM) Under general direction, provide administrative support to Director & supervisor; type & proofread both standard & confidential material; transcribe dictated material; draft routine correspondence/forms; maintain calendars; attend meetings & other activities for supervisor & Director; schedule large programmatic meetings, such as Philadelpha CF Consortium; handle inquirers to postdoctoral fellow & non-tenure track faculty Recruit to Director’s laboratory; work closely with supervisor to prepare graphic material for presentations by supervisor & Director; act as liaison to internal & external graphics artists to prepare slides & other graphic materials; help create textual slides & other presentation materials for supervisor & Director; type reports; BA/BS preferred; minimum 6 years administrative experience required or equivalent combination of education & experience; must have experience with word processing & computer systems required; strong organizational skills required; experience transcribing dictations necessary; solid telephone experience & professional, courteous phone manner required; strong verbal & written communication skills; ability to handle multiple tasks simultaneously; excellent organizational skills; ability to meet deadlines; hours 7 am - 4 pm; position contingent upon grant funding. GRADE: G11; RANGE: $23,425-29,723; 10-20-97 Institute for Human Gene Therapy

ADMINISTRATIVE DIRECTOR (101640AB) (40 HRS) Maintain & forecast pricing model for operating budget; facilitate budget request & presentation package; provide support in developing budget package; develop system to monitor accuracy of operating budget & to provide explanations for the variances; evaluate impact of variance on aggregate budget; analyze impact of new initiatives on finances. QUALIFICATIONS: BA/BS required, MBA with financial planning background preferred; 5 years of financial planning & modeling experience; ability to conduct quantitative analysis; strong analytical background; strong working knowledge of spreadsheet software; must be familiar with Fin MIS & Business Object in conjunction with Data Warehouse; must be able to demonstrate ability to conceptualize complex tasks; excellent oral & written communication skills. GRADE: P7; RANGE: $36,050-46,814; 10-23-97 Resource Planning & Analysis

DIRECTOR VII (101665AM) Develop & implement long-term strategic plan for office automation, communication networks & Picture Archiving & Communication System (PACS) software; direct research of Applied & Research Systems; guide large software systems & data center design; test designed software; develop user manuals; manage support software.QUALIFICATIONS: MS in Electrical Engineering, Computer Science, Business Administration or Biomedical Engineering with emphasis in finance or math preferred; minimum 6 years experience in high performance communications networks; thorough understanding of UNIX, DOS, VMS, MAC-OS operating systems & TCP/IP, LAT/Decnet & AppleTalk network software; excellent knowledge of UNIX & PERL scripting; database development & integration; knowledge of imaging standards (ACR/NEMA) desirable. GRADE: P10; RANGE: $48,822-64,066; 10-20-97 Radiology

HISTOLOGY TECH II (091515LW) Participate in routine staining & sectioning of histology specimens; perform special stains as requested; cut animal specimens; perform immunohistochemistry as required; complete laboratory paper work; maintain quality control & follow safety standards necessary for licensure; maintain all laboratory functions; responsible for all equipment & supplies; use computer database for specimen logging & tracking; provide assistance in budget formulation for long-term projects. QUALIFICATIONS: Registered as histotechnician; 2 years technical training in Pathology; minimum 2 years experience required; minimum 2 years direct experience as Histology Technician; broad knowledge of principles, methods & techniques of histological laboratory work; excellent experience preferred. GRADE: G10; RANGE: $19,261-23,999; 10-24-97 Ophthalmology

LAB ANIMAL TECH (40 HRS) (101668LW) Under moderate supervision, provide all aspects of care to laboratory animals including husbandry (feeding, cage cleaning, record maintenance, etc) & enrichment of various species; help maintain rodent breeding colonies & inventories of colonies; provide technical assistance to investigators who use Animal Services Unit, including anesthetizing, maintaining knowledge of & compliance with USDA, AAALAC regulations & FDA Good Laboratory Practices. QUALIFICATIONS: HS diploma required; AALAS certification at Technician (LAT) level highly desirable; minimum 1 to 2 years experience working with laboratory animals, including the husbandry of & experience with BSL2+ agents also required; experience with surgical procedures; must be able to lift heavy objects above shoulders & catch & restrain lab animals; exceptional commitment to research programs & sensitivity to needs of animals essential; energy & willingness to meet tight & agressive deadlines; excellent interpersonal & communication skills required; position contingent upon grant funding. GRADE: G9; RANGE: $20,130-25,133; 10-21-97 Institute for Human Gene Therapy

PROGRAMMER ANALYST III/IV (101702AM) (101703AM) PA III/IV: Analyze & design technical implementation of specified data management, analysis & reporting system requirements & concepts; perform systems analysis & data base conceptualization; program specific business software to process & manipulate data; perform preparatory work required for systems design & development; analyze user requirements & prepare preliminary specifications; analyze user requests & prepare, modify & evaluate user documentation. GRADE: P7/P8; RANGE: $30,469-46,814; $39,655-52,015; 10-24-97 Center for Bioinformatics

ALMANAC October 28, 1997
ASSOCIATE DIRECTOR, UNIVERSITY ARCHIVES/RECORDS CENTER (101661SH) Responsible for resource planning & day-to-day administration of comprehensive institutional archives & records management program; oversee Archives public & technical services & Records Center active, inactive & medical records services; supervise staff, including project staff, development departmental resources; prepare fiscal plans & departmental budgets; manage physical plant. QUALIFICATIONS: MA in American History, American Studies or Archival Administration and/or MLS degree; 7 to 10 years professional experience with minimum 4 years in supervisory capacity in institutional archives & records management program; excellent interpersonal & communication skills. GRADE: P1; RANGE: $39,655-52,015; 10-20-97 University Archives

INFORMATION SYSTEMS SPECIALIST III (101667SH) Provide information system support, including data analysis, system planning, selection, software/hardware configuration & troubleshooting, programming & training; perform project & strategic planning; oversee computing environment; take lead in establishing & coordinating standards & technical directions; serve as liaison to University offices; administer departmental Novell LAN including server, workstations & interpersonal communications; required: 4 years experience with minimum 2 years professional experience in computer system management & at least 3 years supporting end-user environment; demonstrated programming, preferably in academic setting; 5 years working knowledge & programming experience with relational DBMS. GRADE: P7; RANGE: $36,050-46,814; 10-24-97 University Archive

SECRETARY IV (101684LW) Provide secretarial & clerical support to Director of Communications for School of Veterinary Medicine; type outgoing letters; proofread general correspondence, media copy & other documents; maintain mailing lists, media clip files, photo files, slide files & office files; maintain & update web page & search Internet for related articles & information; assist with major mailings & public affairs programs; answer phones & route calls; respond to general inquiries; distribute department mail; assist with media & other special events; provide receptionist support for entire department; greet visitors; pick up & distribute materials within school & hospital. QUALIFICATIONS: HS diploma or equivalent; 2 years clerical/secretarial experience & previous experience in university setting preferred; knowledge of & previous experience with Internet; proficient typing/computer skills; thorough knowledge of Windows & WordPerfect; working knowledge of Macintosh software packages, FinMIS & strong verbal & written communication skills. GRADE: G9; RANGE: $17,614-21,991; 10-22-97 Development & Alumni Relations

PROVOST

Contact: Ronald Story

ADMINISTRATIVE ASSISTANT II (101675RS) Coordinate flow of artwork, proof & packages; prepare typesetting, printing & binding specifications; log & track typeset proof & artwork; update & maintain report of book manufacturing schedules & departmental files; process invoices for payment; process incoming orders & prepare packages for fulfillment to typesetters & book manufacturing vendors; communicate with authors, vendors & other members of Press staff. QUALIFICATIONS: BA/BS or equivalent experience with Microsoft Excel & Word. Preferred: 2 years experience in typesetting & design, sample collection & treatment, lab analysis. GRADE: P9; RANGE: $14,167-20,240; 10-22-97 Undergraduate Admissions

FISCAL COORDINATOR II (101638RS) Under general direction of Business Manager, assist in budget preparation; perform accounting/bookkeeping duties; process all purchase orders; “C” forms, travel expense reports, journal entries & cash deposits; supply financial data for compilation of financial statements on monthly basis; monitor University accounting reports on monthly basis & report irregularities to Business Manager & Controller; current understanding of computer systems (Apple/Peachtree); reconcile general ledger to University’s accounting statements monthly; reconcile accounts receivable & cash receipts; process weekly payroll & manual & electronic time & records; maintain contracts & royalty files & process payments to Press authors for over 800 titles; process costs for all Press titles & maintain inventory records. QUALIFICATIONS: AA/AS or 4 years experience in accounting or, equivalent work experience; experience in University accounting environment & FinMIS a plus; strong computer skills in PC environment, Windows 95, Microsoft Excel & Word; required: working knowledge of Peachtree Accounting software desirable. GRADE: P1; RANGE: $20,291-26,368; 10-24-97 University Press

HEALTH PHYSICS TECH (101698RS) Responsible for radiation measurements with portable & laboratory instruments; propose methods for removing contamination; calibrate instruments; efficient monitoring on roof tops; maintain sampling equipment; prepare reports of survey & monitoring results; collect & process radioactive waste; perform compliance testing of energized equipment; respond to spills/incidents; handle contaminated waste; develop & implement radiation safety programs; provide technical assistance to typesetters & book manufacturing vendors; distribute radionuclides; perform other duties as needed to support radiation safety program; also provide support to University’s biosafety & chemical safety programs. QUALIFICATIONS: BA/BS in Science or equivalent; experience handling radioactive materials & operating energized equipment; HP Technology Certification or Board eligible; good math, computer & electronics skills; must be able to work with diverse cross-section of laboratory personnel; must be able to tolerate heights, move about freely & carry heavy materials/equipment (40-60 lbs.); must have valid driver’s license. GRADE: G13; RANGE: $25,132-33,270; 10-24-97; Radiation Safety

OFFICE ADMINISTRATIVE ASSISTANT III (101699RS) Support work of Director & manage work flow of central office; supervise paraprofessional staff & progress on projects; coordinate staff support for section heads; maintain records including confidential materials; implement strategies for marketing programs or providing information about APRL processes; arrange meetings, perform scheduling; work with budget & payroll systems; draft correspondence; update databases & filing systems. QUALIFICATIONS: BA/BS preferred; 3 to 5 years relevant experience; above to independently & manage several projects at one time; maintain strong verbal & written communication skills; knowledge of Macintosh software packages, FinMIS & payroll systems desirable; strong customer service skills. GRADE: G11; RANGE: $20,497-26,008; 10-24-97 Academic Programs & Res. Life

RECEPTIONIST III (071006RS) Receive visitors in pleasant, courteous & helpful manner; answer routine questions, ascertain nature of visit & refer to appropriate staff; respond to informational questions; work on On-Campus Program to effectively implement the servicing of prospective candidates, their parents & visitors to Undergraduate Admissions. QUALIFICATIONS: HS diploma, some college preferred; 2 years receptionist experience or general clerical/administration experience preferred; must be able to type 24 hours on a Macintosh; have working knowledge of Macintosh software packages, FinMIS & payroll systems desirable; strong customer service skills. GRADE: G11; RANGE: $20,497-26,008; 10-24-97 Academic Programs & Res. Life

FOR RENT

Beautiful, two-bedroom, modern, porchfront home; finished basement. Five minutes from Penn. Clean, quiet block. Must see. $525./mo.; 338-7787.

Note: To place classifieds call: (215) 898-5274.
News vs. Entertainment: Has the Line Been Crossed?

Broadcast journalist Maury Povich, ’62, will discuss *News vs. Entertainment: Has the Line Been Crossed?* at a program co-sponsored by the College Alumni Society and the World Affairs Council of Philadelphia. The program will be held on Thursday, October 30, with a reception at 5:30 p.m. and the talk at 6:30 p.m., at the Warwick Hotel, 17th and Locust Streets. Tickets are $18 each and will be held at the door.

Mr. Povich is the host and executive producer of ‘The Maury Povich Show,’ a daily interview program that entered its seventh season this year. Mr. Povich graduated from Penn in 1962 and began his broadcast career in 1966 as a reporter and sportscaster at WTTG-TV in Washington, DC. The following year, he became the original host of the midday talk show ‘Panorama.’ During the next ten years, Mr. Povich went on to news programs and talk shows in Chicago, Los Angeles, San Francisco, and Philadelphia, where he hosted “People Are Talking.” In 1983 he returned to Washington TV news and “Panorama,” and went on to win an Emmy for best co-anchor. From 1986 to 1991, Mr. Povich hosted “A Current Affair.” Today, his “Maury Povich Show” is seen in more than 10 million homes per week.

For more information or reservations for this program, please contact Anita Mastroieni at the College Alumni Society at 898-5262 or maestroie@ben.dev.upenn.edu.

---

**Update**

**OCTOBER AT PENN**

**TALKS**

28. *Folklore, Ancient Jewish Literature, and Contemporary Israel Scene*; Galit Hasan-Rokem, folklore, and Hebrew literature; 5 p.m.; Room 465, North Hall (SAS, Jewish Studies, Folklore and Folklife).

**Political Science Faculty Undergraduate Reception**; discuss course offerings; 4:5 p.m.; Undergraduate Lounge, Stittler Hall (Political Science).

31. *Middle East Water Issues: A Development Perspective*; Peter Gubser, Georgetown University; 12:15-1:45 p.m.; Room 1203, Steinberg Hall-Dietrich Hall (Institute for Environmental Studies).

**Deadlines**: The deadline for the December at Penn calendar is November 11. The deadline for the update is the Monday prior to the week of publication.

**Banking Services**

Do you ever wonder.... what PC Banking is..... what Bank by Phone is..... what bank services are available to you....

The Office of the Treasurer invites you to join us on Thursday, November 13, 11 a.m. until 2 p.m. for an informative day on banking services available to you. Local banks, and credit unions will be represented at the event at the Faculty Club, Alumni Hall, 200 S. 36th Street. Light refreshments will be served. For more information, please call 898-7256.

---

**Almanac**

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 October 13, 1997 through October 19, 1997. Also reported were Crimes Against Property, including 39 total thefts (including 9 burglary & attempt, 4 thefts from autos, 15 thefts of bikes & 7 criminal mischief & vandalism, 2 forgery & fraud, 1 trespassing & loitering, and 2 thefts of auto). Full crime reports are in this issue of Almanac on the Web (www.upenn.edu/almanac/v44/n10/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 October 13, 1997 through October 19, 1997.

The University Police actively patrols from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4462.

**Crimes Against Persons**

34th to 35th/Market to Civic Center: Robberies (& Attempts)—1; Threats & Harassment—4;

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/13/97</td>
<td>3:51 PM</td>
<td>Nichols House</td>
<td>Unwanted phone calls received</td>
</tr>
<tr>
<td>10/15/97</td>
<td>10:08 AM</td>
<td>3430 Sansom St.</td>
<td>US currency taken by male with gun</td>
</tr>
<tr>
<td>10/16/97</td>
<td>11:07 AM</td>
<td>Law School</td>
<td>Threat from parent</td>
</tr>
<tr>
<td>10/16/97</td>
<td>7:59 PM</td>
<td>Cleorman Dorm</td>
<td>Unwanted messages received</td>
</tr>
<tr>
<td>10/19/97</td>
<td>8:50 PM</td>
<td>E.F. Smith Dorm</td>
<td>Unwanted phone calls received</td>
</tr>
</tbody>
</table>

38th to 41st/Market to Baltimore: Robberies (& Attempts)—1; Simple Assault—1;

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/13/97</td>
<td>4:10 PM</td>
<td>Harrison House</td>
<td>Unwanted messages left on voice mail</td>
</tr>
<tr>
<td>10/14/97</td>
<td>5:51 PM</td>
<td>3800 Blk. Chestnut</td>
<td>Actor grabbed complainant/demanded US currency/Arrest</td>
</tr>
<tr>
<td>10/19/97</td>
<td>7:07 PM</td>
<td>4831 Baltimore</td>
<td>Student vs. Student/Arrest</td>
</tr>
</tbody>
</table>

41st to 43rd/Market to Baltimore: Rapes (& Attempts)—1; Threats & Harassment—1;

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/13/97</td>
<td>3:53 PM</td>
<td>4300 Walnut St.</td>
<td>Complainant reported being harassed by males</td>
</tr>
<tr>
<td>10/17/97</td>
<td>2:12 AM</td>
<td>4222 Chestnut St.</td>
<td>Complainant fought off officer/ppd handled</td>
</tr>
</tbody>
</table>

**Outside 30th to 43rd/Market to Baltimore:**

Aggravated Assault—1

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/19/97</td>
<td>4:01 PM</td>
<td>34th &amp; Race</td>
<td>Complainant assaulted</td>
</tr>
</tbody>
</table>

**Crimes Against Society**

38th to 41st/Market to Baltimore: Disorderly Conduct—4; Weapons Offenses—1

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/16/97</td>
<td>8:05 AM</td>
<td>41st &amp; Spruce</td>
<td>Actor cited for disorderly conduct</td>
</tr>
<tr>
<td>10/18/97</td>
<td>1:26 AM</td>
<td>4000 Blk. Spruce</td>
<td>Illegally parked vehicle/gun, drugs found/2 Arrested</td>
</tr>
<tr>
<td>10/18/97</td>
<td>6:17 PM</td>
<td>106 S. 38th St.</td>
<td>Male cited for disorderly conduct</td>
</tr>
<tr>
<td>10/19/97</td>
<td>2:00 AM</td>
<td>Pi Kappa Phi</td>
<td>Male cited for disorderly conduct</td>
</tr>
<tr>
<td>10/19/97</td>
<td>2:28 AM</td>
<td>Penn Police HQ</td>
<td>Male causing disturbance</td>
</tr>
</tbody>
</table>

41st to 43rd/Market to Baltimore: Disorderly Conduct—1

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/16/97</td>
<td>12:21 AM</td>
<td>St. Marks/Walnut</td>
<td>Male cited/resisted/Arrest</td>
</tr>
<tr>
<td>10/19/97</td>
<td>6:19 PM</td>
<td>3300 Blk. Smith</td>
<td>Disturbance/male cited</td>
</tr>
</tbody>
</table>

**30th to 44th/Market to University:**

Disorderly Conduct—1

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/13/97</td>
<td>6:19 PM</td>
<td>3300 Blk. Smith</td>
<td>Disturbance/male cited</td>
</tr>
</tbody>
</table>

**18th District Crimes Against Persons**

11 Incidents and 3 Arrests were reported between October 13, 1997, and October 19, 1997, by the 18th District, covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/13/97</td>
<td>2:07 PM</td>
<td>3800 Chestnut</td>
<td>Robbery/Arrest</td>
</tr>
<tr>
<td>10/14/97</td>
<td>5:20 PM</td>
<td>4800 Locust</td>
<td>Aggravated Assault</td>
</tr>
<tr>
<td>10/15/97</td>
<td>3:15 PM</td>
<td>Baltimore</td>
<td></td>
</tr>
<tr>
<td>10/15/97</td>
<td>9:07 PM</td>
<td>4006 Market</td>
<td>Robbery</td>
</tr>
<tr>
<td>10/15/97</td>
<td>9:45 PM</td>
<td>4600 Spruce</td>
<td>Robbery</td>
</tr>
<tr>
<td>10/15/97</td>
<td>10:16 PM</td>
<td>3430 Sansom</td>
<td>Robbery</td>
</tr>
<tr>
<td>10/16/97</td>
<td>11:03 PM</td>
<td>500 Melville</td>
<td>Robbery</td>
</tr>
<tr>
<td>10/16/97</td>
<td>11:07 PM</td>
<td>607 48th St.</td>
<td>Robbery/Arrest</td>
</tr>
<tr>
<td>10/17/97</td>
<td>12:05 AM</td>
<td>4322 Walnut</td>
<td>Robbery</td>
</tr>
<tr>
<td>10/17/97</td>
<td>5:06 PM</td>
<td>4612 Walnut</td>
<td>Robbery</td>
</tr>
<tr>
<td>10/18/97</td>
<td>6:53 AM</td>
<td>4525 Pine</td>
<td>Aggravated Assault/Arrest</td>
</tr>
</tbody>
</table>
Improving Graduation Rates for Undergraduates

by Stanley Chodorow

As part of the Agenda for Excellence and its focus on undergraduate education, the Office of the Provost and the undergraduate deans have been looking at a variety of measures to improve the undergraduate experience and Penn’s educational outcomes. The Office of the Provost is announcing several new initiatives to improve Penn’s graduation rate and advising system for undergraduates. Although Penn’s graduation rate is already very high, many students who come close to satisfying all of their graduation requirements do not graduate because of academic and financial difficulties.

The establishment of these initiatives caps a nine-month effort led by Deputy Provost Michael Wachter with the undergraduate deans, Frank Claus and Bill Schilling from SFS, Institutional Research Director Barney Lentz, and advisers from the undergraduate schools and SFS. Working together, the group has formed an integrated academic and financial advising system for undergraduate students. Penn’s current graduation rate of 87.6% is far in excess of the national average of 70% for private universities. At the same time, while it is on a par with that of Columbia and Cornell, it falls somewhat below that of the other Ivies. Penn students who do not graduate fall into several categories: some transfer to other universities; some fail to satisfy academic requirements and are dropped from the rolls; and some decide that university education is not for them.

Yet, what the study showed was that nearly a quarter of the 12.4% who do not graduate either have satisfied all of their degree requirements but are on financial hold or have completed thirty courses but have not completed all of their degree requirements. These are the students the new initiative will concentrate on at the outset. They have made a large academic, financial, and time commitment to Penn as the University has to them. The University needs to help them complete their undergraduate education.

The heart of the new initiative is a system in which senior members of the school advising offices will be designated as liaisons to Student Financial Services (SFS). The new liaison system will enable students who face financial and academic hurdles to meet with teams of specially trained individuals who can handle both sets of problems. Working with the students, the senior advisers will identify the remaining requirements facing the students on the academic and financial fronts. Thus, the University will make important advising resources available to students in a more coordinated and effective way than ever before.

With the liaison system in place for the first time this academic year, Penn expects to provide early warning systems for students who intend to graduate and to direct the students with combined academic and financial problems to the specially trained liaisons. But the efforts that led to the creation of the new system have already produced some positive results. A number of students who had completed all of their requirements but remained on financial hold have now been given their diplomas. Just solving those cases moved Penn ahead of Columbia in the undergraduate retention rate.

The University’s commitment to enhance undergraduate retention rates is further intensified by current findings that graduation rates for African-American and Hispanic students are lower than for other groups of students. One significant reason for this is the financial difficulty that too often burdens students in underrepresented minority groups. Such burdens can severely and understandably affect academic performance or prevent students from graduating.

Over the next year, Penn expects to deliver diplomas to most African-American and Hispanic students from past graduating classes who have fulfilled their academic requirements but still have financial debts to the University. Penn intends to provide assistance to all students facing this dilemma by extending to them a new, more flexible loan arrangement. Indeed, favorable terms have already been worked out for a number of students under this new arrangement. This initiative alone should improve the African-American graduation rate by three to five percentage points by next year.

The University believes its new innovative, integrated academic-financial advising system will make a noteworthy difference in the lives and success of undergraduates at Penn. For academically or financially vulnerable students, the University will turn the odds more in their favor by working with them to ensure that they are given the best possible chance to graduate with the Penn degree that they have labored so hard to attain. Everyone who has been involved in building this system deserves our deepest appreciation.

Provost Chodorow heads both the 21st Century Project and the Perelman Quad Project which includes the renewal of Logan Hall (see text, upper right).
ACADEMIC CALENDAR
3. Advance registration for Spring Lowell-University House: Reserve your place now.
6. Homecoming weekend
9. Thanksgiving recess begins at close of classes.

CHILDREN'S ACTIVITIES
Conference on Envisioning the Future at Perelman Center for Political Science and Economics. 
Dr. David Balduz at Meyerson Hall on Monday, November 19, at 6:30 p.m. The conference is free and open to the public.

Shopping

The Art and Science of Obtaining Physician's Desk Reference: Bennet and Hope's Desk Reference; 10 a.m. to 12 p.m.; Medical Library, 3rd floor, Alderman Library, 89-e 4015 (Office of the Vice Dean for Research and Research Training).

Admission

Arthur Ross Gallery, Fisher Fine Arts Library, 430 S. 36th Street. Tours: Tues., Fri., 10 a.m. and 2 p.m.; Sat., Sun., 1-4 p.m.; Closed Mon.
360 Market, free; Mon.-Fri., noon-5 p.m.
360 Market, free; Sat., noon-5 p.m.
5th Art Center, $3; students, seniors, members, free; children 12 and under, free; Sundays 10 a.m.-noon; Thurs., 10 a.m.-7 p.m.
Meyerson Hall Galleries: free; Mon.-Sat., 10 a.m.-5 p.m.
Meyerson Hall: $3; students, members, free; children 4-15, free; seniors, $2; children under 4, free; Saturdays, 10 a.m.-5 p.m.; Sundays, 10 a.m.-4 p.m.
Museum House: $3; students, free with university ID; members, free; children under 16, free; Thursdays, 6-8 p.m.
Museum of the History of Science: $3; students, free with university ID; members, free; children under 16, free; Thursdays, 6-8 p.m.

CONFERENCE ON ENVISIONING THE FUTURE

The Art and Science of Obtaining Physician's Desk Reference: Bennet and Hope's Desk Reference; 10 a.m. to 12 p.m.; Medical Library, 3rd floor, Alderman Library, 89-e 4015 (Office of the Vice Dean for Research and Research Training).

Admission

Arthur Ross Gallery, Fisher Fine Arts Library, 430 S. 36th Street. Tours: Tues., Fri., 10 a.m. and 2 p.m.; Sat., Sun., 1-4 p.m.; Closed Mon.
360 Market, free; Mon.-Fri., noon-5 p.m.
360 Market, free; Sat., noon-5 p.m.
5th Art Center, $3; students, seniors, members, free; children 12 and under, free; Sundays 10 a.m.-noon; Thurs., 10 a.m.-7 p.m.
Meyerson Hall Galleries: free; Mon.-Sat., 10 a.m.-5 p.m.
Meyerson Hall: $3; students, members, free; children 4-15, free; seniors, $2; children under 4, free; Saturdays, 10 a.m.-5 p.m.; Sundays, 10 a.m.-4 p.m.
Museum House: $3; students, free with university ID; members, free; children under 16, free; Thursdays, 6-8 p.m.
Museum of the History of Science: $3; students, free with university ID; members, free; children under 16, free; Thursdays, 6-8 p.m.

CONFERENCE ON ENVISIONING THE FUTURE

The Art and Science of Obtaining Physician's Desk Reference: Bennet and Hope's Desk Reference; 10 a.m. to 12 p.m.; Medical Library, 3rd floor, Alderman Library, 89-e 4015 (Office of the Vice Dean for Research and Research Training).

Admission

Arthur Ross Gallery, Fisher Fine Arts Library, 430 S. 36th Street. Tours: Tues., Fri., 10 a.m. and 2 p.m.; Sat., Sun., 1-4 p.m.; Closed Mon.
360 Market, free; Mon.-Fri., noon-5 p.m.
360 Market, free; Sat., noon-5 p.m.
5th Art Center, $3; students, seniors, members, free; children 12 and under, free; Sundays 10 a.m.-noon; Thurs., 10 a.m.-7 p.m.
Meyerson Hall Galleries: free; Mon.-Sat., 10 a.m.-5 p.m.
Meyerson Hall: $3; students, members, free; children 4-15, free; seniors, $2; children under 4, free; Saturdays, 10 a.m.-5 p.m.; Sundays, 10 a.m.-4 p.m.
Museum House: $3; students, free with university ID; members, free; children under 16, free; Thursdays, 6-8 p.m.
Museum of the History of Science: $3; students, free with university ID; members, free; children under 16, free; Thursdays, 6-8 p.m.

CONFERENCE ON ENVISIONING THE FUTURE

The Art and Science of Obtaining Physician's Desk Reference: Bennet and Hope's Desk Reference; 10 a.m. to 12 p.m.; Medical Library, 3rd floor, Alderman Library, 89-e 4015 (Office of the Vice Dean for Research and Research Training).

Admission

Arthur Ross Gallery, Fisher Fine Arts Library, 430 S. 36th Street. Tours: Tues., Fri., 10 a.m. and 2 p.m.; Sat., Sun., 1-4 p.m.; Closed Mon.
360 Market, free; Mon.-Fri., noon-5 p.m.
360 Market, free; Sat., noon-5 p.m.
5th Art Center, $3; students, seniors, members, free; children 12 and under, free; Sundays 10 a.m.-noon; Thurs., 10 a.m.-7 p.m.
Meyerson Hall Galleries: free; Mon.-Sat., 10 a.m.-5 p.m.
Meyerson Hall: $3; students, members, free; children 4-15, free; seniors, $2; children under 4, free; Saturdays, 10 a.m.-5 p.m.; Sundays, 10 a.m.-4 p.m.
Museum House: $3; students, free with university ID; members, free; children under 16, free; Thursdays, 6-8 p.m.
Museum of the History of Science: $3; students, free with university ID; members, free; children under 16, free; Thursdays, 6-8 p.m.

CONFERENCE ON ENVISIONING THE FUTURE

The Art and Science of Obtaining Physician's Desk Reference: Bennet and Hope's Desk Reference; 10 a.m. to 12 p.m.; Medical Library, 3rd floor, Alderman Library, 89-e 4015 (Office of the Vice Dean for Research and Research Training).

Admission

Arthur Ross Gallery, Fisher Fine Arts Library, 430 S. 36th Street. Tours: Tues., Fri., 10 a.m. and 2 p.m.; Sat., Sun., 1-4 p.m.; Closed Mon.
360 Market, free; Mon.-Fri., noon-5 p.m.
360 Market, free; Sat., noon-5 p.m.
5th Art Center, $3; students, seniors, members, free; children 12 and under, free; Sundays 10 a.m.-noon; Thurs., 10 a.m.-7 p.m.
Meyerson Hall Galleries: free; Mon.-Sat., 10 a.m.-5 p.m.
Meyerson Hall: $3; students, members, free; children 4-15, free; seniors, $2; children under 4, free; Saturdays, 10 a.m.-5 p.m.; Sundays, 10 a.m.-4 p.m.
Museum House: $3; students, free with university ID; members, free; children under 16, free; Thursdays, 6-8 p.m.
Museum of the History of Science: $3; students, free with university ID; members, free; children under 16, free; Thursdays, 6-8 p.m.

CONFERENCE ON ENVISIONING THE FUTURE

The Art and Science of Obtaining Physician's Desk Reference: Bennet and Hope's Desk Reference; 10 a.m. to 12 p.m.; Medical Library, 3rd floor, Alderman Library, 89-e 4015 (Office of the Vice Dean for Research and Research Training).

Admission

Arthur Ross Gallery, Fisher Fine Arts Library, 430 S. 36th Street. Tours: Tues., Fri., 10 a.m. and 2 p.m.; Sat., Sun., 1-4 p.m.; Closed Mon.
360 Market, free; Mon.-Fri., noon-5 p.m.
360 Market, free; Sat., noon-5 p.m.
5th Art Center, $3; students, seniors, members, free; children 12 and under, free; Sundays 10 a.m.-noon; Thurs., 10 a.m.-7 p.m.
Meyerson Hall Galleries: free; Mon.-Sat., 10 a.m.-5 p.m.
Meyerson Hall: $3; students, members, free; children 4-15, free; seniors, $2; children under 4, free; Saturdays, 10 a.m.-5 p.m.; Sundays, 10 a.m.-4 p.m.
Museum House: $3; students, free with university ID; members, free; children under 16, free; Thursdays, 6-8 p.m.
Museum of the History of Science: $3; students, free with university ID; members, free; children under 16, free; Thursdays, 6-8 p.m.

CONFERENCE ON ENVISIONING THE FUTURE

The Art and Science of Obtaining Physician's Desk Reference: Bennet and Hope's Desk Reference; 10 a.m. to 12 p.m.; Medical Library, 3rd floor, Alderman Library, 89-e 4015 (Office of the Vice Dean for Research and Research Training).

Admission

Arthur Ross Gallery, Fisher Fine Arts Library, 430 S. 36th Street. Tours: Tues., Fri., 10 a.m. and 2 p.m.; Sat., Sun., 1-4 p.m.; Closed Mon.
360 Market, free; Mon.-Fri., noon-5 p.m.
360 Market, free; Sat., noon-5 p.m.
5th Art Center, $3; students, seniors, members, free; children 12 and under, free; Sundays 10 a.m.-noon; Thurs., 10 a.m.-7 p.m.
Meyerson Hall Galleries: free; Mon.-Sat., 10 a.m.-5 p.m.
Meyerson Hall: $3; students, members, free; children 4-15, free; seniors, $2; children under 4, free; Saturdays, 10 a.m.-5 p.m.; Sundays, 10 a.m.-4 p.m.
Museum House: $3; students, free with university ID; members, free; children under 16, free; Thursdays, 6-8 p.m.
Museum of the History of Science: $3; students, free with university ID; members, free; children under 16, free; Thursdays, 6-8 p.m.
TALKS

Morning Symposium Remarks, 5:30 p.m. ~ Closing Ceremony/Jazz Brunch, 6-8 a.m.

Monday, November 6
7:10 a.m. ~ DuBois College House Closing Ceremony/Jazz Brunch (Free Event)
8 a.m. ~ Opening Ceremony/Gala Reception (Free Event)
8:30 a.m. ~ Keynote Address (Free Event)
9 a.m. ~ Opening of theIAS: More than 25 Years of Science at Penn (Free Event)


Thursday, November 5
3:15-5:30 p.m. ~ Postdoctoral Fellows Symposium (Free Event)

TALKS

The Roy & Diana Vagelos Laboratories at the IAST

From early experiments with electricity to today’s pioneering work in gene therapy, IAST has a long and rich history of record of innovative research across a broad scientific spectrum. On November 10, 1997, this history of scientific discovery and technological advancement made a new and enriching home at The Roy & Diana Vagelos Laboratories of the Institute for Advanced Science and Technology.

The new facility features a new, critically needed space for cutting-edge research in biotechnology, chemistry, computer science, and physics.

The facility will be a two-interdisciplinary research centers. The Institute for Medicine and Engineering on the lower level and the Institute for Science, Education, and Culture in the first floor.

The infrastructure of the Vagelos Laboratories has been designed to feature state-of-the-art design and technology which include a variety of space within large open spaces and the capacity to easily reconfigure services, systems, and equipment to allow for future technology.

The new facility is designed to accommodate the ambitious plans of Penn’s ambitious strategy to maintain unparalleled leadership in scientific and technological research. The IAST staff looks forward to the next 25 years in the world, and the space will enable the pace of scientific and technological discovery and the communication of new ideas to practical use.

Postdoctoral, graduate, and undergraduate students will have expanded opportunities for research opportunities in new laboratories. They will work with state-of-the-art equipment using the most modern methods and techniques. They will also have access to the resources of the institution to further their major research projects in the IAST. As a training ground for young scientific, health researchers, the IAST staff will offer the AIDS through The Roy & Diana Vagelos Laboratories—lo to launch tomorrow’s research.

Celebrating Scientific Innovation, Penn Opens the IAST with a Reception and Open House

On November 4th, 2023, the Institute for Advanced Science and Technology (IAST) will host an opening event titled “Celebrating the First 25 Years of Penn’s IAST” to commemorate its significant achievements and contributions to the scientific community.

The event will feature a formal reception, where attendees can network and socialize with fellow scientists and researchers. Refreshments will be served, and a special exhibit will showcase highlights of the IAST’s accomplishments over the past quarter-century. A keynote speech will be delivered by Dr. W.E. DuBois, a renowned scientist and one of the founders of the Institute.

In addition to the reception, the IAST will open its doors to the public for an open house. Visitors will have the opportunity to explore the new facilities, learn about ongoing research projects, and engage with IAST staff and researchers. The open house will feature guided tours, interactive exhibits, and demonstrations to provide a glimpse into the cutting-edge work being conducted at the Institute.

The event is open to the public, and tickets will be available for purchase on the IAST’s website. More information about the event, including ticketing details and a full schedule of activities, will be announced closer to the event date.

For ticket reservations, please send a check payable to "IAST" to 3401 Walnut Street, Philadelphia, PA 19104. The proceeds will support the Institute’s educational programs and outreach initiatives.

The IAST is located at 3401 Walnut Street, Philadelphia, PA 19104. For more information, please contact the IAST at 215-898-6000.