School Collaboration

At a press conference June 18, President Judith Rodin announced a series of initiatives with the University City public schools including an agreement with the School District and the teachers’ union to create a “demonstration school” for students from Pre-Kindergarten through eighth grade on land owned by Penn, the former Philadelphia Episcopal Divinity School at 42nd and Spruce Streets.

Also announced in a Memorandum of Understanding (see summary, p. 8) were plans to:

— assist the School District in relocating the Carver School, a magnet high school for science and engineering, to a Market Street site now owned by the Science Center;

— take leadership responsibility, as part of the school district’s “Children Achieving” initiative, for two Cluster Resource Boards that serve West Philadelphia—each including a comprehensive high school and its feeder elementary and middle schools. Dean Susan H. Fuhrman of GSE is to serve as chair of the cluster board for West Philadelphia and Dr. Ira Harkavy of the Center for Community Partnerships will chair the University City cluster board.

— continue current initiatives in tutoring and partnering with existing schools in the area.

Over the years Penn has heard numerous ideas and strategies for improvement of education in the area, a spokesperson said, including suggestions for a private school or charter school, but Penn elected the public school improvement route. Among recent reports cited as urging school improvement were the 1963 PFSNI report “Priorities for Neighborhood Revitalization,” (on the web via www.upenn.edu/almanac) and the Spruce Hill Community Plan issued by the organization in 1995.

But at a community meeting called by Penn on July 1, numerous questions were raised, particularly about the future of the child care units and New School now on the Divinity School site, and the potential effect of the demonstration school on other schools in the area including Lea School and Powel School.

Vice President Steve Schutt said the first announcement sets a “broad framework” and that a structure for involving the community will be established within a few weeks. (The structure will be posted to Almanac Between Issues on receipt. See also page 3 for a Speaking Out exchange and the email address for sending input on the school collaboration, and page 8 for a site map.—Ed.)

SEAS Interim Dean: Dr. Eduardo Glandt

Dr. Eduardo Glandt, chemical engineering’s Russell Pearce and Elizabeth Crimian Heuer Professorship, has been named Interim Dean of the School of Engineering and Applied Science.

He takes office on August 15 to succeed Dr. Gregory Farrington, now president-elect of Lehigh University.

Dr. Glandt was described as “an accomplished scholar, outstanding teacher and superb citizen” by Dr. Michael Wachter, who as Interim Provost announced the appointment. “We are delighted that he has agreed to lead the school during this time of transition,” Dr. Wachter also thanked SEAS Faculty Council, who solicited nominations and asked for an interim dean with “a solid understanding of the University, a real sense of the directions in which engineering is moving, the ability to keep SEAS on its present course.” The SEAS faculty also wanted a colleague who will “work hard to attract the next dean,” Dr. Wachter added. “We believe Eduardo is such a person. We are confident he will do an excellent job as Interim Dean and look forward to working with him in the coming year.”

Dr. Glandt graduated magna cum laude from the University of Buenos Aires and taught there while conducting research at Argentina’s National Institute of Industrial Technology. He came to Penn for his advanced degrees and joined the faculty upon taking his Ph.D. in 1977. Winning the S. Reid Warren award in 1977 for his teaching, the American Chemical Society’s Victor K. LaMer Award in 1979, and the Lindback Award in 1980, he was promoted to tenure in 1981 and became full professor in 1985. He held the Carl V.S. Patterson chair from 1990 until 1995, when he was named the Heuer Professor.

A member of the National Academy of Engineering, Dr. Glandt is internationally known for his work in applying advances in molecular science to chemical engineering. He particularly studies liquids, interfacial phenomena and heterogeneous materials.

In addition to chairing his department in 1991-94, Dr. Glandt has served on the SEAS Faculty Council and on the this year’s Academic Planning and Budget Committee, last year’s Council Library Committee, and many others including the current Provost’s Search Committee and the Committee on Distributed Learning which reported in Almanac April 21, 1998.

At Sansom Common, The Bookstore Opens

A new chapter in Penn Bookstore opens tomorrow, July 15, as the Bookstore opens for business in Sansom Common— a “soft” opening, with a grand-opening gala to follow on September 10, said Marie Witt, Interim Vice President for Business Services.

Penn built and owns the facility, which combines the “best elements of a full-service academic bookstore with the amenities of a Barnes & Noble superstore,” she added.

Computer Connection is also located in Sansom Common, with entrances from both the Bookstore and Sansom Street. Not a part of the Barnes & Noble agreement, Computer Connection remains a Penn department and will carry hardware as well as an expanded selection of peripherals, accessories, and software. The 1999 “Back-to-School” Sale promises to be one of the biggest and best ever, according to the Computer Connection’s general manager Christopher Bradie.

Departmental computer orders and delivery services will continue to be managed by the Computer Connection with computer repair services by The Computer Fixer through an agreement with the Computer Connection.

A storefront at 36th Street and the Sheraton Hotel will open this week for these services.

Bookstore hours—July 15-August 15: 8:30 a.m.-9 p.m., Monday-Friday; 10 a.m.-6 p.m., Saturday and Sunday. Beginning August 16: 8:30 a.m.-11 p.m., Monday-Saturday; 10 a.m.-6 p.m., Sunday.

Computer Connection hours—July 15-August 15: 8:30 a.m.-9 p.m., Monday-Friday; 10 a.m.-5 p.m., Saturday (no Sunday hours). Beginning August 16: 8:30 a.m.-9 p.m., Monday-Friday; 10 a.m.-5 p.m., Saturday and Sunday.

Among the store’s 130,000 titles are approximately 90,000 academic books, making it one of the most comprehensive academic bookstores in the country, Ms. Witt said. It also features an expanded Faculty Authors section and extensive World News section. Throughout the store are murals, kiosks, and other University memorabilia depicting the rich history and favorite images of Penn. Selected pieces from the University’s sculpture galleries (formerly housed in Gimbel Gym) will also be on display.

Construction of the Inn at Penn and of the new roadway from Chestnut to Sansom called Steve Murray’s Way continue in the coming year, toward completion by the end of 1999.

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News in Brief

Renaming of Geology
Effective July 1, the Department of Geology's name was changed to the Department of Earth and Environmental Science. The department’s faculty recommended the change in an effort to “more accurately reflect the intellectual direction of the department in its research and educational programs,” said SAS Dean Samuel Preston. It was approved by Interim Provost Michael Wachter and announced at the Trustees' stated meeting in June.

Panel on Neighborhood Initiatives
On Thursday, July 23, a panel discussion will be held from 10 a.m. to noon in B-6 Sittler Hall entitled, It’s a Beautiful Day in the Neighborhood: New Initiatives In and Around the Penn Community.

D.L. Wormley, Managing Director of Community Housing, will moderate the panel which includes John Greenwood, General Manager of UCA Reality; David Grossman, Director of Civic House/Program for Student Community Involvement; Architect Elizabeth Hitchcock of Venturi Architects; and Maria Oyasaki, a community activist and Ph.D. candidate in cell biology at Penn.
A Resource Fair and light refreshments will be served. No RSVP is necessary, but questions may be addressed to Laurie Reed McCall at 898-4276.

‘Go West! Go International!’
Next week at a campus Press Preview the University City District (UCD) will unveil a new program of international evenings called Go West! Go International!, a “Third Thursdays” program that will start with the University Museum as anchor of a September 17 street festival that is expected to involve 40 participating organizations, according to UCD Executive Director Paul Steinke.
Joining in the announcement of the program will be Executive Vice President John Fry, who is also chairman of the UCD Board; Drexel President Constantine Papadakis; President Philip P. Gerbino, University of the Sciences in Philadelphia; Paul Steinke; Fran Aulston, Arts West executive director; Judy Wicks, White Dog Café; Ellen Davis, president of Interantional House and a preview performance by Philadanco.

Two Moves to Duhring Wing
Senate Office: For hand deliveries and office visits, the physical location of the Office of the Faculty Senate is:
236 S. 34th Street,
Duhring Wing, Room 109.
Telephone and fax numbers remain the same. Mail should be addressed to:
Box 12, College Hall/6303.
Secretary's Office: The Office of the Secretary’s temporary address, which is also its mailing address is:
236 S. 34th Street,
Duhring Wing, 4th Floor/3804.
Its telephone and fax numbers remain the same.
Cashier: New Procedures
Hours of operation: Monday, Wednesday-Friday, 9 a.m.-4:30 p.m.; Tuesday, 10 a.m.-4:30 p.m.; closing at 2 p.m. on Wednesday, July 22 for installation of a new student payment system. Effective Monday, July 20, one window will remain open from 3-4:30 p.m. to accept student payments and departmental deposits. Deposits (D-slips) submitted after 3 p.m. will be processed the following business day. Information: Lynn DePorter, 898-7258.

Leaving Penn
Jim Miller of Fire & Occupational Safety; Other Veteran Members of Facilities Units
James M. Miller, the University’s Director of Fire and Occupational Safety since 1981, is one of nine members of the former Facilities Management staff who resigned or took retirement effective June 30.
Most were members of the facilities/physical plant staff who had been moved to Trammell Crow under last year’s outsourcing agreement, which contained a window for accepting a Penn service package at the end of the fiscal year.
Mr. Miller’s operation had not been outsourced in the Trammell Crow agreement but was later moved from its physical plant aegis to that of public safety.
At a retirement luncheon in the Faculty Club, Vice President for Facilities Services Omar Blaik said the longevity of service of the departing members represented over 250 years of institutional memory that would be sorely missed. “I wish they would stay,” he said, “but I understand the personal decisions, the family needs” that led to their individual decisions.
Jim Miller came to Penn in January 1981 from the Philadelphia Fire Department, where he begun as a firefighter in 1956 and worked his way up through the ranks of lieutenant, captain, battalion chief, and deputy chief (which commands the Fire Prevention Division) to the second highest civil service post in the department, assistant chief. Before coming to Penn he had attended the Fels Institute (1966-1969), and he continued a career-long emphasis on professional training for himself and his staff. At the luncheon he spoke with pride of the education and safety priorities that the Philadelphia Fire Department pioneered for the city and that he brought to Penn—with an emphasis on prevention and safety over violations and sanctions.
Mr. Miller has won numerous awards including a Korean Service Medal, United Nations Service Medal, and, during the Penn years, the 1985 S. Robert Patrick Award of the National Fire Prevention Association; a first place award from NACUBO the same year; and a 1991 T. Seddon Duke Award from the Philadelphia Fire Department. Mr. Miller also served as president of the NFPA’s Benjamin Franklin Chapter, 1987-88, and has been an active volunteer fund-raiser for numerous national and local charities.
Other members of Facilities Services and their years of service cited by Mr. Blaik are: Robert Armosky, Industrial Engineer/Planner—24 years, 1 month; Daniel Belton, Foreman, Air Condition—33 years, 10 months; Ron Brooks, Foreman of Control Shop (HVAC)—36 years, 7 months; Andrew Broxton, Supervisor of Hard Surface and Grounds—40 years, 9 months; Bernard Capuano, Supervisor of Storeroom and Service Mechanics—39 years, 8 months; William Claybourn, Superintendent of Auxiliary Services—29 years, 6 months; John McDermott, Manager, Information Systems, Physical Plant—7 years, 3 months; Robert Methlie, Superintendent of Construction and Repairs—36 years, 3 months.

Death of ‘Franny’ Murray, First Director of DRIA
Penn’s first director of athletics, Francis T. Murray, died on June 28 at the age of 82 at his home in Boca Raton, Florida, as a result of complications from a stroke he suffered four years ago. Just six weeks before his death he had been inducted into the Penn Athletic Hall of Fame.
The 1937 alumnus known as “Franny” Murray was an all-American in both football and basketball—remembered not only as captain of the basketball team in his junior and senior years, but also as the 1934-36 quarterback and outstanding kicker in a celebrated “Destiny Backfield” that included the Lew Elverson, Ed Warwick and Bill Kurlish. He was the last surviving member of that quartet.
After graduation from Penn Mr. Murray coached football at Penn Charter Academy for a year, then played halfback and did some coaching for Philadelphia Eagles in their 1939 and 1940 seasons. Meanwhile, he also was building a career as a writer and in broadcasting, with a nightly sports show on WIBG Radio that ran for 11 years. He headed the Philadelphia Inquirer Charities during the six years from 1944 until 1950, when he returned to Penn to take the newly-created post of Director of Intercollegiate Athletics. He was also chosen as Outstanding Young Man of the Year by the Philadelphia Junior Chamber of Commerce in 1950.
A year later he was named by the U.S. Attorney General to chair of an advisory committee to recommend constructive legislation for the purpose of combating crime in sports, and received that year’s City of Hope Award as the outstanding figure behind the American sports scene.
Mr. Murray left Penn in 1953 when the University rejoined the Ivy League, and went on to create still another successful career, in public relations with such firms as Crown Cork & Seal and Scott Paper Co.
He is survived by his wife, Elizabeth Spatha Murray; daughters Sharon Fogarty and Susan Moore; and three granddaughters.
**Speaking Out**

**Loss of Childcare Centers?**

As a Penn employee who grew up in University City, I am delighted that the University will be contributing substantial resources to improving local public schools. Still, I am disappointed that Penn arranged to donate the block at 42nd and Spruce Streets—the current site of the Parent Infant Center, the Penn Children’s Center, and the University City New School—to the School District of Philadelphia without consulting either the current tenants and their clients or the Penn community at large. My understanding is that no arrangements have been made to ensure the continuance of these schools on that site or elsewhere.

Penn’s involvement in founding a high quality public elementary school on the block certainly demonstrates an admirable commitment to making the neighborhood more “livable” and should do much to shore up the University’s future. More importantly, it acknowledges that a quality education necessarily begins in childhood and therefore should be made available to all children. However, this new initiative would be much more heartening and meaningful if Penn were to demonstrate similar concern for the many area families and Penn employees with very young children. Everyone knows how rare quality early childhood education is. That PIC and PCC are among just a few childcare centers in the Delaware Valley accredited by the National Association for the Education of Young Children should be a point of pride for Penn, not to mention a selling point for faculty recruitment. PIC in particular has achieved remarkable success in providing exceptionally high quality daycare for economically and racially diverse families with little support from Penn. In fact, it has done this while competing with Penn’s own PCC! Moreover, the block is ideal for the current schools because it is grassy and spacious. It is hard to imagine that another site could be found that offers so much outdoor play space and is so conveniently located.

I implore the University to consider the needs of those who may be displaced by this project—including the Penn class of 2020!—and to invite the directors and parents of these schools to share in the planning process before making additional decisions about the block.

— Judy Jackson, Associate Director, Biomedical Graduate Studies

**Response On PIC/PCC**

We agree with Ms. Jackson that the Parent Infant Center and the Penn Children’s Center provide childcare services that are of great value to the community, and we share her enthusiasm for the high quality of these services. While the broad framework for a new PreK-8 university-assisted public school in place, the detailed planning processes have not yet begun; they will shortly. We expect and intend to engage the community in that planning, and we look forward to working with the leadership of both the PIC and the PCC to ensure their roles as vital components in the education of young children in the community for years to come.

— Stephen D. Schutt, Vice President and Chief of Staff, President’s Office

**About the Former Divinity School Site in University City**

Roberta L. Dougherty of Van Pelt Library has forwarded a document containing a concise description of the former Divinity School site* discussed above. The text is part of the block-by-block description of the neighborhood prepared for the “West Philadelphia Streetcar Suburb Historic District” nomination for the National Register of Historic Places. Timothy Wood, Vice President of the University City Historical Society and a graduate student in American Civilization at Penn, supervised the project, which resulted in most of Spruce Hill and Cedar Park being placed on the National Register in February 1998. The author is Cynthia Rose, a consultant retained by the Historical Society. After listing credits to three architectural firms involved in the site’s early development, (Zantinger, Borie & Medary; Zantinger; and Borie & Smith), she wrote:

…Campus complex of six schist stone, Collegiate Gothic Revival buildings largely clustered on the eastern third of an otherwise open block bordered by 42nd, 43rd, Locust and Spruce Streets. The group, regarded as one of the most significant college plans in American history during its construction, consists of:

- Two residential-scale buildings,
- St. Peter’s House (1924) at the southwest corner of the block (4243 Spruce St.), originally built as the deanery; and
- St. Paul’s house (1925), located to the west of the chapel and used for the school’s administration, Dean’s office, common room and dormitory rooms.
- Four highly vertical structures forming three sides of a cloister-like courtyard, including:
- The William Bacon Stevens Library (1922), housing a large reading room and stack area and designed in the Tudor Gothic style after the late Medieval great halls of England;
- St. Andrew’s Chapel (1926), considered the crown jewel of the group, located at the highest site on the block; Memorial Hall (1951) with dormitory and classrooms; and
- Hart Hall (1955) with a refectory (dining room) and additional living quarters.

The chapel soars 74 feet above the high ground, its steeply pitched gable roof capped by an elaborate fleche. The interior features an English collegiate plan, with groups of pews parallel to the nave walls facing each other across a central aisle, and is richly decorated with D’Aschenzo stained glass, Yellin wrought iron gates, Enfield ceramic tiles, and intricately carved choir stalls, much of it executed in memory of Medary, the principal architect who died before the chapel was completed. The entire complex is sheathed in dressed schist with face stone trim, with thick slabs of slate for the roofs. Several one-story gabled roof scissors structures [were] added c. 1980. The open space to the west of the complex was carefully designed to preserve the unusual growth of mature trees that existed on the site. The complex is now owned by the University of Pennsylvania.…

* See page 8 for map.—Ed.

**Highlighting Morris Arboretum**

Just in time for the Morris Arboretum’s widely praised exhibition of Philadelphia’s historical landmarks in garden settings (now through October 4) comes the Gardens Collaborative’s whimsical map featuring it among the 24 world-renowned gardens, arboreta and historic houses in the greater Philadelphia area. The colorful map has the hours and other useful information for visitors, and includes a self-addressed business envelope with two stamps to the Gardens Collaborative, 9414 Meadowbrook Avenue, Philadelphia, PA 19118. (The Collaborative’s 76-page illustrated guidebook, Paradise Presented: Beautiful Gardens in Philadelphia and the Delaware Valley is now available at a special rate of $5.95, including shipping and handling; check and mailing information should be sent to the same address.)

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Penn now has two separate but related programs that assist employees with the care of family members—the longstanding faculty/staff assistance program, which is now called the Penn-Friends Employee Assistance Program and a new Dependent Care Care and Referral Program.

The dependent care program is an outgrowth of child care assistance programs developed in the early 1970's. At that time, women were entering the workforce in large numbers and highlighting the need for support with work and family challenges. Over time, it became apparent that there was need for assistance with a larger range of work and family demands. Also over time, the assistance these programs provided began to be appreciated for their business impact. They have been found to improve morale, increase productivity and commitment, and reduce absenteeism and turnover. While we are pleased to be offering these services for faculty and staff because it is a good thing to do, we understand that these services are a valid management tool and can benefit the University as a whole. Here are answers to some frequently asked questions about the two programs.

I. What exactly are dependent care resource and referral services?

They are sources of information and referral to programs and services for a range of dependent care issues, from pre-natal to elder care. The program we have selected is called LifeBalance. It is a service of Ceridian Performance Partners, a human services organization headquartered in Minneapolis, with its dependent care resource and referral services located in Blue Bell. This service offers:

- Prenatal Guide (e.g., questions about smoothed managing the return to work)
- Pre-School Care Assistance (e.g., information/reerrals to day care, family day care homes, nanny services, etc.)
- Child Development Information (e.g., information on the Terrible Twos, or Potty Training)
- School Age and Education Issues (e.g., learning disabilities concerns, selecting between private and public school options)
- Teen Issues (e.g., discerning the difference between typical teen behavior and indicators of serious problems)
- College Bound Assistance (e.g., options, considerations, financing)
- Dependent Adult and Elder Care Issues (for ex, dealing with an ill adult relative, finding services for a parent)*

This program is available for all full and part-time faculty and staff and their immediate family members. It is provided through:

a. Free, confidential telephone consultation by master's-level consultants and experts accessed through a toll-free number 24 hours-a-day, 7 days-a-week

b. The LifeBalance program of referrals to programs and services in the community most appropriate to your situation through:

i. A nationwide referral network (if you need services in another community, for example, elder care services, they will have one of their subcontracted agencies in the community call you with the names of programs that meet your needs)

ii. A database of national resources (for example, a national adoption program that may have the kind of services you need for a special arrangement) and

iii. Educational resource lists (for example, college information, or information on local or regional private schools)

c. The LifeBalance program also provides each caller written materials by experts on the issues with which you are dealing.

d. The LifeBalance program includes a lending library of videos, tapes and books on the full range of dependent care issues.

e. LifeBalance staff maintain a data base filled with information about contacts at Penn and other organizations with relationships to Penn, to refer to for issues outside their scope.

f. The LifeBalance program includes worksite workshops on a large range of dependent care topics. We can have as many free workshops as we would like, if we can guarantee 15 in attendance. Therefore, we encourage you to arrange for some customized workshops for your areas with plans to assure at least 15 attend. For example, include a LifeBalance workshop as part of an office program, or survey your staff for interest in a particular topic and offer it in your area, with encouragement to participate. Elder care and teen issues are particularly popular for these types of customized programs. The QOWL office can help arrange these for you.

II. How does LifeBalance differ from PennFriends' EAP program we currently provide?

They work tandemly. Where one stops, the other picks up, and vice versa. PennFriends EAP provides up to six free counseling sessions with trained therapists for dealing with troubling personal life challenges. These can include family issues (many mentioned above) as well as interpersonal conflicts and challenges, dealing with stress/coping with change, general anxiety/depression, substance abuse. This differs from the practical information provided by LifeBalance services.

Let's say your sweet, baby-faced daughter has suddenly, at age 13, gone from being a bright, bubbly, talkative child to aullen, silent and withdrawn teenager. She’s taken to dressing in black and wearing her hair rather strangely. She only talks to her friends (and constantly). You fight all the time. Your strategies:

1. You may call LifeBalance for information on typical teen behavior and child development information. You may also receive information on the warning signs of more serious problems such as drug use or problems in school (which can encourage anti-social behavior). This may be all you need.

2. However, perhaps this change has caused severe tension in the house. You can’t sleep at night and are afraid it is affecting your relationship with your spouse. In addition to contacting LifeBalance, you may want to call the EAP and go in to discuss your concerns, find ways to let go of some of your trepidation over the child’s new style of dress, and learn new ways of communicating with this new person in your home. You may even bring your teen to a counseling session with you, for facilitated discussion, with the help of the trained counselor. With over 450 locations (including one at Penn) you should find a convenient location for you and your teenager.

This is just one example of the way the programs differ and relate. Both fit into the QOWL agenda through the WorkLife Balance and Health Promotion initiatives.

— Marilyn Kraut, Quality of Worklife Program Coordinator, Human Resources

FY 1999 Permit Parking Rates: Average Increase 4.24%

For the 1998-1999 academic year permit parking fees will increase an average of 4.24%, which equates to a $6.94 per week increase in most University parking lots. The average permit rate will be $3.12 per working day and compares favorably with the minimum daily rate of $7.00 that non-permit holders currently pay in Penn’s transient parking lots.

The general permit parking fee structure is responsive to the University policy requiring the Parking Program to be self-supporting. Parking income is used to reduce the construction debt on garages, finance new construction of parking facilities, cover the cost of lot improvements (e.g., structural rehab., lighting, fencing, striping), pay parking taxes and real estate rental fees, pay the salaries of attendants, and cover the cost of operating expenses (e.g., electricity, permit decals, cleaning).

1998-1999 Permit Parking Rates

(15% city of Philadelphia Parking tax included)

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</table>

*As the population ages, we face more and more elder care issues. 40% of Penn’s population is over 45 years old, indicating that a large number of us are dealing with elder care issues. And they are equally if not more complicated than child care issues.—M.K.

University faculty and staff are encouraged to pay their parking fees in installments through automatic payroll deduction. Equal installments (twelve monthly or fifty-two weekly) will be taken from each pay issued September through August.

— Robert Farniss, Director, Transportation and Mail Services
Task Force on a Flexible Work Option

The Executive Vice President and I are interested in considering flexible work options for Penn, including telecommuting, flexible hours, compressed work week schedules, and job sharing. We are aware that staff face increasing demands in their personal lives, as well as at work. We would like to ease this challenge by continuing to offer and enhance, where practical, policies and practices that support career development, community service, and family activities. We see introducing flexible work options to our campus as a chance to enhance the support we currently provide. We also appreciate the organizational benefits we will derive from these programs. Research has shown that flexible work options can improve staff morale, reduce absenteeism and turnover, increase productivity, enhance customer satisfaction, and improve competitiveness for candidates for job opportunities.

Many of our faculty and staff already are familiar with flexible work options and their benefits. They are a common topic in the media. Colleagues outside the University use flexible work options on a regular basis. The Division of Human Resources has received several requests from schools and centers for assistance with specific flexible work arrangements. Additionally, we have received a number of informal requests for flexible work option policies. To reach our goals outlined above and respond to requests we have received in a way that can benefit our community as a whole, we would like to establish a small task force to explore this topic. This task force will research the best designs and approaches for introducing flexible work options in an academic setting, with a focus on those that are cost effective, allow for accountability, and encourage customer satisfaction. We envision a diverse group of individuals from across campus who are aware of and sensitive to the range of work/life balance issues and concerns faced by Penn faculty and staff.

Specifically, the task force will:

• Consider research and information on flexible work options
• Review the experience of Penn schools and centers that have introduced some of these practices informally and the experience of organizations with flexible work option policies
• Identify Penn policies and practices that support or limit introduction of flexible work options
• Design creative solutions for dealing with obstacles
• Provide feedback on a draft flexible work option guide book
• Assist in development of a proposal for flexible work options for Penn, with a plan for smooth introduction
• Support introduction of this initiative across campus, if approved.

This task force will be convened by Marilyn Kraut, Human Resources, Worklife Programs Coordinator.

— Judith Rodin, President

Flexible Work Options: Some Examples and a Call for Input to the Task Force

Flexible Work Options: the following are definitions of flexible work options/assignments:

1. Flextime: While there are no strict rules, flexible periods typically are at either end of the day, with a designated core-time set in the middle during which all staff must be present. Flexible scheduling options include:
   a. Fixed starting and quitting times that are selected periodically
   b. Starting and quitting times that vary daily
   c. Variations in the length of day with a mandatory core-time.

2. Flexplace or Telecommuting: Flexplace or telecommuting is a work arrangement between a staff member and his/her supervisor which allows for some component of the work assignment to be done on a regular, recurring basis at an alternative location (typically the staff member’s home) to the primary worksite. This is different from the common practice of professional or managerial staff to work at home to catch up on work related reading, reconcile reports, or relieve presentation during other than traditional work hours.

Based on operational needs, this plan is most appropriate for work that has clearly defined tasks and measurable work activity. Typically, a Flexplace arrangement will specify a number of hours worked at home each week. The staff member will continue to work on-site, usually for a greater majority of the work schedule.

3. Job Sharing: is a program that allows two staff members to share the responsibilities of one full-time position, typically with a prorated salary and time-off benefits. Rather than having a part-time job, each staff member shares a specific proportion of a full-time position. Creative and innovative schedules can be designed to meet the needs of the job sharers and the department. Commitment can be 50/50, 60/40, 70/30, or any variation thereof.

4. Part Time Work Arrangements: reflect a regular hiring arrangement for between 910 and 1456 hours a year, or 17.5 and 28 hours a week, with benefits specific to this category of work.

5. Compressed Workweek: refers to a work week condensed into fewer than five work days. This option is more easily applied to non-exempt staff for whom maximum work hours are identified. [Draft note: This issue needs to be explored regarding the implementation for exempt staff, for whom there are no standard workweeks.]

Common Options include, but are not limited to:

4/8.75 Four 8.75-hour days (35 hours) 4/10 Four 10-hour days (40 hours)
3/12 Three 12-hour days (36 hours)

A popular option that would require an adjustment to Penn payroll practices is a two-week/9 day work period. FLSA regulations require payment in the pay period in which the work has been performed. At Penn, non-exempt staff are paid weekly and every other week, they would be working more than 35, 37.5 or 40 hours, creating a need for overtime pay.

Please let us know about your or your colleagues’ existing arrangements such as those described above, or those that are similarly flexible. This would be greatly appreciated by the Flexible Work Option Task Force.

— Marilyn Kraut, Quality of Worklife Program Coordinator, Human Resources
### Opportunities at 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.

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Department/Division</th>
<th>Grade</th>
<th>Term of Employment</th>
<th>Experience Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>RESEARCH SPECIALIST A</td>
<td>(07695LW)</td>
<td>25</td>
<td>7-10-98</td>
<td>University Police</td>
</tr>
<tr>
<td>RESEARCH SPECIALIST B</td>
<td>(07684LW)</td>
<td>25</td>
<td>7-10-98</td>
<td>Business Administration</td>
</tr>
<tr>
<td>RESEARCH SPECIALIST C</td>
<td>(07673LW)</td>
<td>25</td>
<td>7-10-98</td>
<td>Public Health</td>
</tr>
<tr>
<td>TECH RESEARCH LAB A</td>
<td>(07674LW)</td>
<td>25</td>
<td>7-10-98</td>
<td>Laboratory Medicine</td>
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New Jobs for the week of July 6-10, 1998

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Department/Division</th>
<th>Grade</th>
<th>Term of Employment</th>
<th>Experience Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>RESEARCH SPECIALIST A</td>
<td>(07696LW)</td>
<td>25</td>
<td>7-10-98</td>
<td>Biochemistry</td>
</tr>
<tr>
<td>RESEARCH SPECIALIST B</td>
<td>(07670LW)</td>
<td>25</td>
<td>7-10-98</td>
<td>Clinical Pharmacy</td>
</tr>
<tr>
<td>RESEARCH SPECIALIST C</td>
<td>(07704LW)</td>
<td>25</td>
<td>7-10-98</td>
<td>Cellular Engineering</td>
</tr>
<tr>
<td>TECH RESEARCH LAB B</td>
<td>(07689LW)</td>
<td>25</td>
<td>7-10-98</td>
<td>Laboratory Medicine</td>
</tr>
</tbody>
</table>

**Executive Vice President**

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Department/Division</th>
<th>Grade</th>
<th>Term of Employment</th>
<th>Experience Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIRECTOR</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>University Police</td>
</tr>
<tr>
<td>DIRECTOR</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>Business Administration</td>
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</table>

**Graduate School of Education**

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Department/Division</th>
<th>Grade</th>
<th>Term of Employment</th>
<th>Experience Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADMINISTRATIVE ASSISTANT</td>
<td>(20 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>Human Resources</td>
</tr>
<tr>
<td>ADMINISTRATIVE COORDINATOR</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>Financial Coordinator</td>
</tr>
<tr>
<td>BUSINESS ADMINISTRATOR</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>General Medicine</td>
</tr>
<tr>
<td>NURSE PRACTITIONER</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>Psychiatry</td>
</tr>
<tr>
<td>OFFICE ADMINISTRATIVE ASSISTANT</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>Psychiatry</td>
</tr>
<tr>
<td>RESEARCH COORDINATOR</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>Radiology</td>
</tr>
<tr>
<td>RESEARCH COORDINATOR</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>CCEB</td>
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**Graduate School of Fine Arts**

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Department/Division</th>
<th>Grade</th>
<th>Term of Employment</th>
<th>Experience Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT SUPPORT SPECIALIST</td>
<td>(07692MC)</td>
<td>25</td>
<td>7-10-98</td>
<td>Computing Center</td>
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**Medical School**

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Department/Division</th>
<th>Grade</th>
<th>Term of Employment</th>
<th>Experience Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>MEDICAL SCHOOL ADMINISTRATIVE ASSISTANT</td>
<td>(06096AM)</td>
<td>25</td>
<td>7-10-98</td>
<td>Biostatistics</td>
</tr>
<tr>
<td>MEDICAL SCHOOL BUSINESS ADMINISTRATOR</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>Business Administration</td>
</tr>
<tr>
<td>NURSE PRACTITIONER</td>
<td>(20 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>Psychiatry</td>
</tr>
<tr>
<td>OFFICE ADMINISTRATIVE ASSISTANT</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>Psychiatry</td>
</tr>
<tr>
<td>RESEARCH COORDINATOR</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>CCEB</td>
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**School of Arts & Sciences**

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Department/Division</th>
<th>Grade</th>
<th>Term of Employment</th>
<th>Experience Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASSOCIATE DIRECTOR</td>
<td>(07693AM)</td>
<td>25</td>
<td>7-10-98</td>
<td>Social Sciences</td>
</tr>
<tr>
<td>RESEARCH SPECIALIST</td>
<td>(07675AM)</td>
<td>25</td>
<td>7-10-98</td>
<td>Biology</td>
</tr>
<tr>
<td>RESEARCH SPECIALIST</td>
<td>(07677AM)</td>
<td>25</td>
<td>7-10-98</td>
<td>Biology</td>
</tr>
<tr>
<td>RESEARCH SPECIALIST</td>
<td>(07668AM)</td>
<td>25</td>
<td>7-10-98</td>
<td>Biology</td>
</tr>
<tr>
<td>TECH RESEARCH LAB</td>
<td>(07676AM)</td>
<td>25</td>
<td>7-10-98</td>
<td>Biology</td>
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**Veterinary School**

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Department/Division</th>
<th>Grade</th>
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</tr>
</thead>
<tbody>
<tr>
<td>RESEARCH SPECIALIST</td>
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<td>25</td>
<td>7-10-98</td>
<td>CCEB</td>
</tr>
<tr>
<td>RESEARCH SPECIALIST</td>
<td>(07670LW)</td>
<td>25</td>
<td>7-10-98</td>
<td>Clinical Pharmacy</td>
</tr>
<tr>
<td>RESEARCH SPECIALIST</td>
<td>(07704LW)</td>
<td>25</td>
<td>7-10-98</td>
<td>Cellular Engineering</td>
</tr>
<tr>
<td>TECH RESEARCH LAB</td>
<td>(07689LW)</td>
<td>25</td>
<td>7-10-98</td>
<td>Laboratory Medicine</td>
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**WHarton School**

<table>
<thead>
<tr>
<th>Position Title</th>
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<th>Experience Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADMINISTRATIVE ASSISTANT</td>
<td>(06663AB)</td>
<td>25</td>
<td>7-10-98</td>
<td>Business Administration</td>
</tr>
<tr>
<td>ADMINISTRATIVE COORDINATOR</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>Business Administration</td>
</tr>
<tr>
<td>COORDINATOR</td>
<td>(06662AB)</td>
<td>25</td>
<td>7-10-98</td>
<td>Athletics</td>
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</table>

**Vice Provost/University Life**

<table>
<thead>
<tr>
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<th>Term of Employment</th>
<th>Experience Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>COORDINATOR</td>
<td>(37.5 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>Fraternity/ Sorority</td>
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**ISc Technology Training Group**

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Department/Division</th>
<th>Grade</th>
<th>Term of Employment</th>
<th>Experience Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>STAFF ASSISTANT</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>School of Medicine Computing &amp; Info Technology</td>
</tr>
<tr>
<td>TECH RESEARCH LAB</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>Laboratory Medicine</td>
</tr>
<tr>
<td>TECH RESEARCH LAB</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>Laboratory Medicine</td>
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<tr>
<td>TECH RESEARCH LAB</td>
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<td>7-10-98</td>
<td>Laboratory Medicine</td>
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<tr>
<td>TECH RESEARCH LAB</td>
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<td>7-10-98</td>
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### New Jobs for the Week of July 6-10, 1998

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<tr>
<td>RESEARCH SPECIALIST</td>
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<td>Clinical Pharmacy</td>
</tr>
<tr>
<td>RESEARCH SPECIALIST</td>
<td>(07704LW)</td>
<td>25</td>
<td>7-10-98</td>
<td>Cellular Engineering</td>
</tr>
<tr>
<td>TECH RESEARCH LAB</td>
<td>(07689LW)</td>
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<td>7-10-98</td>
<td>Laboratory Medicine</td>
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</tbody>
</table>

**Worthington School**

<table>
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<tr>
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<tbody>
<tr>
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<td>(06096AM)</td>
<td>25</td>
<td>7-10-98</td>
<td>Biostatistics</td>
</tr>
<tr>
<td>ADMINISTRATIVE COORDINATOR</td>
<td>(40 HRS)</td>
<td>25</td>
<td>7-10-98</td>
<td>Administration</td>
</tr>
<tr>
<td>COORDINATOR</td>
<td>(06662AB)</td>
<td>25</td>
<td>7-10-98</td>
<td>Athletics</td>
</tr>
</tbody>
</table>

**Microsoft Certification Courses**

The ISc Technology Training Group has outlined Certification Procedures for Microsoft Certified Systems Engineer along with a list of core and elective courses offered in the coming months. TTG courses are open to Penn/HUP/HFSD/CHOP faculty, staff and students. For information about these courses see the web: http://www.upenn.edu/computing/isc/ttg/certification.html.
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 June 8 through July 5, 1998. Also reported were Crimes Against Property: 75 total thefts & attempts (including 12 burglaries, 5 thefts of auto, 10 thefts from auto, 18 thefts of bicycles & parts), 1 incident of criminal mischief & vandalism, 1 incident of trespassing & loitering and 1 incident of forgery & fraud.

Full crime reports are on the Web (www.upenn.edu/almanac/v45/n01/crimes.html).

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 June 8 through July 5, 1998. The University Police actively patrols from Market Street to Baltimore Avenue and from the Schuykill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

Ed. Note: Weekly crime reports made available during the summer remain at “Almanac Between Issues,” www.upenn.edu/almanac.

The University of Pennsylvania Police Department

Crimes Against Persons
34th to 38th/Market to Civic Center: Robberies (1):—1, Threats & Harassment—4
06/11/98 6:23 PM Stemmier Hall Complainant reports wanted calls
06/19/98 5:02 AM 36th & Chestnut Complainant robbed by unknown suspect with gun
06/19/98 12:16 AM 38th & Chestnut Complainant harassed by ex-boyfriend
06/24/98 8:35 AM Steinberg/Dietrich Unwanted letter received
06/24/98 8:36 PM 38th & Walnut Complainant threatened by unknown person in vehicle

38th to 41st/Market to Baltimore: Rapes & (Attempts)—1;—Robberies (1);—2

Aggravated Assaults—Threats & Harassment—1
06/10/98 5:55 PM 3900 Blk Market Complainant reporting being robbed by unknown male
06/11/98 9:26 AM Evans Blvd Explicit note placed in mailbox
06/14/98 8:54 PM 3900 Woodland Male in vehicle with shot wound/1 Arrest
06/23/98 9:00 PM 4000 Blk Chestnut Confidential report
06/24/98 10:50 AM Evans Blvd. Complainant arrested by suspect/Taken to HUP
06/27/98 8:15 PM 3925 Walnut St. Complainant robbed by unknown suspects

41st to 43rd/Market to Baltimore: Robberies (1);—Simple Assaults—1;—Robberies (1);—2

Aggravated Assaults—2
06/10/98 6:22 PM 4200 Blk Sansom Complainant reported being robbed by unknown male
06/21/98 8:21 AM 4300 Locust St. Suspect arrested for simple assault/Domestic
06/23/98 8:13 AM 4200 Blk Chestnut Complainant reports being assaulted by suspect with gun
06/23/98 9:14 PM 4215 Walnut St. Complainant assaulted with knife during dispute
06/27/98 11:22 AM 43rd & Locust Currency taken from complainant by unknown suspect
07/04/98 8:27 PM 200 Blk 43rd Complainant robbed/stabbed

30th to 34th/Market to University: Robberies (1);—Attempts—2
06/10/98 9:45 PM 33rd & Ludlow Complainant reported being robbed by 2 unknown males
06/29/98 9:42 AM 100 Blk 34th Complainant assaulted/robbed

Outside 30th-43rd/Market-Baltimore: Robberies (1);—Attempts—2;—Simple Assaults—1
06/25/98 9:10 PM 4612 Walnut St. Complainant robbed by suspect with gun/1 Arrest
06/25/98 10:44 PM 43rd Spruce St. Complainant reports being assaulted/Injured hand
06/29/98 12:51 AM 27 S 44th St. Complainant robbed by unknown suspect

Crimes Against Society
34th to 38th/Market to Civic Center: Disorderly Conduct—7; Alcohol & Drug Offenses—1
06/11/98 1:46 AM University Ave Male refused to leave area/Arest
06/12/98 4:12 AM 3700 Blk Chestnut Intoxicated male operating vehicle/Arrest
06/17/98 1:58 AM 38th & Chestnut Male refused to leave area/Arrest
06/22/98 1:49 PM 38th & Chestnut Disorderly male/Wanted on warrant/Arrest
06/22/98 9:00 PM 100 Blk 38th Male refused to leave area/Cited
06/25/98 6:17 PM 100 Blk 38th Male refused to leave area/Cited
06/30/98 1:20 PM 38th & Chestnut Male refused to leave area/Cited
07/05/98 1:37 AM 3700 Blk Locust Male arrested after refusing to leave area

38th to 41st/Market to Baltimore: Disorderly Conduct—3
06/15/98 3:56 PM 100 Blk 40th Male Refused to Leave Area/Cited
06/19/98 12:04 PM 4000 Blk Market 2 Males cited for disorderly conduct
07/05/98 2:04 AM 106 S 38th St. Male stopped while acting disorderly/Arrest

30th to 34th/Market to University: Alcohol & Drug Offenses—2;—Disorderly Conduct—1
06/09/98 9:06 PM Unit Blk 34th 2 males arrested for narcotics
06/19/98 12:02 AM 300 Blk 34th Male cited for disorderly conduct
06/29/98 5:12 PM 34th & Walnut 3 suspects stopped with drugs

18th District Crimes Against Persons
49 incidents and 15 Arrests (including 21 robberies, 20 aggravated assaults, 7 rapes and 1 homicide) were reported by the 18th District, covering the Schuykill River to 49th Street and Market Street to Woodland Avenue.

For the complete crime report from the 18th District, look on-line: http://www.upenn.edu/almanac/v45/n01/crimes.html.

Update
SUMMER AT PENN

SPECIAL EVENTS
7/15 Family Picnic Soirée: 6-8 p.m., bring a blanket and a picnic food; rain date: 7/16. Reservations: 247-5777, ext. 168. $15/family, $10/family for members, Morris Arboretum.
8/1 Puppet Show and Puppet-Making: 10 a.m.-noon. Reservations: 247-5777, ext. 169. $15/family, $10/family for members, Morris Arboretum.
8/20 Train Hobbysts Evening: 6-8 p.m. free with admission, Morris Arboretum.

TALKS

Wistar Institute
4 p.m.; Grossman Auditorium, Wistar Institute
7/20 Mechanism of PTEN/MMAC1-Mediated Growth Inhibition of Glioma Cells; Frank Furnari, University of California.
7/22 HIV-1 Nuclear Import: Molecular Mechanisms and Therapeutic Interventions; Michael Bukrinsky, Picower Institute for Medical Research.
8/4 Signal Transduction for the Fas-Induced Apoptosis; Shigekazu Nagata, Osaka University Medical School.

Classifieds

EMPLOYMENT OPPORTUNITY

House director of local sorority; free room and board plus monthly stipend; excellent counseling and supervisory experience. Call Janet (215) 545-5928 or Nancy (610) 352-6596.

HOUSING OFFICE


HOUSE FOR SALE (OR RENT)

4 bedroom house available mid-August to mid-May, 3 minutes from Chestnut Hill train; academic couple preferred; excellent schools. $900/month. (215) 836-7799.

VACATION RENTAL

Pocono Chalet, Locust Lake Village, 3 bedrooms/1 bath, sleeps 7, Deck. Swimming, fishing, tennis. $375/week. (610) 356-0489.

Cape May—adorable house three blocks from beach, sleeps four or five. $550/week. Please call 988-1368.

To place classifieds: (215) 898-5274.

Almanac
In a June 18 press conference at the Graduate School of Education, President Judith Rodin gave the preliminary outline of a new collaboration with neighborhood schools which includes a leadership role in the two “clusters” being formed for existing schools; assistance in the relocation of a magnet school to Market Street; and the creation of a new PreK-8 “Demonstration School” in the 4200 block of Locust Street. Following is a summary of the Memorandum of Understanding signed by Penn, the School District of Philadelphia and the Philadelphia Federation of Teachers.

Partnering the Public Schools in University City

Specific to the PreK-8 Public School

1. The University of Pennsylvania, the School District of Philadelphia and the Philadelphia Federation of Teachers have agreed to work collaboratively to establish a new PreK-8 university-assisted public school in West Philadelphia, which will open no later than September 2001. **Note:** An important goal of this collaboration will be to involve parents, residents, businesses, community groups and educational organizations.

2. The new PreK-8 university-assisted school will be a neighborhood school, which will draw its students from a predetermined catchment area. **Note:** The diversity of the area will ensure that the student body will be racially integrated and economically diverse.

3. The new PreK-8 university-assisted public school will be housed in a new facility on land made available at nominal cost by the University of Pennsylvania. **Note:** The parcel of land under consideration—known as the Divinity School site—is between 42nd Street on the east, 43rd Street on the west, Locust Street on the north and Spruce Street on the south.

4. The School District of Philadelphia will provide the capital for the construction of the new PreK-8 university-assisted public school. **Note:** The expectation is that the School District of Philadelphia and Penn will “...consult and cooperate...” in the appointment of a principal for the new school.

5. The School District of Philadelphia, the School District of Philadelphia and the Philadelphia Federation of Teachers have agreed that the new PreK-8 university-assisted public school will be a Demonstration School that will “maximize student achievement, provide a rigorous clinical setting for the professional growth and development of preservice and in-service teachers, and develop, test and refine effective instructional and curricular programs and practices through applied research.” **Note:** The agreement stipulates that teachers for the new PreK-8 university-assisted public school will be selected on the basis of classroom demonstrations and written and oral examinations; the school will be available to provide demonstrations and models for the School District of Philadelphia.

6. The University of Pennsylvania, the School District of Philadelphia and the Philadelphia Federation of Teachers have agreed that prior to the opening of the new school for a 10-year renewable term. **Note:** This support will continue from the opening of the new school for a 10-year renewable term.

7. The University of Pennsylvania will provide the capital for the construction of the new PreK-8 university-assisted public school. **Note:** The parcel of land under consideration—known as the Divinity School site—is between 42nd Street on the east, 43rd Street on the west, Locust Street on the north and Spruce Street on the south.

8. The new PreK-8 university-assisted public school will be expected to be the catalyst for the development of innovative and comprehensive community services in partnership with the surrounding community. **Note:** The expectation is that the new school will house extended day and community programs, with the potential to include health services, adult education, day care, recreational and other social and neighborhood services.

9. The University of Pennsylvania will provide up to $700,000 in annual operating support for the new PreK-8 university-assisted public school, based on an allocation of $1,000 per student, for the purpose of reducing class size and otherwise supporting the school’s educational mission. **Note:** This support will continue from the opening of the new school for a 10-year renewable term.

10. The University of Pennsylvania will provide academic support for the new PreK-8 university-assisted public school through the Graduate School of Education and, as is appropriate, other schools at the University. **Note:** The expectation is that this support will include student participation as student-teachers and mentors, teacher access to Penn’s practice laboratories, professional development opportunities for in-service teachers, ongoing linkages between the school’s curriculum and Penn’s undergraduate, graduate and professional schools, GSE faculty involvement with teachers and ongoing oversight and support for academic programs.

Specific to the Engineering and Science High School

1. The University of Pennsylvania, the School District of Philadelphia and the Philadelphia Federation of Teachers have agreed to work collaboratively to establish a new location for the existing Carver High School for Engineering and Science in a new facility on a site at the corner of 38th and Market streets. Penn will work with the University City Science Center, the current owner of the site, to make it available at nominal cost. **Note:** The precise boundaries are yet to be determined, but the site appears to be just under two acres.

2. The School District of Philadelphia will provide the capital for the construction of the new Engineering and Science High School, and it will support its operation.

3. The University of Pennsylvania, the School District of Philadelphia and the Philadelphia Federation of Teachers have agreed that prior to the development of the new Engineering and Science High School, the parties will work with the existing staff on a revision of the existing mission statement to support and enhance its membership in the Penn/Drexel University community.

4. The University of Pennsylvania will encourage members of its faculty to provide academic and technical support to the Engineering and Science High School. **Note:** The expectation is that Penn also will use its best efforts to engage other institutions—Drexel University, the University City Science Center, Philadelphia College of Pharmacy and Science and the Community Colleges of Philadelphia—to develop and support additional connections with the high school.