

UNIVERSITY of PENNSYLVANIA

# Almanac

Tuesday,  
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**Garden Railway's Center City Stop:** A model SEPTA train speeds past a replica of the Mt. Airy Train Station in the Magical Holiday Railway at SEPTA's headquarters as part of the Center City Holiday Festival. It's now SEPTA's show (through January 9 on the Concourse level at 1234 Market Street)—but it's based on the Morris Arboretum's Garden Railway, the July 4-October 4 display that dramatically broke not only attendance records (by drawing 40,000 visitors, a 248% increase over the season's norm), but also membership records (by signing up 842 instead of a usual 100). Paul Busse and his company, Applied Imagination, built both installations. The Arboretum is lending SEPTA its 17 buildings now, and in return SEPTA will be a sponsor of the 1999 Garden Railway at the Arboretum in Chestnut Hill, where nearly double the number of buildings, and more trains, will be on display June 19-September 19.

## Winter Break Includes Thursday, December 24

To the University Community:

This year has been one of great achievement for the University. Thanks to the many contributions of Penn's faculty and staff, tremendous progress toward a number of the strategic goals outlined in the *Agenda for Excellence* has been made. Through dedicated efforts and long hours, we have enhanced Penn's academic programs; attracted and retained world-class faculty; moved up in the federal research ranking; significantly exceeded our fund raising targets; improved many of our business practices; and instituted many important community improvement initiatives, to name but some of our accomplishments.

We want to recognize these contributions and show our appreciation for these special efforts. After examining our business needs during the holiday period, we have decided to extend the Special Winter Vacation by one day to include December 24, 1998. The Special Winter Vacation (inclusive of the Christmas and New Year's Day holidays) will now begin on Thursday, December 24, 1998 and run through Friday, January 1, 1999.\* For those employees with a Monday through Friday work week, the University will reopen for regular business on Monday, January 4, 1999. We are pleased to provide this extra day of rest and relaxation to our faculty and staff in recognition of the many fine efforts devoted to Penn's success throughout the year. Our best wishes to you and your families for an enjoyable winter break.

Judith Rodin  
President

Michael L. Wachter  
Interim Provost

John A. Fry  
Executive Vice President

\* Vacations and holidays for hospital employees or those staff members in collective bargaining units are governed by the terms and conditions of the respective collective bargaining agreements.

## Arrest in SH-DH Assault

A 16-year-old male will be tried as an adult on charges that include attempted murder in the November 8 assault on a Penn woman student in Steinberg Hall-Dietrich Hall, Maureen Rush, director of police operations at Penn, said Friday.

Arrested Thursday on the basis of physical evidence found at the scene by Penn Police Detective Frank DeMeo, the juvenile was charged with "aggravated assault, possession of an instrument of crime, reckless endangerment of another person, terroristic threats, simple assault, robbery, criminal trespass, and attempted murder" in his arraignment Friday in the Court of Common Pleas.

Sketchy accounts of the incident surfaced briefly in the *Philadelphia Inquirer's* City & Region page 2 summary, but ran all last week in *The Daily Pennsylvanian*, where a front-page story November 9 was followed by letters disputing the initial coverage. By most accounts, near 3 a.m. Sunday the woman left SH-DH's all-night study facilities and went to a ground-floor bathroom where, when she emerged from a stall, she was confronted by young man armed with a knife. She was thrown to the floor and attacked with the knife but struggled free and managed to activate one wall alarm (which may or may not have sounded), then another that *did* sound—apparently causing the assailant either to flee or to hide in a stall. She ran into the hallway where was aided first by a student, and then by a Spectaguard. She was treated at HUP for cuts to her hands, which she had used to protect her throat from the knife, and for bruises including a black eye. She is reportedly recuperating at her family home.

From Peking, President Judith Rodin said Friday, "I was outraged when I learned of this assault; it was a despicable, cowardly act. I am extremely pleased by the outstanding performance of our campus police officers in apprehending the perpetrator," she continued. "We must now make sure that he receives the stiffest penalty possible under the law."

## Housing and Amenities: A \$300 Million Campus Plan, Plus...

In addition to the ten-year, \$300 million construction and renovation plan for campus housing and nearby amenities outlined to Trustees in an October 29 meeting (*see pp. 2-3*), *The Daily Pennsylvanian* reported last week that Penn has purchased the properties of Campus Associates, one of University City's largest student-apartment landlords with 200 units in 36 buildings. The properties and their management now come under University City Associates, Penn's for-profit real estate unit operated by Trammell Crow, according to the *D.P.*

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### Shelley Green, University General Counsel

Shelley Z. Green, Esq., University General Counsel since 1982, is stepping down from her post at the end of December, but will continue in a consulting role for the University.

She announced her decision in a letter sent to colleagues last week, saying,

“As I approach twenty years of service

to Penn, I have been assessing the needs of the institution in light of my own commitments, concerns and aspirations. I have been looking forward to spending more time with my family as my children navigate their middle school years. I have also been seeking time to explore more deeply some long-standing interests.

“I have therefore decided that this is the right time for me to step down from my position as General Counsel of the University and will do so December 31. At the University’s request, I have agreed to continue to provide services on a consulting basis as a senior advisor to the University. This will permit me to continue to serve the institution while I pursue other goals.

“It has been a privilege and a delight to work with so many talented colleagues in the Office of the General Counsel and throughout the University. I hope you will help me meet the challenge of sustaining our relationships in the future.”

Ms. Green is a 1970 alumna of Vas-sar College who did graduate work at the New School for Social Research before taking her J.D. at Harvard in 1974. After four years as an associate with the Washington, D.C., firm of Sutherland, Asbill and Brennan, she spent a year at the Office of Legal Counsel of the Department of Health, Education and Welfare, 1978-79.

She joined Penn in 1979 as assistant general counsel and became associate general counsel a year later.

“During nearly two decades at Penn, Shelley has counseled the University wisely and well,” said President Judith Rodin. “I offer deep appreciation for her long and valued service and great respect for her work. I am delighted that she has agreed to continue her counsel to Penn as a senior advisor.”

Added Peter Erichsen, Vice President and General Counsel, “Shelley will be greatly missed. She is a tremendous lawyer who has provided 19 years of dedicated and energetic service to the University. She has been unstinting in her willingness to share with me her deeply felt and thoughtful views about the University and about the work of the office she has led for so many years. I know that she will enjoy great success in the future. I am very pleased that she has agreed to be available to the University in the months to come.”



Shelley Green

*During the two-day meetings of the University’s Board of Trustees in October, the Offices of the Provost and of the Executive Vice President presented an overview of plans for renovations and construction in campus residences and along 40th Street. Following is a summary of plans presented before a closed session of the Committees on Facilities Planning, Neighborhood Initiatives, and Student Affairs. Dr. Wachter had a prepared text which he shares below, followed by an excerpt from remarks by Dr. David Brownlee. The material on EVP John Fry’s presentation is based on the texts of slides released by the Office of the Executive Vice President. —Ed.*

### Penn’s Ten-Year, \$300 Million Plan for West Campus: The Academic Framework *by Michael Wachter*

We are at a remarkable time in Penn’s history. Penn and its students are helping to change the very landscape of undergraduate life at Penn. This is happening in an already world-class premier institution. Penn has twelve high-ranking schools on a compact campus, featuring an amazing array of outstanding teaching and research programs. Four of our 12 schools offer undergraduate degrees; three others organize majors and virtually all participate in undergraduate education.

Our sixth place *U.S. News* ranking this year is just one of many external markers, letting us know we have succeeded in improving an already exceptional educational experience here at Penn.

We also have numerous strictly academic indicators which demonstrate our steady improvement each year. This year, for example, the Class of 2002 is the most academically talented class we’ve ever admitted to Penn.

At a recent event, we were talking about how each Penn class is still better than the last. Following the discussion, one of our seniors remarked that he was very proud to be in the fourth best class Penn has ever had!

Penn is on a roll.

We need to build on this success and continue towards meeting the even more ambitious goals articulated by the *Agenda for Excellence*. We know that great universities have great undergraduate programs. Penn is certainly no exception.

If we are to advance further, however, additional improvements are needed. The College House System is at the very core of improving undergraduate life at Penn in the 21st Century.

The concept began with President Rodin’s 1994 inaugural address, in which she articulated a vision for the future of undergraduate education at Penn. This vision included the creation of an intellectually dynamic and varied living experience. Our College Houses are already a part of the Penn landscape and well on their way to making President Rodin’s vision a reality.

The most dramatic and gratifying aspect of our new College House System: Our students are already embracing it. It is already an accepted part of the Penn culture.

Much of the strategic thinking you’ll hear today has two very real, concrete goals behind it.

First, we want to be able to work within these 12 new learning communities to offer our students the very best academic environment they can experience among our Ivy peers. As distributed learning transforms our living environment, the College Houses will increasingly be the place where our students will do a great deal of their learning. Our Wheel programs, for example, are well underway in our College Houses, providing many academic support services 24 hours a day, 7 days a week including computing, math, writing and library research. Others are on the way. We expect to see the schools expand upon and explore new ways of advising through our College Houses.

But our College Houses are not just places to study and do academic work. They also provide increased leadership opportunities for our students. Penn admits an undergraduate class of scholar-leaders. We must give them the chance to live up to their full potential. The College House communities will help us do just that. This fall, for example, College House residents have been busy creating an expanded social programming schedule in our 12 houses. Other College House residents run the Wheel, serve on House Councils, act as House Managers and provide computing support to their peers as Information Technology Advisors. The potential for leadership development has never been so great.

The College Houses are also, of course, dwellings where our students will build life-long friendships and have a terrific time doing so.

Finally, the college houses are multi-generational, allowing our undergraduates the chance to mix with graduate students as well as faculty masters and fellows.

This multi-generational living gives mentoring, teaching and advising relationships the chance to grow. In short, our 12 new College Houses are already 12 new learning and living communities. But if we want these communities to flourish and expand, we must renovate and rehabilitate our worn-out residential buildings and we must add capacity.

Our physical structures must match our programming excellence and provide diverse, attractive living spaces for our students to study and socialize. We want to see more students living on campus taking advantage of our improved academic services. To meet that goal, we will need to build more capacity.

We welcome the chance today to discuss with you some of our thoughts on how we might achieve that end.

This is truly a time to celebrate Penn’s successes and to build on them for the future.

To help shape that future, I am pleased to introduce History of Art Professor David Brownlee, who as most of you know, is one of the prime forces behind our new College House System.

In addition to his role as Faculty Master of Harnwell College House, which David affectionately

refers to as one of the “tall” College Houses, he is also the Director of the Office of College Houses and Academic Services.

[College House System Director David Brownlee described some of the progress made over the summer to get the houses ready for the debut of the comprehensive college house system. Construction and renovations included the addition of three more computer labs; another dining hall; three more exercise facilities; 33 efficiency apartments for Graduate Associates; and nine more Senior Faculty/Administrative apartments.

“In addition to these physical improvements,” Dr. Brownlee noted, “Penn’s 1998 College Houses are delivering greatly enhanced academic support services. Known as the ‘Wheel’ project, many of these services are delivered to students 24 hours a day, 7 days a week. Wheel services include additional advising and academic support in writing, mathematics, library research and computing. Other wheel programs are under consideration including a brand-new pilot ‘spoke’ in career services.

“Penn’s College House residents have also been actively engaged in creating and implementing ‘Penn P.M.’ programs, which describes expanded nonalcoholic social programming in residence, particularly on weekend nights.”]

## Construction Goals and Timetables in Hamilton Village

Executive Vice President John Fry presented three central goals for the projects totalling \$300 million in estimated cost:

- To support Penn’s College House efforts by providing high quality undergraduate residence and dining halls suitable for 21st Century living and learning;
- To respond to student demand for high quality, academically supportive, and consumer satisfying on-campus housing by renovating all existing undergraduate housing and dining facilities and constructing 1000 new beds within the College Houses;
- To reestablish “Superblock,” now renamed Hamilton Village, as a functional and attractive part of Penn’s physical environment through strategic placement of additions to the College Houses in concert with the redevelopment efforts planned for 40th Street.

With these goals in mind, the University will sequence renovations and construction to optimize the anticipated growth of the College House System; finance the project(s) with minimal impact on academic resources, and further advance Penn’s *Agenda for Excellence* goals by coordinating with appropriate University City initiatives. The preliminary timetable:

Planning Competition for Hamilton Village	Winter 1999
Construction of New Housing (1000 beds)	1999-2001
Quadrangle Renovated (summers only)	1999-2001
High Rise College Houses Renovated (one per year shut down)	2001-2004
Low-rise College Houses Renovated	2004-2005
Hill and Kings Court/English Renovated	2006-2007
Hill College House Kitchen, Servery, Dining Area	Summer 1999
Class of 1920 Commons Renovated (includes enclosing west side patio)	2000-2001
Stouffer College House and Dining (demolition of existing facility and construction of new dining commons)	2001-2003
Kings Court/English College House Renovated	2006-2007

Among the options for financing these projects will be development efforts; reassignment of existing debt repayments; various revenues (including those of housing and dining operations, Sheraton Hotel operations, and a summer conference and guest housing program); and a contribution by Trammell Crow based on the outsourcing agreement announced last year.

## Hamilton Square: The 40th Street Site

This project will offer entertainment and retail choices in proximity to Hamilton Village for students, faculty, and staff, as well as the neighboring community, and will introduce additional amenities in the neighborhood to support the 40th Street development effort to vitalize and strengthen the western edge of the campus.

**Arts House Cinema:** A lease has been executed with Sundance Cinemas to operate the theater, which will have eight screens in over 50,000 square feet of space, also housing a cafe, film and literature merchandise, and facilities for community use.

**Specialty Food Market:** The market of about 30,000 square feet will have an external design that is “street friendly.” The internal design and layout will include produce, baker, prepared foods, flowers, and cafe. A letter of intent has been executed with an experienced operator to run the market.

**Parking Garage:** A 700- to 800-car garage will be built above the food market.

**Surrounding Redevelopment:** 3,300 square feet on first floor of 4015 Walnut will be renovated, and 46,000 square feet of current retail and office space adjacent to the theater will be upgraded.

Project planning is underway, with the architectural firm of Wood & Zapata selected to lead the design effort. Construction will begin in early 1999 and completion is scheduled for Spring 2000. The costs of the cinema, specialty food market, and surrounding redevelopment will total \$18.9 million. This will be funded through \$5.1 million in equity and \$13.8 million in non-recourse debt. The cost of the garage—another \$15.4 million—will be funded through internal and tax-exempt funds.

## Review Committee: Dean Ira Schwartz, SSW

Interim Provost Michael Wachter has announced the membership of a review committee for Dean Ira M. Schwartz, who has completed his first five years in office.

Dr. Sankey Williams, Saul Katz Professor of Genetics in the School of Medicine, *Chair*  
Dr. Joretha Bourjolly, Assistant Professor of Social Work

Dr. Richard Estes, Professor of Social Work  
Dr. Raymond Fonseca, Dean, School of Dental Medicine

Dr. Richard Gelles, Professor of Social Work  
Mr. James Kelly, MSW Student  
Ms. Nancy Koppelman, Ph.D. Student in Social Work

Dr. Michael Reisch, Professor of Social Work  
Dr. Herbert L. Smith, Professor of Sociology  
Mr. Don Jose Stovall, SSW alumnus  
Dr. Neville Strumpf, Associate Professor of Nursing

## Open House: Conference Services

*To the University Community:*

The Department of Housing and Conference Services invites you to join the celebration as Conference Services opens its doors on a new era of event planning.

The date: Monday, November 23

The time: 1-4 p.m.

The place: 222 Sansom Place East,

3600 Chestnut Street

(PENNCARD required to enter building)

Conference Services brings together varied resources both internal and external to provide Penn departments with a vehicle to minimize the stress in planning conferences, meetings and events.

At this inaugural event, Bon Appetit, Penn’s new preferred caterer, will showcase its culinary specialties, and representatives of the Philadelphia Convention and Visitors Bureau will also be on hand to lend their support.

We hope you can join in on the fun!

— Lynn M. Rotoli

*Housing and Conference Services*

## Penn Web Survey—with Prizes

*To the University Community:*

Tell us what you think! Win a prize!

The University is conducting a review of the Penn Web. We are interested in finding out how you use it, what you like or dislike about it, what features you value in a web site, and what features are important for an online events calendar.

You can participate by filling in the Penn Web survey form available from the Penn Home Page at [www.upenn.edu](http://www.upenn.edu) and the various “category” pages (e.g., campus life, administrative services, schools and programs). The survey runs through *November 28, 1998*.

Survey participants who include their e-mail address will be eligible for a prize such as: a \$50 Barnes and Noble gift certificate donated by the University Bookstore, a \$50 Barnes and Noble gift certificate donated by ISC, and a copy of Ansel Adams screen saver software for Mac and Windows donated by the Computer Connection.

We urge you to express your opinions and help us design the best possible information resource for and about the Penn community.

— The Penn Web Team

## Injury/Violence Prevention: A December 8 Retreat

Dear Colleagues:

All faculty, staff, fellows, students and others working on injury and violence prevention research, policy, or programs are invited to a one-day retreat sponsored by the Penn School of Medicine December 8, at the Sugarloaf Conference Center.

The goal of the retreat is to facilitate interactions among members of the Penn/CHOP community working on injury and violence issues. The long-term objective is to create at Penn a center for excellence in the field of injury and violence control. Central to achieving this objective are: 1) recruiting and training new investigators in injury control and 2) conducting translational research leading to interventions that will reduce the local and national toll of injury and violence. This research will involve interactions among many disciplines, from basic science to law, to epidemiology.

The retreat will be an important step towards developing this center at Penn. In addition to listening to inspiring world-renowned speakers and learning about each other's work through a poster session, this retreat is an opportunity for engineers to talk to epidemiologists, clinicians to lawyers, etc. It is our hope that there will be broad University representation and that it will enable us to begin to formulate the bonds that will become the structure of the center.

The retreat will feature presentations from three Penn/CHOP researchers:

- *Flaura Koplin Winston*, director of TraumaLink, member and chair of Research Subcommittee, Committee of Injury Control and Prevention at the Institute of Medicine (IOM). She will present on the IOM's new report on injury in America.
- *Tracy K. McIntosh*, professor of neurosurgery, bioengineering, and pharmacology and director of the PennMed Head Injury Center; and *James Eberwine*, professor of pharmacology and psychiatry. Drs. McIntosh and Eberwine will present on "Molecular Approaches to Study of Mechanisms of Injury."

Also presenting are two internationally respected injury researchers from outside of the Penn community:

- *Fred Rivara*, director of the Harborview Injury Prevention and Research Center and the George Adkins Professor of Pediatrics and adjunct professor of epidemiology at the University of Washington.
- *Art Kellermann*, director of the Center for Injury Control, Rollins School of Public Health, Emory University and acting chief of emergency medicine, at the Emory University School of Medicine.

We hope that you will be able to join us on the 8th for what is sure to be an exciting opportunity to enhance injury and violence research on campus. For additional information or to register for the retreat please contact Jennie Minnick, TraumaLink information specialist, at 215-590-3118 or by e-mail at [jminnick@mail.med.upenn.edu](mailto:jminnick@mail.med.upenn.edu).

— *Allan Pack*, Professor of Medicine

— *Flaura Koplin Winston*, Assistant Professor of Pediatrics

## OF RECORD

### Emergency Closings

Under normal circumstances, the University of Pennsylvania never stops operating. The University recognizes that there are times, due to emergencies such as severe weather conditions, when classes may be canceled and/or schools/centers may be closed, except for those offices, such as but not limited to Public Safety, Dining Services, Facilities Services, which provide essential services. In an effort to insure the safety of faculty, staff and students, timely decisions to modify work schedules will be made.

Modifications of work schedules may take the form of either a partial or a full closing of the University's operations. In either situation, staff members working in positions which are designated as "essential" are expected to remain at work if the closing occurs during their regular work schedule, or to report to work if the closing announcement is made before their regular work schedule begins.

#### 707.1 Communicating Modifications of Work Schedules

The University will announce a closing or other modification of work schedules through the following means:

- the University's special information number: 898-MELT (6358);
- through communications from the Division of Public Safety;
- KYW News Radio (1060 AM), the City of Philadelphia's official storm emergency center; the University's emergency radio identification code numbers are "102" for day classes and schools/centers and "2102" for evening classes. The message that accompanies the code number will provide the operating status of the University.

Please note that radio and television stations other than KYW are not to be considered "official" sources of information.

#### 707.2 Types of Work Schedule Modifications

Please note that decisions affecting work schedules and cancellation of classes are made by the Executive Vice President in consultation with the Provost. These decisions will be communicated through the channels listed above. Schools/centers may not deviate from the University decision without the prior approval of the Executive Vice President.

A. *Full Closing*: A full closing occurs when conditions warrant cancellation of classes and closing of schools/centers, except those providing essential services.

B. *Partial Closing*: A partial closing occurs when circumstances warrant the cancellation of classes while schools/centers remain open, or vice versa.

C. *Delayed Opening*: Occasionally, circumstances will warrant a delay in the opening time of schools/centers.

D. *Close Before the End of the Normal Work Day*: When there is a closing of schools/centers before the end of the work day, appropriate individuals will be contacted by the Division of Public Safety so that they may release staff members in their respective areas. Individual schools/centers should remain in operation until such an announcement is received.

#### 707.3 Recording Absence due to Emergency Closing

The following practices should be followed by supervisors to record time lost when a staff member is absent due to emergency conditions:

1. If the University is closed after the start of the workday, staff members who reported to work are compensated and the time lost during the period of closing is considered time worked. For staff members who did not report to work their time should be charged to their paid time off balance [refer to the Paid Time Off Policy (PTO) effective 7/1/97]. If the staff member does not have any paid time off days available, the time lost should be considered time off without pay.

2. If the University is closed before the start of the scheduled work day, staff members are compensated for the entire scheduled work day and the time lost is considered administrative leave with pay. The time off should not be charged to their paid time off balances.

3. If the University is not closed, staff members who do not report to work will be charged paid time off, provided the absence is approved by the supervisor. If the staff member does not have any paid time off available, the staff member will not be compensated for that day. Sick leave may not be charged unless the staff member was out on sick leave before the emergency conditions arose.

4. If the University is not closed, and the staff member requests permission to be released before the end of his/her scheduled work day, the time lost should be charged to the staff member's paid time off balance. If the staff member does not have any paid time off available, the hours not worked should be considered without pay. If a closing announcement is made after the staff member's request to leave early was approved, the lost time should be recorded as time worked from the time of the announced closing.

5. If the University is not closed and a staff member arrives late due to emergency conditions affecting transportation, the supervisor may excuse the lateness and consider it as time worked. Late arrival beyond reason should be charged to staff members' paid time off balance.

Staff members who work in positions designated as "essential," and who work when the University is closed, will be paid at their regular rate of pay and will receive compensatory time equal to the time worked after the closing. Overtime compensation should be computed as normal.

#### 707.4 Unionized Staff Members

University staff members in collective bargaining agreements should refer to the appropriate contract language.

— *Division of Human Resources*

## Cancer Center Grants: January 15

The University of Pennsylvania Cancer Center announces the availability of two types of seed money grants for faculty to conduct cancer-related research projects: the American Cancer Society Institutional Research Grant and the Cancer Center Pilot Projects Program. These awards vary in terms of eligibility criteria, budget periods and maximum dollar awards. These awards are the same in terms of research project proposals and deadlines. Note that if eligible, faculty may apply for both awards using the same research project description and abstract supplemented with the relevant budget forms and additional information. A space is provided on the application form to specify for which grant (or both) the application is intended.

### I. American Cancer Society Institutional Research Grants for Junior Faculty

**Description and Eligibility Criteria:** Through its American Cancer Society Institutional Research Grant (ACS IRG), the University of Pennsylvania Cancer Center will provide partial support to full-time University faculty for cancer-related research. The stated purpose of the ACS IRG is to provide seed money to junior faculty members (e.g., Assistant Professor) to initiate promising new research projects so they can obtain preliminary results that will enable them to compete successfully for national peer-reviewed research grants. Hence, investigators who have a peer-reviewed national research grant or have previously received support from the Cancer Center ACS IRG are not eligible. Seed money grants from \$5,000 to \$20,000 will be awarded for the exploration of new developments in basic, clinical and cancer control research. Behavioral sciences or health services research related to cancer are eligible for these awards. Covered costs include laboratory personnel costs (non-faculty), data manager or research nursing support, laboratory supplies, animals, and small equipment; no travel or patient costs are allowed.

**Application Deadline:** The deadline for submitting a completed ACS IRG grant application is January 15, 1999.

**Award Period:** The award period for the ACS IRG grant will be for one year (7/1/99 - 6/30/00). This grant is non-renewable.

**For More Information or an Application:** University faculty from all Schools and Departments are invited to obtain application forms and instructions from Cancer Center Administration, 1635 Penn Tower, 349-8382.

### II. Cancer Center Pilot Projects Grants for All Faculty Levels

**Description and Eligibility Criteria:** The University of Pennsylvania Cancer Center will provide seed money grants up to \$25,000 to University faculty members at any level for innovative cancer research projects that have the potential for national peer reviewed grant funding. Investigators who have already received peer-reviewed funding for their proposed projects will not be eligible for this award. Investigators who have not previously conducted cancer research, but are proposing a cancer-related project are encouraged to apply. Covered costs include faculty salaries, laboratory personnel costs, data management or research nursing support, laboratory supplies, animals, and small equipment; no travel or patient costs are allowed.

**Application Deadline:** The deadline for submitting a completed Pilot Projects grant application is January 15, 1999.

**Award Period:** The award period for the Pilot Projects grant will be from March 1, 1999 to November 30, 1999. This grant is non-renewable.

**For More Information or an Application:** University faculty from all Schools and Departments are invited to obtain application forms and instructions from Cancer Center Administration, 1635 Penn Tower, 349-8382.

# HONORS & ...Other Things

## Women as Champions

*Commemoration of 25 Years of Women's Athletics at Penn*, the current exhibition at the Faculty Club's Burrison Gallery through November 21, honors a landmark in women's athletics at Penn: the Silver Anniversary of Ivy League Women's Championship competition as showcase for a stream of winning teams and individual sportswomen here.

The first Ivy League women's championship was held in May of 1974 when the women's rowing programs of the Ivyschools competed for the EAWRC championships in Middletown, Conn.

As President Judith Rodin's message at the entrance to the gallery notes, "Nineteen ninety-eight marks an important milestone for Penn women: This year we commemorate 25 years of Penn Women's Athletics participation in the Ivy League. As a graduate and the current president of Penn, I have seen many positive changes in our campus over the years. But few have been more impressive than the growth of women's athletics in the last quarter century...."

In the past 25 years, there have been many Ivy League Women's Championship teams at Penn including:

*Cross Country*—1990  
*Fencing*—1983, 1984, 1985, 1986, 1987, 1988, 1992, 1994, 1995  
*Field Hockey*—1981, 1985, 1986, 1988, 1992, 1993  
*Indoor Track*—1987, 1988, 1996  
*Lacrosse*—1980, 1982  
*Outdoor Track*—1985, 1986, 1988  
*Rowing*—1980  
*Softball*—1981  
*Volleyball*—1977, 1983, 1986, 1989, 1990

Although *Gymnastics* is not on this list, Penn's team has won the Ivy Classic five times, and in 1998 it was the first Ivy League school to win the ECAC title. But Ivy Championships are held only in sports where five or more teams compete—and only four Ivies (Brown, Cornell and Yale are the other three) compete in gymnastics.

**November 21:** While the show exhibits the past 25 years of Penn women's athletics, Penn will also celebrate the 80-year women's athletic history with *A Celebration of Generations* on Saturday, November 21, at the Palestra. The celebration will include a reception, a video and program commemorating the tradition and legacy of women's athletics. To make reservations or for more information, please call 898-9625.

## Ivy Football Championship: A Tie or Better for Penn in 1998

With a 41-10 win over Harvard Saturday at Franklin Field, Penn's Quakers secured at least a tie for the 1998 Ivy League championship—and could take the trophy outright by defeating Cornell on November 28 at Ithaca. This is the third Ivy Football title for Coach Al Bagnoli at Penn; his Quakers also won in 1993 and 1994.

## Celebrating Paul Robeson: November 20

The Kelly Writer's House and DuBois College House will jointly present "Songs and Poems of Protest, Power & Praise" from 8-10 p.m. Friday at the Kelly Writer's House as part of a year-long Paul Robeson Centennial Series now in progress at Penn. Students and faculty will perform songs and recite poetry (their own and others') honoring the legacy of Paul Robeson as artist, activist, and humanitarian.

This is the second event in the series, which runs through April 1999 as a collaboration of the African American Resource Center, the Afro-American Studies Program, the Arthur Ross Gallery, the W.E.B. DuBois College House, the Greefield Intercultural Center, the Kelly Writers House, the Robeson House, and the West Philadelphia Cultural Alliance. It began October 30 with a public lecture by UC/Riverside History Professor Sterling Stuckey.

Next on the schedule is the Arthur Ross Gallery's "Robeson Remembered," opening on December 17 with live music and refreshments.

For information on the series: [www.upenn.edu/aarc/Robesoncalendar.html](http://www.upenn.edu/aarc/Robesoncalendar.html). For more on the November 20 reading, call the Kelly Writer's House at 573-WRIT.



*Women's Volleyball: An undated photo shows one of the five championship teams of the past 25 years.*

## Some Tax-Related Year-End Reminders

To all Faculty and Staff:

### Imputed Income

Please be advised that if your Basic and/or Supplemental Group Life coverage exceeds \$50,000, IRS regulations dictate that the premiums paid by an employer for this coverage be reported as additional W-2 income. Box 13 of Form W-2 will contain the amount reportable as additional income, which is based on IRS tables identifying different premium amounts for different age groups.

### Flexible Spending Accounts

Due to the holiday season, the University's Pretax Health and Dependent Care account carrier, Eastern Benefit Systems, Inc. (EBS), will be processing the remainder of November and the December reimbursements on:

November 23

December 10 and 21

EBS requests that you submit your claims for reimbursement at least *five business days* before the payment processing date for timely payment. When contacting Eastern Benefit Systems, Inc. by telephone at 1-888-PENNFLX (736-6359), remember to dial extension 213 (Keisha Webb) or extension 248 (Ellie Chanco).

Pretax Healthcare and Dependent Care account claim forms may now be downloaded from the Human Resources home page, located at <http://www.hr.upenn.edu/>.

### Address Change

If you have moved, please be sure that you have notified your department's business administrator of your new address. This is necessary in order to ensure that time-sensitive correspondence from the University reaches you in a timely manner.

— Division of Human Resources

## Snow Day Child Care

It's that time of year when inclement



weather can upset the best laid plans. The Penn Snow Day Child Care program offers back-up child care support when a child's school is closed by snow and the University

is open. The program runs from December 7, 1998, through April 16, 1999. Information on this annual program can be found on the Division of Human Resources Quality of Worklife website at <http://www.hr.upenn.edu/quality>.

Additionally, you will be receiving a brochure with this information through intramural mail explaining the eligibility and enrollment requirements of the program. Both sources of information provide an enrollment request form to obtain the enrollment packet which must be completed and on file *prior* to use of Snow Day Child Care.

For more on this or other QOWL programs, contact Marilyn Kraut, Manager, Quality of Worklife Programs, at 898-0380, or e-mail [kraut@pobox.upenn.edu](mailto:kraut@pobox.upenn.edu).

—Division of Human Resources

## Thanksgiving Break Safety and Security: Special Checks

Dear Students, Faculty and Staff:

Thanksgiving Break 1998 (5 p.m. 11/25/98 through 8 a.m. 11/30/98) is approaching quickly. Traditionally, this is a time of lower occupancy and greater opportunity for crime. Therefore, we need to be more safety and security conscious.

In order to reduce the opportunity for crime (i.e., criminal mischief, burglaries, etc.), the Division of Public Safety is again offering to conduct Special Checks of Residential Properties during the following time frame: 5 p.m. Wednesday, November 25th to 7 a.m. Monday, November 30th.

Students, faculty and staff who live within the following geographical boundaries—Schuylkill River to 43rd Street and Baltimore Avenue to Market Street—may list their residence with the Penn Police Department for Special Checks during the period it will be vacant.

Penn Police officers will periodically check the exterior of the property for signs of criminal activity or security breaches. If any are discovered, the officers will take appropriate action ranging from arresting the perpetrator to conducting an interior check of the property with subsequent notification to the listed occupant.

If you would like to list your residence for Special Checks during Thanksgiving Break 1998, please pick up an application at the Penn Police Headquarters, 4040 Chestnut Street, or the Special Services Department, 4026 Chestnut Street. You need to complete and return the application to either location prior to vacating the premise. Or, you may request "Special Checks" via the web. Complete the application form on the Public Safety website at [www.upenn.edu/police](http://www.upenn.edu/police) and follow the instructions to submit.

Wishing you delicious food and quiet moments with family and friends,

— Susan A. Hawkins, Special Services Department, Division of Public Safety

### Safety and Security Tips for Thanksgiving Break 1998

#### If you are Leaving Penn for Thanksgiving Break:

- Register your residence with Public Safety for Special Checks during the Break.
- Secure or remove all valuables (i.e., jewelry, computers, stereos, televisions, etc.).
- All valuables should already be engraved with your Social Security or other identifying number. Engravers are available at the Special Services Department, 4026 Chestnut Street, 898-4481. (Refundable deposit of \$10 required).
- Close and lock all windows; close all shades, drapes and blinds. Lock and bolt entrance doors to rooms or apartments.
- Use timers on lights and on a radio or television to give your residence the appearance of being occupied.
- Your answering device message should never indicate that you are not at home. Always use plural nouns even if you live alone (e.g., "we're not available to take your call right now"). Don't use your name.
- Make sure that your exterior lighting works and turn all lights on. Preferably, exterior lights should be on a timer or photoelectric cell. If not, contact your landlord regarding these security devices before you leave for Break!

#### If you are Remaining at Penn during Thanksgiving Break:

- Use one of the interior automated teller machines (ATMs). (Contact Special Services, 898-4481, for locations of interior ATMs).
- Avoid withdrawing money at night. Check the amount withdrawn only after you are safely inside your residence or office. Never display money in a crowd.
- Carry only necessary credit cards and money.
- Carry your wallet in an inside coat pocket or side trouser pocket. Carry your handbag tightly under your arm with the clasp toward your body. Never let it dangle by the handle.
- Keep your wallet or handbag closed and with you at all times. Never place it on the seat beside you, on the counter next to you or under a seat when dining.
- Be aware of your surroundings and the people around you, trust your instincts. Stay in well-lit and well-traveled areas.
- Walk with your head up, shoulders back and your eyes scanning the people around you.
- Use the "buddy" system or the Penn Transit System when traveling at night. From non-University exchanges, dial 898-RIDE (7433) for the vehicular escort service or 898-WALK (9255) for the walking escort service between the hours of 6 p.m. and 3 a.m., daily.
- If you are expecting guests or workers, do not open your door until you know it is the right person(s). Always ask to see identification of visitors you don't know.
- If accosted, don't resist! Don't panic! Get a good description, direction traveled, etc.) and report the incident to the police as soon as possible.
- Know the locations of Penn's blue-light emergency telephones. Open the box, lift the receiver or push the button to talk.
- Report any suspicious activities to the police as soon as you can: Where, What, Who, When and How.

— Division of Public Safety

### Know your Emergency Numbers:

Division of Public Safety  
Penn Police Department  
4040 Chestnut Street  
On Campus: 511  
Off Campus: 573-3333  
Non-Emergencies: 898-7297/7298  
Special Services: 898-4481/6600  
Penn Detectives: 898-4485

Philadelphia Police Department  
18th Police District  
5510 Pine Street  
Emergencies: 911  
General Business: 686-3180  
SEPTA Police Department  
Emergencies: 580-4131

## Financial Planning Seminar: December 1-3

To All Faculty and Staff

As part of the Financial Planning Services Program, we are offering a seminar entitled "Shopping for Financial Products and Services" presented by Dreyfus Advice & Guidance® in association with The Ayco Company.

The seminar will be offered on December 1, 2 and 3 in two sessions each day for your convenience—one from 9:30 to 11 a.m. and another from 2 to 3:30 p.m. All sessions will be held at the Faculty Club (check front desk for exact room location) and are free of charge. Please call 1-800-526-3444 or e-mail [upenn@dreyfus.com](mailto:upenn@dreyfus.com) to reserve a place at the session of your choice.

We encourage you to participate in increasing your financial education and to continue to move toward your financial goals. Look for future announcements regarding the next "Financial Planning Week" scheduled for the first week of February.

— Division of Human Resources

## OPPORTUNITIES at PENN

There are currently over 500 positions open at Penn for qualified applicants in office support, research, computing, professional, and financial areas among others. All open positions are posted on the Human Resources website at [www.hr.upenn.edu](http://www.hr.upenn.edu). Positions are searchable by title, job, school and posting date. Applicants can apply on-line at this site and are encouraged to do so.

Applicants are also welcome to visit the Penn Job Application Center at 3550 Market Street, Suite 110, where five computer stations are available for you to browse open positions and apply on-line. It is open from 8 a.m. to 6 p.m. weekdays. Today's Penn Partnership (formerly Today's Penn Temporaries) is also at this site, and continues to provide quality office support temps to Penn departments. In addition, Today's Penn Partnership has expanded its services to Penn hiring officers for recruitment of regular full-time office and support staff. Applicants interested in full-time or temporary office support work, who have at least 3 months office experience and computer proficiency, are encouraged to visit the Application Center.

**NOTE:** Faculty positions and positions at the Health System are not included in these listings.

— Division of Human Resources

### 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 **November 2 through November 8, 1998**. Also reported were **Crimes Against Property: 19 total thefts & attempts (including 1 theft from auto, 2 thefts of bicycles & parts, 1 burglary & attempt), 6 incidents of criminal mischief & vandalism, 1 trespassing & loitering, and 1 incident of forgery & fraud.** Full reports on the Web ([www.upenn.edu/almanac/v45/n12/crimes.html](http://www.upenn.edu/almanac/v45/n12/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 **November 2 and November 8, 1998**. 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 898-4482.

#### Crimes Against Persons

**34th to 38th / Market to Civic Center:** Aggravated assaults—1; Threats & Harassment—2  
 11/02/98 10:45 AM Stouffer Triangle Complainant threatened by ex-boyfriend  
 11/06/98 11:07 AM Annenberg Center Harassing phone calls received  
 11/08/98 2:51 AM Steinberg/Dietrich Complainant assaulted with knife/suspect fled area  
**38th to 41st/Market to Baltimore:** Simple assaults—1  
 11/05/98 5:39 PM 208 S. 40th St Complainant reported being assaulted by unknown person  
**41st to 43rd/Market to Baltimore:** Sexual assaults—1  
 11/04/98 4:53 PM 4100 Blk Spruce Unknown male assaulted complainant  
**30th to 34th / Market to University:** Threats & Harassment—1  
 11/03/98 9:10 AM Hill House Complainant threatened by co-worker  
**Outside 30th-43rd/Market to Baltimore:** Threats & Harassment—1  
 11/04/98 7:18 PM Presby Hospital Complainant receiving harassing calls

#### Crimes Against Society

**34th to 38th / Market to Civic Center:** Disorderly Conduct—1  
 11/04/98 8:40 PM 100 Blk 38th Male panhandling in area/refused to leave/arrest  
**38th to 41st / Market to Baltimore:** Disorderly Conduct—1  
 11/07/98 4:29 PM High Rise North Male causing disturbance/arrest

#### 18th District Crimes Against Persons

7 Incidents and 2 Arrests (including 4 aggravated assaults, and 3 robberies) were reported between **November 2, 1998 and November 8, 1998**, by the 18th District, covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

11/2/98	4:25 AM	5029 Hazel	Aggravated Assault/arrest
11/6/98	12:55 AM	60 38th St.	Aggravated Assault
11/6/98	1:20 PM	400 46th	Robbery
11/7/98	8:30 AM	5151 Hazel	Aggravated Assault/arrest
11/7/98	7:47 PM	5000 Market	Robbery
11/7/98	1:15 AM	4532 Baltimore	Robbery
11/8/98	2:10 AM	3600 Locust	Aggravated Assault

## Update

NOVEMBER AT PENN

### CONFERENCE

**20** *Reporting Africa: African News Coverage in the U.S. Mass Media*; 8:30 a.m.-4 p.m.; \$615 Locust Walk, Veranda Room (African Studies Center).

### MUSIC

**19** *Moscow Chamber Orchestra*; concert featuring guitar soloist Paul Galbraith; 8 p.m.; \$15; \$10-students; \$12-seniors, Penn employees/alumni, 3rd Thursday Passport holders; Zellerbach Theatre, Annenberg Center; info/tickets: 898-3900.

### TALKS

**20** *Rational Learning*; Ehud Kalai, Northwestern University; noon; IRCS, Room 470, Suite 400A, 3401 Walnut (IRCS).

**Deadlines:** Deadlines for Update At Penn are a week before the date of the issue. For the monthly calendar: January At Penn's deadline is *December 1* (to appear December 15); February At Penn's is January 12, 1999.

## Classified

### FOR RENT OR SALE

**Historic House** (parts of it date to 1795) in Bala Cynwyd. First floor has two living rooms, dining room, kitchen, pantry, larder, laundry room, powder room. Second has four rooms and two baths, and third has three rooms, bath and attic. House has five fireplaces. Owned by Van Dusen family for 55 years, house was recently inspected by professionals and found to be in superb condition. House is very convenient to Penn. Rental \$2,000/mo. plus utilities. Please phone Duncan Van Dusen at 1-610-527-2523 (home).

Note: To place classifieds call:  
(215) 898-5274.



*Almanac*

Suite 211 Nichols House  
 3600 Chestnut Street, Philadelphia, PA 19104-6106  
 Phone: (215) 898-5274 or 5275 FAX: 898-9137  
 E-Mail: [almanac@pobox.upenn.edu](mailto:almanac@pobox.upenn.edu)  
 URL: [www.upenn.edu/almanac/](http://www.upenn.edu/almanac/)

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

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## Teaching and Learning the Unfamiliar

by Marvin Lazerson and Ursula Wagener

For years we have thought of ourselves and been considered outstanding teachers. Mimicking the times, our pedagogic styles have changed, from virtuoso lecturers to Socratic questioners who help students find their own voices as they examine higher education history and policies. But for all our self-assurance, we have been questioning the certainties of our teaching, a spillover from our current research into the politics of learning and the impact on learning of the new technologies.

The immediate background to these musings are two quite dissimilar essays: James J. O'Donnell's marvelous discourse, *Avatars of the Word: From Papyrus to Cyberspace* (Harvard University Press, 1998) and Carol Trosset's troubling "Obstacles to Open Discussion and Critical Thinking" (*Change*, Sept./Oct. 1998).

Professor of classical studies and vice provost for information systems and computing here at Penn, O'Donnell writes on how the manifestations of knowledge and dramatic changes in communication—papyrus, printing, modern technologies—have historically reinforced existing ideas, while revolutionizing them. His understanding of learning reflects this view. As a teacher, he wants students to be comfortable with recognizable frames of reference as a basis for exploring the unfamiliar. This exploration is critical, for it is the destabilizing and the unsettling, seeing "the otherness of even the familiar" which provokes genuine learning.

Here is an approach to teaching which accords with our own. To engage our students, we believe, one must frame issues in ways that are familiar to them, at the same time destabilizing that familiarity by leading them into the unfamiliar. The most interesting questions we ask are the ones for which the students and we do not already have the answers.

Simple enough, but then along comes one of those minor studies, based on interviews with undergraduates at Grinnell College, whose findings, like the most recent medical study, should be treated cautiously, yet are too disturbing to ignore. Carol Trosset, director of institutional research at Grinnell, discovered that students primarily viewed discussion as the occasion to convince others of their views. They did not want to discuss difficult issues, particularly ones where they had not formed an opinion. They strove for consensus, tended to believe that the only legitimate knowledge was personal experience, and did not want their views challenged.

Trosset's data are troubling especially since this view of discussion as primarily a means to convince others may be widely shared.

Our own teaching begins with helping students integrate varied strands of information and with aiding students to find their own voices. Class conversations often build toward consensus rather than disagreement. Our pedagogical strategy thus almost always starts with the familiar, engaging students in discussions within frames of reference with which they are comfortable. Our coaching, prodding, questioning, and challenging assumes that we can move them from the familiar to the unfamiliar, helping students to encounter the alien, what they did not know, in ways that will revise what they do know. But if our students have a very different understanding of the purposes of classroom discussion, if they believe that the conversations are simply to reinforce their opinions and win others over to their views, then perhaps we have been talking past each other.

What to do about this is an intriguing puzzle. Given that our students regularly nominate us for outstanding teaching awards, the easy answer may be, do nothing at all. Why try to fix something that is not broken? Our students' views have cultural roots; the ethos of our times is that no evidence is weightier than strongly held opinions and personal experience. Leaving the puzzle alone, however, is unappealing, for it cheats our students and ourselves in deeply unethical ways. Moving into the unknown is at the heart of what we do as scholars and it is central to our values as teachers.

To make the alien familiar requires meeting two preconditions. The first is creating a classroom climate of trust and safety. Students should feel secure enough to take risks and to go over the edge into the unknown. In our own teaching we try to model the uncertainty of creating new knowledge and to aid students in going down uncertain paths. The key is helping them understand that they do not have to get it right, that on unfamiliar paths they will make wrong turns and run into cul-de-sacs which force them to cycle back to where they started.

Repeatedly going down unfamiliar paths, however, requires a second precondition, an emotional investment in learning. Passion is perhaps the least understood and least appreciated aspect of learning, but without it, our students will not risk the uncertain journey. By simultaneously caring about the subject matter and about the ways students learn, we reveal the emotional commitments that drive us as teachers and scholars. Only in this way can we stimulate a deep desire in our students to come with us. Our task as teachers, then, is to make the pedagogical moment safe enough and passionate enough so our students will accept the uncertainty of the unfamiliar.

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*The most interesting questions we ask are the ones for which the students and we do not already have the answers.*

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*This is the second essay in the 1998-99 Talk About Teaching series, now in its fifth year as a joint project of the College of Arts and Sciences and the Lindback Society for Distinguished Teaching. Dr. Wagener is Adjunct Associate Professor of Higher Education and a consultant on higher education. Dr. Lazerson is Carruth Family Professor in the Graduate School of Education where he served as dean from 1987 to 1994. He was also Interim Provost of the University in 1993-94.*