



**The Huck Institutes**  
OF THE LIFE SCIENCES

## **Molecular Medicine Graduate Program**

### **Degree Requirements Booklet**

**Fall 2012**

## Contents

---

Molecular Medicine (MM) -----	3
Course Requirements-----	3
Responsible Conduct of Research Training Requirement -----	3
Rotations/Mentor Selection -----	3
Candidacy Exam-----	4
Comprehensive Exam-----	4
Teaching (optional)-----	4
Internship (optional)-----	4
Thesis-----	4
Student Faculty Compact-----	5
 Molecular Medicine (MM) Curriculum-----	 7
 General Information -----	 8
Courses Available for All Huck Institutes' Graduate Programs -----	8
English Requirement for International Students-----	9
Safety Training Sessions/Examinations -----	9
Grade Point Average -----	9
Unsatisfactory Scholarship -----	10
Assistantships and Student Status -----	10
Thesis Submission and Exit Interview-----	10
Activate Intent to Graduate-----	10
Vacation and Sick Leave -----	11
 Doctoral Thesis Committee Composition -----	 12
Masters Degree-----	13
Activate Intent to Graduate-----	13

## **Molecular Medicine (MM)**

---

### **Course Requirements**

The recommended curriculum for first year students located at the College of Medicine in Hershey includes the Huck Institutes' Colloquium and core courses in Regulation of Cellular and Systemic Energy Metabolism, Cell and Systems, Cell and Systems Biology, and Flow of Cellular Information. Students must also select from a series of advanced courses in the second year in addition to a Problem-Based Learning Course in Molecular Medicine and Ethics in Life Sciences. In addition, students are required to participate in the Cell and Molecular Biology Research Seminar Series and the Graduate Student Seminar Series in the Biomedical Sciences. The recommended curriculum for first year students located at the University Park campus includes the Huck Institutes' Colloquium and courses in Biochemistry, Molecular Biology, Immunology and Molecular Medicine. Students must also select from a series of advanced courses in the second year in addition to Ethics in Life Sciences. First year students at both campuses participate in the Faculty Research Presentation Seminars and in three laboratory rotations. Students at the University Park Campus are also required to participate in the Bortree Lecture Seminar Series and the Joint CDB/Genetics/IID/MM Friday Research Series. The Co-Chair on the campus of residence will assist the student in course selection until a mentor is chosen.

### **Responsible Conduct of Research Training Requirement:**

Starting in Fall 2009, all new students in the Molecular Medicine graduate program must complete an online Responsible Conduct of Research (RCR) training course during their first year. The online course is offered through the CITI (Collaborative Institutional Training Initiative) Program and supplements the in-class, discussion-based RCR training provided in IBIOS 591, Ethics in the Life Sciences, a required 1-credit course typically taken during the second year. Together, these two courses satisfy RCR training requirements mandated by Penn State's SARI (Scholarship and Research Integrity) Program, an RCR initiative organized through the Office for Research Protections (administrative unit within the Office of the Vice President for Research).

First year students should register for the online CITI RCR course as soon as possible in the Fall semester. To register, go to the Penn State SARI website, Online Training Program page (<http://www.research.psu.edu/training/sari/program>) where you will find instructions and a link for the CITI Program website (<http://www.citiprogram.org/>). Select Pennsylvania State University as the participating institution and register for the CITI **Biomedical Sciences** course. Students must work on their own to complete the course modules and pass the on-line quizzes. All modules must be completed by the end of the first Fall semester; and a copy of the student's Completion Report must be submitted to the Program administrative office before January 15<sup>th</sup>.

### **Rotations/Selection of Mentors**

All MM students are required to complete three to four laboratory research rotations in the first year. At the UP campus, three rotations will be chosen by the student based on their interactions with the faculty and an investigation of their research programs. All research rotations (5 weeks each) at the UP campus will be completed in the fall semester. Students at the Hershey campus will carry out two research rotations in the fall semester (for approximately 5 weeks) and two rotations in the spring semester (for approximately 5 weeks each). The fourth rotation can be a repeat of one of the first three. These research rotations will be selected based on the faculty presentations at the beginning of the fall semester. Optional research rotations on the alternate campus can be completed during the Spring or Summer semesters. Each student will select a primary mentor and establish a doctoral thesis committee. To encourage inter-campus interactions, both participating campuses should be represented on the committee. The selection of a mentor will usually require the student to complete advanced course work at that location.

### **Candidacy Exam**

After completion of the first year curriculum, students must pass the candidacy examination, which includes both a written and oral component. A minimum GPA of 3.0 in the first year curriculum is required to take the examination. Students are also required to demonstrate high-level competence in the use of the English language, including reading, writing, and speaking as part of the Penn State English competency requirements. Students at the Hershey and UP campus will be asked to critique a recent paper that has been chosen by the candidacy committee. The student will present the critique in an oral exam before a committee of three to four faculty members. The presentation will include a critique of the methods and conclusions of the paper and a proposal for future experiments based on the results presented in the paper. Requirements remaining to be satisfied after admission to candidacy include advanced course work, the comprehensive examination, completion of a thesis research project, and the dissertation defense. Students must also regularly attend a journal club, student seminars and faculty research seminars as outlined in the option curriculum.

### **Comprehensive Exam**

The doctoral committee is responsible for administration of the comprehensive examination and conducts the dissertation defense. The comprehensive examination will be completed by the beginning of the third year. The exam at the Hershey campus involves formulation of two research topics with associated specific aims. The student, in conjunction with the doctoral committee, will select one topic for expansion into a research grant application. After review of the written proposal by the committee, the student will present and defend the proposal in an oral examination. At the UP campus, students will present their thesis project to the doctoral committee and defend the proposal in an oral examination.

### **Teaching (optional)**

With permission of the advisor teaching experience is available on both campuses. An English competency requirement must be satisfied by non-native English speakers before any teaching duties are assigned. Besides an opportunity to develop teaching skills in a classroom setting, students also participate in the Huck Institutes teaching assistant training sessions and receive credit on their transcript by signing up for IBIOS 602 (1). Students interested in this opportunity should initiate discussion early on with their advisor and Graduate Program Chair to help determine the best timing for this experience.

### **Internship (optional)**

After the second year, students may spend a summer exploring academic, government, medical, law, or business corporate approaches to research. Non-traditional settings are available. This is an external work assignment relevant to individual research or career goals. As members of the Huck Institutes of the Life Sciences, all graduate students may participate in a three month internship in academia, industry, or government and receive credit on their transcript by enrolling in IBIOS 595 (1). Students interested in this opportunity should initiate discussion early on with their advisor and Graduate Program Chair to help determine the best timing for this experience.

### **Thesis**

The dissertation is guided by the rules of the Graduate School and will involve the preparation of a final thesis document and its defense in a public presentation and oral exam with the doctoral committee.

### **Topics for Discussion Prior to Joining A Laboratory**

1. Time Commitment Expected in the Lab
2. Funding Source and Grade Level
3. Vacation and Leave Policy
4. Possibility of Internship and/or TA
5. Access to Advisor
6. Possibility (expectations) for publications and conference presentations

### **Student-Faculty Compact**

(adapted from the Recommendation of The Committee on Graduate Student and Faculty Issues, The Graduate Council, The Pennsylvania State University, 2009 and The Document approved by the Penn State Hershey Graduate Program Directors May 6, 2006 and updated April 22, 2010)

#### **Purpose:**

Student-Faculty Compacts are useful to encourage good communications and to enhance the working environment in student-advisor/mentor relationships. Compacts provide a basis for discussion between students and advisors/mentors regarding mutual responsibilities and future plans.

“The compact serves as both a pledge and a reminder to advisors and their graduate students that their conduct in fulfilling their commitments to one another should reflect the highest professional standards and mutual respect.”

Items that should be discussed by students and potential mentors prior to choosing a permanent laboratory situation.

#### **Expectations of the Advisor towards Graduate Students in a Laboratory**

1. Professionalism/Honesty/Ethics
  - a. The Graduate Student will:
    - i. Perform research and other educational activities conscientiously, maintain good research records and catalog and maintain all tangible research materials that result from the project.
    - ii. Respect all ethical standards when conducting research including compliance with all institutional and federal regulations.
    - iii. Show respect for and work collegially with my co-workers, support staff and other individuals with whom I interact.
    - iv. Do your best to satisfy all project deadlines outlined by the advisor.
2. Communication
  - i. Outline a defined program of research with the advisor that will include well defined goals and timelines. Organize time to meet these deadlines.
  - ii. Have open and timely discussions with the advisor on a regular basis regarding the status of the research.
  - iii. Seek regular feedback on performance and expect annual performance evaluations.
  - iv. Understand that you have a responsibility with the advisor to write up, in a timely manner, research findings for publication and presentation at professional meetings.

## **Expectations of the Graduate Students in a Laboratory of the Advisor**

1. Training and Education
  - a. The Advisor will:
    - i. Set a mutually agreed upon set of expectations and goals at the beginning of the outset of the student's admission to the laboratory. These will be reviewed and revised periodically as the student progresses through the program.
    - ii. Acknowledge that the purpose of the training that graduate students receive is to prepare them to become independent professionals.
    - iii. Work to prepare students for required program examinations and committee selections.
    - iv. Read the student's thesis and other writing thoroughly and carefully and in a timely manner.
    - v. Provide the student with the required guidance and mentoring as needed.
    - vi. Encourage the interaction of the student with other students and faculty, both intra and extramurally and encourage attendance at professional meetings to network and to present research findings.
2. Communication
  - i. Meet with the student periodically over the course of each academic semester and no less than once per semester to review goals and progress.
  - ii. Acknowledge contributions to the development of any intellectual property and define future access to tangible research materials according to institutional policy.
  - iii. Discuss, in advance, appropriate authorship and co-authorship roles on all relevant publications and presentations

## **Exiting a Student-Faculty Relation**

“Student-faculty relations are sustainable in large measure because of a compatible fit between the student and the faculty member. On occasion, the fit may be less than either a student or a faculty advisor initially anticipated, resulting in one or the other seeking to end the relation, even though the student is making satisfactory progress based on the perspectives of all concerned. Neither party should view these situations negatively; rather they represent mid-course corrections intended to improve the student's academic and professional mentoring by faculty.

The party wishing to leave the student-faculty relation should request a meeting with the other party, and possibly the student's committee, to discuss his/her concerns and recommendations. If an alternative advisor has not been identified prior to this meeting, consideration of possible options would be appropriate. In the end, advancing the student's academic program should be the prime objective for changing advisors.”

## **Molecular Medicine (MM) Curriculum**

---

### **Year 1**

#### ***College of Medicine (Hershey)***

- BMS 501. Regulation of Cellular and Systemic Energy Metabolism (3)
- BMS 502. Cell and Systems Biology (3)
- BMS 503. Flow of Cellular Information (3)
- IBIOS 590. Huck Institutes' Colloquium (2 credits per semester)
- IBIOS 596. Independent Studies: Laboratory Rotations (3)
- Elective courses (2<sup>nd</sup> Semester) (5)
- Attendance at weekly student seminar
- Attendance at weekly seminars (invited outside speakers)
- Completion of the Ph.D. Candidacy Examination
- Register for CITI on-line RCR course (see p. 3)
- Submit CITI RCR Course Completion Report to Program Office

#### ***University Park Campus***

- BMB 464. Molecular Medicine (3) or VBSC 520. Pathobiology (3).
- BMMB 501. Biochemistry & Molecular Biology (5)
- IBIOS/VBSC/BMB 511. Molecular Immunology (2)
- IBIOS 590. Huck Institutes' Colloquium (2 credits per semester)
- IBIOS 596. Independent Studies: 3 Laboratory Rotations (1)
- IBIOS 600. Thesis Research (2)
- Advanced Course Electives (3)
- Completion of the Ph.D. Candidacy Examination
- Register for CITI RCR Course (see page 3)
- Submit CITI RCR Course Completion Report to Program Office

#### **Summer Session (*Both Campuses*)**

- IBIOS 595 Internship (1) (optional) or Laboratory Rotations at other campus

#### ***Year 2 (Both Campuses) Fall/Spring Semesters***

- IBIOS 591. Ethics in the Life Sciences (1)
- IBIOS 590. Colloquium (0/semester)
- CMBIO 506: Biological Basis of Human Health & Disease (Hershey) (2)
- IBIOS 600 Thesis Research (2-7/semester)
- Advanced Course Electives (0-5)
- Participation in Teaching and Seminar Series as available at each campus.

#### **Summer Session**

- IBIOS 600. Thesis Research (1)
- Comprehensive Examination

#### ***Years 3-5 (Both Campuses)***

- IBIOS 601. Independent Studies/Thesis Preparation (variable credits)
- Participation in Teaching and Seminar Series as available at each campus.

## **General Information**

---

### **Courses available for all Huck Institutes' Graduate Programs**

**IBIOS 590. HUCK INSTITUTES' COLLOQUIUM (2)** Students typically take this course in the Fall and Spring semesters of their first year. In Colloquium, students are introduced to a wide variety of topics of contemporary and future importance in the life sciences. A particular focus is placed on topics where science is likely to impact on society (and society on science). Topics are drawn from the area introduced by the speaker and can span the entire spectrum from basic research to the social, legal, moral and ethical implications of the science. A significant challenge in Colloquium is to organize and coordinate a presentation using contemporary presentation software, such as PowerPoint, in an environment in which part of the audience is present at a remote site. Students are required to attend the lectures and the dinners following the lectures. Students also participate in the group presentations during discussion sessions and submit written reports. Reports may be submitted to the co-chairs of the graduate program/option who may add them to the student's permanent record. Students receive A-F quality grades.

**IBIOS 591. ETHICS IN THE LIFE SCIENCES (1)** Students examine integrity and misconduct in life sciences research, including issues of data collection, publication, authorship, and peer review. Students receive A-F quality grades.

**IBIOS 595. INTERNSHIP (1, optional)** For students interested in exploring academic, government, medical, law, or business corporate approaches to research. This is an external work assignment relevant to individual research or career goals. Students receive a R (satisfactory/passing) or U (unsatisfactory/failing). Only R credits are counted for credit totals. Students typically participate in an internship the summer of their first year. Contacts, positions, applications, course registration, course requirements, and grading are processed through the Eberly College of Science Cooperative Education Program (814-865-5000). Additional credits of IBIOS 595 are at the expense of the student. Interested Huck Institutes' graduate students are to discuss the opportunity with their graduate program/option chair and/or their faculty advisor to help determine the best timing for this experience.

**IBIOS 596. INDEPENDENT STUDIES: LABORATORY ROTATIONS (1-3 per semester pending graduate program)** For students exploring potential Ph.D. projects and faculty advisors. Students receive a R (satisfactory/passing) or F (unsatisfactory/failing). Only R credits are counted for credit totals.

**IBIOS 600. THESIS RESEARCH (1-9 per semester pending graduate program)** For students who have been matched with a faculty advisor AND have not taken/passed their comprehensive exams. Students may receive A-F grades or R/F grades at any time. By the time students pass their comprehensive exams, up to 12 credits worth of IBIOS 600 may have the A-F quality grade.

**IBIOS 601. THESIS PREPARATION (0 per semester)** For those students who passed their comprehensive exams. This course appears on the transcript but does not have any grade or credit associated with it.

**IBIOS 602. SUPERVISED EXPERIENCE IN COLLEGE TEACHING (1)** Students receive either a lecture, lab, or recitation class to help teach. Students also participate in the Huck Institutes teaching assistant training sessions and receive A-F grades on their transcripts from their faculty course



supervisors. Please note that these grades are not computed in with the overall GPA. International graduate students must pass an English proficiency exam before any teaching duties are assigned.

### **English Requirement for International Students**

The English Requirement for International students is that prescribed by the Graduate School. Depending on the graduate program, all entering international students, whether or not they hold a Teaching Assistantship, will be required to take the American English Oral Communicative Proficiency Test (AEOCPT) which is administered by the University's Department of Applied Linguistics.

Given at the beginning of fall and spring semesters, international students are required to pre-register for the AEOCPT. The test scores from the AEOCPT are posted on the University's Administrative Information System (AIS) computer. Below is the course of action for the various AEOCPT score ranges.

**NR = No Restrictions.** This person should be allowed to teach with no restrictions based on ability to communicate in English.

**(Penn State AEOCPT Score of 250-300)**

**WR = Take ESL 118G.** This person should not be allowed to teach before completing and receiving a grade of "A" in ESL 118G - "American Oral English for ITA's III."

**(Penn State AEOCPT Score of 230-249)**

**TC = Take ESL 117G.** This person should not be allowed to teach before completing and receiving a grade of "A" in both ESL 117G - "American Oral English for ITA's II" and ESL 118G - "American Oral English for ITA's III."

**(Penn State AEOCPT Score of 200-229)**

**SL = Speaking/Listening.** This person should enroll in ESL 115G - "American Oral English for ITA's I" and receive a grade of "A" before taking ESL 117G and ESL 118G.

**(Penn State AEOCPT Score below 200)**

Students, who are required to enroll in ESL courses, must complete the ESL requirement by the end of the second semester of residency. Students who fail to satisfy this requirement may be terminated from the respective graduate program, at the discretion of the graduate program chair.

### **Safety Training Sessions / Examinations**

Within the first semester of residence, all students are required to take/pass the radioisotope safety and chemical waste disposal training sessions offered at the respective campus.

### **Grade Point Average**

Credit hours are earned only for the grades A, B, and C. However, all D and F grades are included in the computation of the grade point average. Grade points are assigned as follows:

A = 4 (above average graduate work)

B = 3 (average graduate work)

C = 2 (below average graduate work)

D = 1 (failing graduate work)

F = 0 (failing graduate work)

Grades D and F are not acceptable for graduate credit. If a course is repeated, then both grades are used in computing the cumulative grade point average.

### **Unsatisfactory Scholarship**

Students are required to have a minimum grade-point average of 3.0 for the doctoral candidacy examination, admission to the comprehensive examination, thesis defense, and graduation. One or more failing grades, a cumulative grade-point average below 3.0, or failing any of the examinations may be considered evidence of unsatisfactory scholarship and be grounds for dismissal from the University (see the Appendix III of the Graduate Programs Bulletin [www.psu.edu/bulletins/whitebook/\\$appendices.htm](http://www.psu.edu/bulletins/whitebook/$appendices.htm)).

### **Assistantships and Student Status**

Students with teaching or research graduate assistantships must be registered as full time students to maintain stipend eligibility. Full time status is considered either a minimum of nine credits each fall and spring semester (pre-comprehensive exam) or XXX 601 (0 credits, post-comprehensive exam). The assistantship appointments typically originate with the department of the faculty advisor. If no faculty advisor has been identified, as likely the situation with first year doctoral students, students should consult with their respective Graduate Program Chair.

### **Thesis Submission and Exit Interview**

Upon completion of the degree, students are to provide the Graduate Program with an electronic copy of their thesis. Students also participate in both the University and Huck Institutes' Exit Interview Process. For the latter, students may meet with the Graduate Program Chair or appropriate representative.

### **Activate Intent to Graduate**

Students must present their thesis in accordance with the Penn State University guidelines as described in the THESIS GUIDE Requirements for the Preparation of Master's and Doctoral Theses". Current copies can be obtained from the Thesis Office:

115 Kern Building  
University Park, PA 16802  
Phone: 814/865-5448

Web site: [http://www.gradsch.psu.edu/gs\\_overview/thesisguide](http://www.gradsch.psu.edu/gs_overview/thesisguide)

At the beginning of the semester that students wish to graduate, they are to either:

- (1) access eLion via [www.eLion.psu.edu](http://www.eLion.psu.edu), if in the PSU computer system
- or
- (2) call Graduate Enrollment at 1-814-865-1795, if not in the PSU computer system

## **Vacation and Sick Leave Policy**

Full-time graduate students in the Molecular Medicine Intercollege Graduate Degree Program (IGDP) who receive stipends must get permission for all absences from the laboratory. Vacation leave should be arranged with the appropriate Molecular Medicine Graduate Program co-Chair (1<sup>st</sup> year students) or thesis advisor (2<sup>nd</sup> year and above students). Please consult with your thesis advisor for policies in place that restrict and or regulate both vacation and/or sick leave within the individual research laboratories. Students should formalize their vacation dates in writing at least two (2) months in advance and, to alleviate any possible confusion, vacation requests should be made in writing. The appropriate Molecular Medicine Graduate Program co-Chair or the student's thesis advisor will agree or disallow the vacation request in writing within 72 hours of its submission. All other reasons for leave (i.e. sickness, maternity/paternity leave, illness of a family member etc.) also require approval from either the Graduate Program Chair (1<sup>st</sup> year) or thesis advisor (2<sup>nd</sup> year and above students). It is the student's responsibility to contact their thesis advisor or IGDP Chair when he/she is absent from the classroom or laboratory due to illness.

**RESTRICTIONS:** No vacations or other foreseeable leaves (maternity/paternity leave) can be taken unless approved in advance. Approval should be granted unless the leave is believed to seriously compromise the academic progress of the student; in such cases the disapproval must be confirmed by the appropriate Molecular Medicine Graduate Program co-Chair. Students will not be routinely granted vacation leave while enrolled in formal class work.

## Doctoral Thesis Committee Composition

According to the Graduate Degree Programs Bulletin published by the Graduate School regarding Doctoral Committees: (<http://www.psu.edu/bulletins/whitebook>) then click on “Advisors and Doctoral Committees” under the heading “Doctoral Degree Requirements”

- 4 person minimum of approved PSU Graduate Faculty.
- 2 members must be inside the major and 1 member must be outside the major. Note - the outside member must be member of the approved PSU Graduate Faculty. The outside member for intercollege graduate programs may be inside the major but committee membership must have representation from more than one department. The outside field member represents a field outside the candidate’s major field of study and is expected to provide a broader range of disciplinary perspective and expertise.
- A person not affiliated with PSU may be added as a special member (beyond the 4 members of the approved PSU Graduate Faculty) upon recommendation of the head of the program and approval of the graduate dean. A memo plus the individual's C.V. must be drafted with approval signature spaces for the Graduate Program Chair plus Ms. Cynthia Nicosia (Director, Graduate Enrollment).
- Have committee chair or one of the co-chairs be a member of the approved PSU Graduate Faculty. Typically this is the faculty advisor or someone in the graduate program.
- The doctoral candidate and three committee members must be physically present for the comprehensive exam and defense. No more than one person may be present via telephone. Telephone or video conference arrangements must be approved by the Dean of the Graduate School. A form letter is available for this special request.
- Need approval of 2/3 of the committee members for passing comprehensive exam and defense dissertation.
- **Need to submit paperwork 3-4 weeks prior to your scheduled comprehensive exam and defense. Please contact the appropriate staff member:**  
**Hershey:**  
**Kathy Shuey** H133 HMC; 717-531-8982; [kes6@psu.edu](mailto:kes6@psu.edu)  
**University Park:**  
**Terrie Young** 101 Life Sciences Bldg.; 814-863-3273; [tly2@psu.edu](mailto:tly2@psu.edu)
- Please note- Graduate Programs may have additional committee composition criteria.

## **Masters (M.S.) Degree**

Masters students must have a minimum of 30 credits and a 3.0 overall GPA (see Graduate Degree Programs Bulletin (<http://www.psu.edu/bulletins/whitebook>). Under Masters Degree Requirements click on Admission and scroll both directions to see all information .

If pursuing a masters thesis option, up to 6 XXX 600 credits may be A-F graded and 12 credits need to be in the major at the 400-600 level (excluding XXX 600). The students select a thesis committee (upon consultation with faculty advisor), write a thesis, and defend their work.

If a Graduate Program offers a non-thesis option, graduate students should consult with their chair for details. 18 credits need to be in the major at the 500-600 level.

If pursuing a masters non-thesis option, the student must have a first authored manuscript (based on his/her research) that has been either accepted and/or published in a peer reviewed journal. 18 credits need to be in the major at the 500-600 level. The manuscript is given to at least the faculty advisor and the Option Chair for evaluation.

IBIOS 595 (Internship) and IBIOS 596 (Rotations) credits all count toward the 30 credits. However, any IBIOS 602 (Teaching) credits do not count toward the 30 credits. If all course credits and requirements are met, students do not have to be registered for classes while writing and/or defending their work.

### **Activate Intent to Graduate**

At the beginning of the semester that a student wishes to graduate . . . . .

- . if in PSU's computer system: access e-Lion at [www.elion.psu.edu](http://www.elion.psu.edu)
- if not: call 1-814-865-1795 to reach Graduate Enrollment

**This publication is available in alternative media on request.**

The Pennsylvania State University is committed to the policy that all persons shall have equal access to programs, facilities, admission, and employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by University policy or by state or federal authorities. The Pennsylvania State University does not discriminate against any person because of age, ancestry, color, disability, or handicap, national origin, race, religious creed, sex, sexual orientation, or veteran status. Direct all inquiries regarding the nondiscrimination policy to the Affirmative Action Director, The Pennsylvania State University, 201 Willard Building, University Park, PA 16802-2801; tel. (814)863-0471; TDD (814) 865-3175.

Produced by the Huck Institutes of the Life Sciences U.Ed. RES 01-06