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COUNCIL Agenda

Wednesday, March 22, 4 to 6 p.m.
McClelland Hall, The Quadrangle

Members of the University who wish to attend as observers should so indicate by calling the Office of the Secretary, in advance, at (215) 898-7005. A PENNCARD is required to enter the Quad.

I. Approval of the minutes of February 9, 2000.

II. Status Reports by the President, Provost, Chairs of the Steering Committee, GAPSA, UA, PPSA and the A-3 Assembly. Time limit for reports and clarifications: 25 minutes.

III. Report on minority recruitment by the dean of undergraduate admissions. Time limit: Presentation 10 minutes, discussion 20 minutes.

IV. Continued discussion on Committee on Communications Draft Policy on Privacy in the Electronic Environment (Almanac February 8, 2000). Time limit: Presentation 10 minutes, discussion 20 minutes. Note that the latest revision has been posted on Almanac Between Issues at www.upenn.edu/almanac/between/e-privacy3.html.

V. Discussion only: Proposed revisions to the University Council Bylaws presented by the Steering Committee chair (see Almanac Between Issues at www.upenn.edu/almanac/between/CouncilBylaws2K.html). Time limit: Presentation 5 minutes, discussion 25 minutes.

A. Increase to two representatives of the Penn Professional Staff Assembly and the A-3 Assembly on the University Council and on the Steering Committee.

B. Move from January to March the extended reports by the president, the provost, other administrators on budgets and plans for the next academic year.

C. Omit the requirement of committee chairs to report to Council in February, and allow reports to be submitted to Council according to current practice, in March, April and October.

D. Omit the need for a “changeover” meeting of the Council membership and change the Council membership period to begin with the first meeting of the academic year and conclude with the final meeting of the academic year. The Steering Chair and the new Steering Committee will take up any urgent items that may arise between the last and first Council meetings of the year. The Steering Chair will report any such items at the first meeting of Council in the academic year.

E. Consider minor changes, such as updating titles of ex officio committee members, and converting A-1 representatives to representatives of the Penn Professional Staff Assembly and A-3 representatives to representatives of the A-3 Assembly.

VI. Adjournment by 6 p.m.

Note: The Steering Committee has scheduled an extra Council meeting on Wednesday, April 19, from 3 to 5 p.m., in McClelland Hall, the Quad to deal with year-end business.

PPSA

Call for Nominations: Officers for 2000-2001

In addition to inviting nominations for the positions given below, the Penn Professional Staff Assembly seeks volunteers to serve on the nominating committee who will review the nominees and present the slate for election at the open meeting on May 23. Volunteers for this committee should respond to ppsa@pobox.upenn.edu no later than Monday, April 3, 2000.

The PPSA is an organization of administrative and technical staff who serve the teaching, research and business missions of the University. PPSA accomplishes its mission by providing a forum where staff can express their opinions; seminars and programs to broaden and expand staff’s background and knowledge; representation on major University committees; and a supportive network to work toward achieving the University’s goals and objectives and enhancing professional status of staff.

The following positions on the PPSA Executive Board will be available for the coming year: Chair-Elect: The Chairperson is the principal executive officer, who calls meetings, prepares agendas, presides over the meeting, and provides leadership and representation at the University Council and other meetings. After one year, the chair-elect automatically succeeds to the office of Chairperson.

Vice-Chair Elect: The Vice-Chairperson records the proceedings of the Executive Committee and also functions as treasurer. After one year, the Vice-Chair elect automatically succeeds to the office of Vice-Chair.

Members at Large: 3 positions are available. The Members at Large participate in Executive committee meetings, and can serve on other University committees.

Current members are asked to self-nominate or submit names for consideration to ppsa@pobox.upenn.edu no later than Monday, May 1, 2000.

The home department and campus extension of the nominee should be included. A supporting statement can be included, if desired. The nominating committee will review the names and contact the nominees. A list of candidates will be prepared and distributed to the PPSA membership prior to the election.

The election will occur during the annual meeting on Tuesday, May 23, from noon until 1:30 p.m., at a location to be determined.

Questions on the nominating and election process can be directed to ppsa@pobox.upenn.edu.

SEAS Deputy Dean: Vijay Kumar

Dr. Vijay Kumar, a distinguished member of the Engineering faculty, has been named to the newly-established position of Deputy Dean of Engineering and Applied Science. Creating this new office, Dean Eduardo Glandt said, places unencumbered attention on the School’s research agenda.

Dr. Kumar will oversee fostering research, promotion and support of the Engineering faculty’s individual and collective efforts, stewardship of sponsored opportunities and outreach to industrial partners and to foundations. Dean Glandt said, “I am just delighted that we have this respected scholar and teacher, with all the characteristics for outstanding leadership, as our new Deputy Dean, we look forward to our future with excitement.”

Dr. Kumar was appointed to the Penn faculty in Mechanical Engineering, with secondary appointments in Computer and Information Science and in Systems Engineering, following receipt of his Ph.D. from Ohio State in 1987. He has received numerous awards—among them, early in his career, the prestigious NSF Presidential Young Investigator Award which recognized his potential as a major leader in defining the future of robotics research; and most recently, the Ferdinand Freudenberg Award for significant contributions to mechanisms and robotics. His distinguished teaching record has been recognized with award of the Lindback.

Dr. Kumar directs the General Robotics Automation Sensing and Perception (GRASP) Laboratory, an interdisciplinary research group with faculty and students across computer and information science, electrical engineering and mechanical engineering (SEAS), psychology (SAS), and radiology and neurology (SOM). His research interests lie in the areas of robotics, control, and biomechanics.

School Board: Michael Masch

Michael J. Masch, Penn’s executive director of Budget and Management Analysis and assistant to the president since 1996, has been named to the Philadelphia School Board. Mr. Masch, city budget director for former Mayor Edward Rendell from 1992 to 1996, is one of five new members appointed by Mayor John Street and sworn in on Friday, March 3. During former Mayor W. Wilson Goode’s administration, Mr. Masch worked for City Council as a senior financial analyst from 1983 to 1991. Mr. Masch said, ‘’If I have a unique ability, it is to help people who are running large, complex organizations to figure out how to realize more of their aspirations within the limits of their resources.’ One of the first things the new Board was asked to vote on were 25 charter-school applications of which ten were tentatively approved. Other issues facing the new Board are school uniforms and the University-assisted pre-elementary school for University City.

Michael Masch
### Speaking Out

**The following letter was addressed to President Rodin and was also sent to Almanac for publication.**

#### The Value of Human Capital

The human resources consulting firm Watson Wyatt has recently published a report entitled “Human Capital Index: Linking Human Capital and Shareholder Value.” In companies studied, they found a strong correlation between the degree to which employees are valued in the organization and the return realized by shareholders over a five year period.

In my six years at the University, I have noticed an increasing trend towards management principles used in business, as opposed to those traditionally found in academia. That is, an increasing attention to quantifiable financial interests, as opposed to nurturing human capital resources. Examples are the alienation of employees by outsourcing, the alienation of graduate students by ignoring their voices in issues where the University perceives a human cultural phenomenon. The following letter was addressed to President Rodin and was also sent to Almanac for publication.

The Watson Wyatt report is only one indicator of this trend. I hope that you will study this report (available at www.watsonwyatt.com), and consider how your administration can take steps to appreciate the value of the University’s human capital. Tangible improvements in the consultative process will help to heal the marginalization which has already occurred. I’m confident that tremendous improvements in Penn’s stature can be realized by reinvigorating a sense of loyalty and belonging among faculty, staff and graduate researchers and teachers.

—David Bergeron, GSAS, Physics & Astronomy

#### Historical Role of Penn Med

Although considerably outside the inner circles of the debate on separating HUP from the Medical School, and therefore not privy to the details, I am disturbed by one feature seemingly absent from the discourse and that is the unique traditional and historical role of Penn Medical School and its contribution to our history. Severing the centuries old connection of these two institutions is bound to diminish the stature of both because this deep pride of origin permeates the medical institution and diffuses into the attitudes of the community and the country. This bond also instills pride into students and faculty, and adds to the motivation of both clinical and basic research. Particularly, as regards research and teaching, the Medical School and the hospital are a complex in which the whole is greater than the sum of the parts, and like history itself, they can only be diminished by sub-division. True the effects of tradition are subtle but they are all pervasive and long lasting. Can the losses due to separation be measured in $$$?

—Robert J. Rutman, Emeritus Professor Animal Biology, Veterinary School

### Cost Cutting in Context

I fear that your 12-word excerpt of my question to Medical Faculty Senate Chair James Saunders at the special meeting of the University Faculty Senate (Almanac, March 7, 2000, p. 2) may have left readers with an inaccurate impression of the issue I was seeking to raise. I did say the words you quoted, but I was expressing a wish to know more detail about the “efficiencies” being sought in the Health System, rather than merely scoffing in a rhetorical way. More to the point, my comments about administrative cost-cutting were in the context of observing that faculty typically come up with ideas (usually good ones, I will presume) that cost either a little money or a lot of money, and typically view skeptically (often with good reason, I will presume) administrative moves to save money. This division of labor goes far to assure that the hopes of many of us for a real faculty voice in governance will not come to fruition. How, I asked, can the faculty begin to develop its affirmative ideas about judging among differing modes of costs savings?

I did not ask rhetorically; I do not know the answer. Neither did Dr. Saunders, if I understood his response right. But he did, I believe, appreciate the salience of the question. An “answer” cannot be expected unless the Faculty Senate(s) address the question of devising a structure by which the answers can be seriously sought and developed.

—Howard Lesnick, Jefferson B. Fordham Professor The Law School

### Deaths

#### Ethel Baker

Mrs. Ethel Houston Burke Baker, died on March 10 in Lansdale at the age of 92. Mrs. Baker was a Penn employee from 1926 until 1934. She worked as chief clerk to Dean Minnick in the School of Education.

She is survived by her daughter Carolyn Pope of the School of Veterinary Medicine; a sister, Nan P. Miller; nieces, Dr. Judith Scourfield, Dr. Katherine Hayes, and Debra Mullen; and 7 great nieces and nephews.

#### Faris R. Kirkland

Faris R. Kirkland, a former lecturer in the Animal Biology, Veterinary School, died February 22 at his home in Bryn Mawr. He was a retired Lieutenant Colonel in the US Army. Dr. Kirkland served both in Korea and Vietnam in staff and command positions in field artillery and air defense artillery. He joined Penn’s department of military science in 1968 as an associate professor. He built a program that reached out to other disciplines to investigate war as a human cultural phenomenon. The program kept the ROTC on campus. He remained there until 1972 and was also a visiting lecturer in the history department, 1971-1973. He then returned to military science as a lecturer, 1973-1976. He took his Ph.D. in history in 1982 from Penn. He then ran a research group at the Science Center investigating issues of cohesion and motivation in military units. Dr. Kirkland was appointed research military social historian at the Walter Reed Army Institute of Research, Division of Neuropsychiatry.

He is survived by his wife, Emelyn Story Ewer Kirkland; a son, F. Russell, Jr.; two daughters, Emelyn Story Kirkland Biddle and Victoria K. Carchidi and two grandchildren.

#### Robert Roche

Robert P. Roche, formerly of Development, died on March 13 at his home in Wynnewood at the age of 72. In 1950, Mr. Roche joined the Hohn F. Rich Co. of Philadelphia as an associate, helping institutions solicit funds. In 1959 he became the director of capital campaigns at Penn and left in 1968 as director of development. He formed his own consulting company in 1968, Barnes & Roche. His clients included Haverford College, Colgate University, MIT, Princeton, the American University of Beirut, Bryn Mawr Hospital and the Arizona Sonora Desert Museum.

Mr. Roche is survived by his wife, Priscilla Longstreth Roche; a son, Robert P., Jr.; daughters, Elizabeth R. Craighead and Barbara R. Wille; and six grandchildren.

#### Dr. Virginia Ronk

Dr. Virginia Ronk, former assistant professor, died February 21 in her Landsdowne home at the age of 80. Dr. Ronk had been an assistant professor at the Medical School and practiced at HUP.

Dr. Ronk received her bachelors degree from West Chester State Teachers College and a master’s in biochemistry from the University of North Carolina. She received her medical degree from McGill University in Montreal in 1947.

Dr. Ronk served as director of Riverview Nursing Home in Philadelphia until her retirement in 1989.

She is survived by two daughters, Alice, and Carol R. Regueiro; a son, Neil; and two grandchildren.

Memorial contributions may be given to the Fund for the Faculty of Medicine, McGill University, 3640 De La Montagne, Montreal, Quebec, Canada, H3G 2A8.

#### Jules Splaver

Jules Splaver, age 93, died on March 11 at Logan Square East Care Center. Mr. Splaver was a employee of the library at Penn until his retirement in 1970s.

He is survived by his wife, Helen; two daughters, Diane Laison and Meg Groff; three sisters; and two great-grandchildren.
Changes to the Penn Modem Pool

Internet needs have grown at incredible rates in the last ten years. New network technologies such as DSL (Digital Subscriber Lines) and cable modems are making it possible to connect to the Internet at speeds 10-50x faster than the rate of Penn’s current 33.6 Kbps modem pool. The availability of these higher speed technologies has evolved to meet the demand for increased data transfer rates necessary for new applications and services commonly used today. This demand will only continue to increase and as it does, commercial high-speed Internet services will become even more readily available in a range of technologies at decreasing costs and with improving customer support for users. In short, you will be able to receive cheaper, faster, and better services through commercial vendors.

In response to these trends, effective July 1, 2000, Penn will begin to transition from the Internet Service Provider (ISP) business by charging for access to its modem pool services with the intention of eliminating the dialup pool altogether by July 1, 2002. Penn’s modem pool service is already standard (33.6 Kbps, with session limits) and the gap between what we can do and what the market can supply is increasing steadily. In 1986, Penn offered sixteen dial-up modem lines. The University now supports a modem pool of 1,080 modems and nearly 14,000 users per month. While these services were originally offered when there were no commercial Internet Service Providers (ISPs) available, commercial ISPs now offer competitively-priced services with increasing speed and reliability. If Penn did not transition from the business, we would face substantial capital investment and increased operating costs in every year to come in an attempt to keep pace with the wide range of technologies and services readily available today through commercial ISPs. The modem pool has been funded in the past through a combination of user charges (as a component of the Central Service Fee charged to users of network connections on campus), the University General Fee, and allocated costs. Students in some schools pay a technology fee, but while schools may use this revenue stream to pay Central Service Fees that support common services (including the modem pool), there is no direct or explicit transfer of technology fee revenue from the schools to ISC to support the use of the modem pool. The unresolved difficulty is that each year’s booming increase in demand fails to translate itself into dollars that would help us improve service. The result is inferior service funded by a system of cross-subsidies marked by unfairness and inequity.

Penn has been considering the need for a transition to commercial ISPs for remote access services since 1996. Since then, we have assessed the remote access needs and usage patterns of the University community, observed the trends, and investigated relevant emerging technologies. The University’s Network Planning Task Force—comprising members from academic and administrative units across the University, including faculty and students—has advised and approved this analysis at every step. It is the strong conviction of the Penn administration that we do not have a choice but to transition. The demand is here; funding is necessary; the need is clear.

This transition has been discussed with and approved by the Provost and Executive Vice President and has been the subject of extensive consultation with constituencies from across the University, including an all-University open forum in December and numerous meetings with leaders of representative groups. After consultation with the Deans, the consensus was that the individual schools would now decide whether they should provide any kind of services to their faculty, staff and students during the transition period. Specific Changes

During a two-year transitional period, ISC is planning a phased reduction of service. We are planning for a controlled migration of about 3,000 users every six months through 2002. To ease and facilitate this transition ISC is making the following changes:

- Offer “preferred” ISP options with discounted rates and increased service and support levels to members of Penn community.
- Add new modems to our pool for FY 2000.
- Eliminate low-speed CLI (old-fashioned dialup entering PennNet through the HiPer prompt) modem pool by June 30, 2000 (fewer than 1% of users now use this service).
- Decrease modems based on migration (maintaining a 12:1 ratio of users to modems).

Service Options for Penn Constituencies

In addition to offering Penn’s for-fee service, ISC has negotiated preferred relationships with outside ISPs for the Penn user community. An important benefit of these negotiations is the user’s ability to access PennNet services, such as e-mail, transparently.

We have negotiated these rates and service levels to assist the Penn user community in transitioning to commercial ISPs. Penn users may also sign-up with other outside ISPs, although some ISPs (particularly AOL) currently do not work seamlessly with many Penn-based services (such as email accounts, newsgroups, etc.). Just in recent weeks, ISPs offering free dialup service have been expanding and improving their offerings. ISC has been tracking these free offerings and will soon make recommendations about which free ISPs might work best for Penn users. A web page will offer current information about preferred and popular providers.

In the charts below are some available service options for various constituencies and the reduced rates that have currently been negotiated for the Penn community. During the two-year transition period ISC will continue to negotiate with other vendors and investigate new technologies as they become available to drive costs lower while making increased customer service and support available for the Penn community.

Penn Service

Please be aware that the for-fee Penn service, available through June 30, 2002, will be useful mainly for local users (those within the city limits), inasmuch as most non-local users (outside the city limits) will incur a phone charge in addition to the $13/mo. charge. Users in New Jersey, Delaware, and even some Pennsylvania suburbs (including many users dialing in from the 610 area code) incur toll charges to connect. Commercial ISP connections will eliminate these charges through local dial-up points of presence, so many users will see a reduction in their overall dial-up costs by using commercial services.

The Penn service will have session limits and is capped at 33.6 Kbps, which is far slower than the 56 Kbps commercially available dialup services through non-Penn ISPs. Billing details for the Penn Service will be made available by April 30, 2000. Schools and centers have the option of choosing to reimburse selected individuals for use of the network that is essential to the University’s business.

Penn Service Related Policies

For users of the Penn modem pool service, please note that ISC officially discourages the use of private modem pools for network security reasons and will soon enact a policy prohibiting private pools. Multiple simultaneous logins to Penn modem pools are also prohibited: logging in to the same account by two or more users at the same time will be grounds for restriction of privileges.

PENN Constituency Service Offerings

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<td>Off-Campus Ugrads/Grads</td>
<td>Penalty fee</td>
<td>Penn-fee service or commercial ISP</td>
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<td>Faculty/Staff</td>
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<tr>
<td>Dial-Up Service Options (Penn and Preferred ISPs)</td>
<td>Penn Service</td>
<td>33.6 Kbps dialup</td>
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<td>DCA Net</td>
<td>56 Kbps dialup</td>
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<td>Bell Atlantic</td>
<td>Not Available</td>
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<td>High-Speed Service (Preferred ISPs Only)</td>
<td>DSL</td>
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**On Digital Music Files**

Press attention has recently focused on the impact campus networks have felt from traffic in digital music files ("MP3" files). These files allow the user to play music through a computer's speakers or even with handheld players like the familiar Walkman. Many such files are transmitted over the Internet, but they raise problems: (1) sharing copies of copyrighted music (and all commercially available music is protected by copyright) is illegal and (2) the size of the files and the popularity of the format has caused serious problems at many institutions, where network bandwidth has not been sufficient to support the traffic. Much discussion has focused on software called "Napster", but there are already numerous look-alike programs with different names but similar function.

At Penn, we are monitoring the impact on network traffic closely and working to introduce numerous look-alike programs with different names but similar function. To assist with questions and concerns regarding these changes, ISC has created an email alias which is being read by the remote access planning team (which includes myself, ISC’s Executive Director of Networking Mike Palladino, IT Roundtable Chair Ira Winston (of SEAS/SAS/GSFA), and other ISC Networking staff). Should you have questions about any of the policy changes listed above, please send e-mail to the alias at "remote-access@isc.upenn.edu."
Open Enrollment 2000-2001: April 17-28

You will soon have the opportunity to elect your benefits for the new plan year, July 1, 2000, to June 30, 2001, during the annual Open Enrollment period that begins April 17 and runs through April 28, 2000.

You can conveniently enroll via the Internet or by calling the Penn Benefits Center. The Internet web page provides links to provider directories and allows you to enroll on-line, 24 hours a day, and print your confirmation statement at the time of your enrollment. You can log on from your home or office or use a computer at either of the following locations: Rosengarten Reserve (ground level of Van Pelt-Dietrich Library) or Todays Penn Partnership Office (3550 Market Street, Suite 110). You may also enroll by calling the Penn Benefits Center at 1-888-PENNBNENBEN (1-888-736-6236).

Look for additional Open Enrollment information in Almanac in upcoming weeks, including publication of the health care rates for the plan year 2000-2001.

New for 2000-2001

- Reimbursement on the Prescription Drug Plan will now be at 90% for generic drugs and 70% for brand name drugs. This includes mental health drugs. If there is no generic substitute for the brand name or if the physician does not allow a generic substitute, reimbursement will be at 90%.
- The Prescription Drug Plan, which is administered by PCS Prescriptions, will be administered by Caremark Prescription Services. Please note, HUP pharmacy has been added as a participating pharmacy for your convenience. As is the case currently, you will not have to make a separate election for this coverage.
- The co-pay differential between the UPHS network of physicians and the other physicians in the Point of Service (POS) plan and HMOs will be eliminated in order to simplify the administration of the plan. This will generally mean a $5-$10 increase in co-pays for the UPHS network in the POS and a $5 co-pay increase for the Aetna and Keystone HMOs.
- The number of mental health inpatient days has been increased from 30 or 35 days to 60 days for the Aetna and Keystone HMOs and in-network portion of the Point of Service (POS) plan.

Gay and Lesbian Conference


The Conference will feature keynote speakers David Steward, CEO of Earthnoise.com, and Susanne LeVan, Vice President, Premium Brands, Philip Morris USA. Panel discussions will focus on gay and lesbian workplace issues in a variety of fields: high tech, venture capital, investment banking, management consulting, and the media and entertainment industries. Panels from corporate America and the political arena, including U.S. Congressman Barney Frank and Elizabeth Birch, executive director of the Human Rights Campaign, will tackle topics such as professional recruiting issues, and organizing lesbian and gay groups in businesses and at universities.

Registration is $50 for students and $100 for professionals. For a complete schedule and on-line registration, go to the Working OUT website at www.gaybiz.org.

The Bottom Line On-Line

The Division of Finance’s quarterly newsletter, The Bottom Line, is now distributed as an on-line publication. The March 2000 issue of The Bottom Line is now available at: www.upenn.edu/vpfinance/fdl/bline.html. The Bottom Line will no longer be centrally printed and distributed by mail. Each reader will be able to print it locally.

Also featured at our website is the Financial Training Calendar, FinMIS Registration Form, FTD Staff and Mission, and links to the other departments within the Office of the Vice-President for Finance.

If you have questions regarding the website, contact a member of our staff. The staff listing can be found at: www.upenn.edu/vpfinance/fdl/staff.html. —Barbara Murray, Manager, Financial Training Department

Penn Perspective: June 6-8

The Penn Perspective is a specially designed institute for University of Pennsylvania monthly-paid administrators and department chairpersons. The primary goal of this annual program is to provide participants with a broad understanding of the University’s structure, mission, and the challenges facing Penn today. This intensive three-day program, June 6-8, consists of lectures and presentations by many of Penn’s senior officers and academic administrators, followed by time for questions and discussion.

Topics include: Penn’s academic foundation; management and fiscal practices; human resources; research; student life; computing; development and alumni relations; as well as current University issues. The schedule is arranged so that the participants, who represent many academic and administrative areas, have free time to meet informally with each other. Cost: $200—which includes tuition, materials, and refreshments. The institute is sponsored by Learning and Education, Division of Human Resources. Register via the web at www.chrupenn.edu/trainreg. Registration deadline is April 28, 2000. For further information, please call (215) 898-3400.

—Division of Human Resources

Corinth Comes Alive

The new Corinth Computer Project website at http://corinth.sas.upenn.edu is now available for viewing. A first of its kind educational website that incorporates historical, literary and archaeological information from the Roman city of Corinth, Greece. The new website includes a 3D fly-through of Corinth, a Quicktime movie of the Roman forum, interactive stone for stone archaeological plans, digital maps, 3D models, site photographs, satellite images, interactive GIS data and literary texts. This is suitable for K-12, college, scholars and the public at large. Regular updates and additions are scheduled.

—Nick Stapp, Research Associate

Benefits Fairs

The following Benefits Fairs will give you the opportunity to talk with providers and pick up new provider directories:

- April 18—Sheraton University City Hotel, 10 a.m. to 2 p.m.
- April 20—New Bolton Center, Kennett Square, 10 a.m. to 2 p.m.

Health and Welfare representatives will be available from:

- Blue Cross/Blue Shield
- PENNCare
- Keystone
- Aetna US Healthcare
- Caremark
- Penn Faculty Practice Plan
- MetLife
- Clarity Vision
- CNA Insurance

Additional information on other benefits/programs not subject to Open Enrollment will be available from:

- TIAA-CREF
- Vanguard
- HR Benefits/Hewitt Assoc.
- PennFriends
- Quality of Worklife

Change of Address? Please advise your Business Administrator so that your mailing address will be updated in the system.

—Division of Human Resources

Take Your Daughter To Work

On Thursday, April 27, “Take Your Daughter To Work Day” will be celebrated. Many girls in the surrounding community would like to be a part of this program and need your help to make it possible. Would you consider “adopting” a girl on April 27 for the day, 9 a.m.-2 p.m.? Talk to her about your job, help her define her goals, motivate her to go to college and talk about programs that will be happening that day. Your efforts would truly be appreciated. Please e-mail me to sign up for this program, jamm@pobox.upenn.edu. I look forward to hearing from you.

—Isabel Sampson-Mapp, Associate Director, Faculty, Staff and Alumni Volunteer Services, Director, Penn VIPS, Center for Community Partnerships

Student Housing After May 13

If your organization needs to sponsor students to remain in residence after the official housing move-out date (soon May 13), please note the following:

- You must fill out an Extension Request Form. Contact Gordon Rickards at rickards@pobox.upenn.edu, or (215) 898-3547 for forms.

—Dept. of Housing & Conference Services

Museum Summer Camp

The University of Pennsylvania Museum of Archaeology and Anthropology will hold a summer exploration camp Monday-Friday, July 10-August 25, for children ages 8-12. During this 7 week camp, the children will have the opportunity to investigate the mythology, dance, music, cooking, and craftsmanship of long ago civilizations. Through gallery tours, treasure hunts, arts and crafts, games, and special guest performances, children will uncover the secrets of the past. Camp hours will be from 9 a.m.-3 p.m., with a pre-camp (8-9 a.m.) and after-camp (3-5 p.m.) for an additional fee. For more information, please contact Jamie Stubbs (215) 898-6423 x10072 or jamies@sas.upenn.edu.

ALMANAC March 21, 2000
MARCH AT PENN

CHANGE

The date of the talk Constitutionalism and the East Asian Human Rights Debate by Michael C. Davis, professor of law, Chinese University of Hong Kong, is March 30 at 4:30 p.m. not on March 22 as previously announced.

MEETINGS

23 Faculty Undergraduate Reception; 4:30 p.m.; Undergraduate Lounge, Stöpler Hall (Political Science).

ON STAGE

Patience; Gilbert & Sullivan play directed by Bruce Montgomery; performed by The Penn Singers; 8 p.m.; Zellerbach Theatre, Annenberg Center. Tickets $8; students, faculty & staff $6. Also March 24 & 25.

Since 1971 Bruce Montgomery has directed the coed ensemble, the Penn Singers, who have been performing a Gilbert and Sullivan light opera annually with the exception of 1996 when they did Spin-drift, one of Monty’s own. In 1977, a modernized, innovative version of Patience was enormously well-received, and helped the Penn Singers to gain respect on campus. It has been a dozen years since the last time they performed Patience at Penn.

TALKS

22 From Scrambled Genes to Chess: The Evolution of DNA and RNA Computing; Laura Landweber, Princeton University; 5:15 p.m.; Austrian Auditorium, CRB (Penn Bioinformatics Forum).
24 Suppose An Eyes: A Poetry Working Group; 4 p.m.; Kelly Writers House (Kelly Writers House Faculty Director; 7 p.m. (Kelly Writers House).

26 The Scales of Ramesses: When Film Focuses on Ancient Objects; archaeology in the movies; featuring film clips from Hollywood classics; Jon Solomon, University of Arizona; 5:30 p.m.; Museum; free. Reservations recommended at (215) 898-4890 (Museum).
28 Declorative Programming for a Messy World; Fernando C.N. Pereira, AT&T Lab—Research; 3 p.m.; Heilmeier Hall, 1st fl., Towne Building (Computer & Information Science).

Embodying Citizenship: Gender and Crisis of a Nation in Weimar Germany; Kathleen Cann, University of Michigan; 4:30 p.m.; rm. 329A, History Lounge, 3401 Walnut (History).

Politics: The Art of the Impossible—a View from Washington; George Stephanopoulos, Columbia University School of International and Public Affairs and former White House aide; 7 p.m.; Irvine Auditorium; tickets: $3; PENNCard holders only; on Locust Walk, March 22 &23 (SPEC Connaissance).

Japan’s Role for Peace and Prosperity in the New Century; Takekazu Kawamura, Japanese Ambassador; noon; Room B-1, VANCE Hall (Center for East Asian Studies; Lauder Institute;).

From the 60s to the Future: Social Change in the 21st Century; Bobby Seale, founding chair and national organizer, Black Panthers; 7 p.m.; B1, Meyerson Hall (Civic House; GIC, AARC; SPEC).

Deadlines: The deadline for the weekly update is each Monday for the following week’s issue. For the May At Penn calendar it is April 11.
New Sloan Research Fellows

Only 100 Sloan Research fellows are chosen each year from throughout the nation, and two of those named this year are on the Penn faculty. When this program was set up in 1955, Alfred P. Sloan Foundation was committed to providing young researchers with financial support so that they could concentrate on approximation algorithms for combinatorial optimization and in complexity theory. His recent research has been on approximation algorithms, constraint satisfaction problems/structure in approximation classes, information dissemination and retrieval, network design and routing, and space-time trade-offs.

Dr. Mark Devlin, assistant professor of physics and astronomy in SAS research concentrates mainly in the fields of experimental astrophysics and cosmology. His main focus has been on the search for anisotropy in the Cosmic Microwave Background (CMB) on degree and subdegree angular scales. By measuring the very small temperature fluctuations in the CMB (about one part in a million) on different angular scales, we can infer the mass distribution in the very early universe. With this information we can speculate how the universe we see today came into being.

HONORS & Other Things

Four Women of Color Award Winners

At the thirteenth annual Women of Color luncheon on March 3, four Penn women were cited for their personal and public achievements to enhance the community:

This year’s winner of the prestigious Helen O. Dickens Lifetime Achievement Award is Dr. Valarie Swain-Cade McCoullum, Vice Provost of University Life. “for her leadership in advocating the inclusion, success and perpetuity of people of color at Penn.” In the 23 years she has served Penn, Dr. Swain-Cade McCoullum has served on many University committees; she has mentored, nurtured and supported numerous women of color in their intellectual, public and personal endeavors. As the first woman president (though in an interim capacity) of Cheyney University of Pennsylvania, she was credited for “rescuing the first, historically black college from the brink of fiscal and academic disaster.” She has also worked with homeless and women survivors of domestic abuse.

Other award recipients are:

Afi Roberson, a staff assistant at the African American Resource Center (AARC) and executive board member of Penn VIPS (Volunteers in Public Service) and University Council Committees, was the Faculty/Staff Honoree. She was recognized for her work mentoring 8th graders in the Philadelphia Public School System through Penn VIPS, for leading the Alliance and Understanding Program—an effort to embrace dialogue and understanding—at the AARC, and for her service in numerous University committees.

Yoonmee Chang, a graduate student in the English department, was the Graduate Student Honoree for her role in organizing Asian American graduate students, and graduate students interested in Asian American studies, in order to empower them and help them develop a voice. She was also recognized for her work with GAASAM (Graduate Association for Asian American Studies) and her participation in organizing the 16th National Conference of the Association of Asian American Studies.

Stephanie Maldonado, a math major who is also a sub-matriculant in the Graduate School of Education, was the Undergraduate Student Honoree for her work as a facilitator in Summerbridge Germantown designing an after school curriculum for 7th & 8th graders, her academic achievements and her commitment to the community.

JCO Editor: Dr. Haller

Dr. Daniel G. Haller has been appointed the Editor-in-Chief of the Journal of Clinical Oncology (JCO). Dr. Haller is a professor of medicine at the Penn Cancer Center, and is a practicing oncologist specializing in gastrointestinal cancer.

“Dr. Haller’s medical publications, including his position as the associate editor for Hematology-Oncology for Annuals of Internal Medicine, made him the ideal candidate to maintain the high standards established for JCO. His ability and foresight to lead the journal in the electronic age was also an important factor,” said Dr. Joel Tepper, the chair of the JCO Search Committee. Dr. Haller will serve a five year term beginning May, 2001.

IEEE Medal: Dr. Ku

Dr. Yu H. Ku, professor emeritus of electrical engineering and systems engineering at Penn, has been awarded the IEEE Third Millennium Medal and IEEE’s Circuits and Systems Society’s Golden Jubilee Medal for outstanding achievements and contributions. In 1972 he received the IEEE Lamme Medal and an Honorary Doctor of Law (LL.D.) Degree from Penn.

Neer Award: Dr. Soslowsky

Dr. Louis J. Soslowsky, associate professor of orthopaedic surgery and member of the IME, and his group have won the Charles S. Neer Award for Excellence in Basic Science Research from the American Shoulder and Elbow Surgeons. Dr. J. E. Kuhn, orthopaedic surgeon at the University of Michigan, was a collaborator on the project. The group included former students at Penn and Michigan.

The award is based on the best research from the previous year and was judged against approximately 350 papers this year. The paper was Total and non-recoverable strain fields of the glenohumeral joint capsule under shoulder subluxation. This is the second year in a row that Dr. Soslowsky and his group have won the award.

Smith/Buegher Grants: Dr. Kahn

Dr. Mark Kahn, assistant professor in the Cardiology Division at the School of Medicine was recently named the recipient of the W.W. Smith Charitable Trust Research Grant for Cardiology as well as being the recipient of the AHA Buegher Stroke Grant. Dr. Kahn will receive $90,000 for two years to study Collagen Signaling in Platelets. The AHA Buegher Stroke Grant will give Dr. Kahn $90,909 over three years to study Identification and Characterization of the Signaling Receptor for Collagen on Human Platelets. Dr. Kahn joined the faculty in 1999.

Dr. Kahn received his bachelors and MD from Brown University and completed his residency at Oregon Health Science University. He was a medical staff fellow NHLBI at the National Institutes of Health and a clinical fellow in cardiology at the University of California at San Francisco. He was a post-doctoral fellow at the Cardiovascular Research Institute at UCSF.