School of Arts and Sciences’ 2002 Teaching Awards

Samuel H. Preston, dean of the School of Arts and Sciences, and Richard R. Beeman, dean of the College, are pleased to announce the following recipients of the School’s 2002 teaching awards, to be presented on April 22 at an awards reception, which is open to the University community. The reception will be on Monday, from 2 to 4 p.m. in the Upper Egyptian Gallery of the University Museum.

Ira Abrams Memorial Award for Distinguished Teaching for Faculty in SAS

Two faculty members have been selected as the 2002 Ira Abrams Award winners: Dr. Michael Gamer, associate professor of English, and Dr. Ralph Rosen, professor of Classical Studies.

Dr. Gamer is faculty fellow of Hamilton College House and the interim director of the Penn Writing Program. A 1987 recipient of the University’s Lindback Award for Distinguished Teaching, he is praised by faculty and students for his demanding standards, his exceptional talent in the teaching of writing, and his dedication to assisting students outside the classroom. A colleague writes, “Michael not only teaches students about Romantic or Gothic literature, he teaches them to raise the academic standard by which they measure themselves and their work.”

Dr. Rosen is director of the Center for Ancient Studies and the faculty director of Communication within the Curriculum (CWiC). He also is the former chair of the Classical Studies department. He is being honored for his highly effective courses in ancient Greek language and literature; his mentoring, particularly of graduate students; and his involvement in Penn’s Academically-Based Community Service Program (ABCs). A colleague writes, “The three courses he developed for [ABCs] reflect his conviction that the products of classical culture are accessible to a wide audience.”

Since its creation in 1983, the Ira H. Abrams Memorial Award for Distinguished Teaching has been the highest teaching honor in the School of Arts and Sciences. The award recognizes teaching that is intellectually challenging and exceptionally coherent and honors faculty who embody high standards of integrity and fairness, have a strong commitment to learning, and are open to new ideas. (continued on page 4)

School of Medicine’s 2002 Teaching Awards

The following nine full-time faculty members in the tenure and clinician-educator tracks were chosen by the Medical Faculty Teaching Awards Committee to receive this year’s School of Medicine teaching awards. Nominations were solicited from faculty, house staff and students.

The Leonard Berwick Memorial Teaching Award, established in 1980-81 by the Berwick family and the Department of Pathology, recognizes a member of the medical faculty who in his or her teaching most effectively fuses basic science and clinical medicine. The award this year goes to Dr. Carolyn C. Phillips, assistant professor of pathology and laboratory medicine. Dr. Phillips has been recognized for her teaching excellence and her commitment to education. Prior to arriving at Penn, she led a major curriculum revision for the medical student pathology courses (General and Systemic Pathology) at Baylor College of Medicine in Houston, Texas. Dr. Phillips joined the Department of Pathology and Laboratory Medicine at Penn in May 1998 primarily to assume the responsibility for general oversight of Pathology education throughout Curriculum 2000 and to serve as the Course Director for General Pathology, which is now part of the integrated course called “Pathologic Processes and Clinical Responses (PPCR).” Students have praised Dr. Phillips and the PPCR course and when asked to list the “overall best aspects” about the course, students typically answer “Dr. Phillips.” In June 2000, she received the Peter C. Nowell Teaching Award from the Department of Pathology and Laboratory Medicine and in March 2001, she received the “Outstanding Discussion Group Leader” Award from the Penn medical students (Class of 2003).

The Blockley-Osler Award was created in 1987 by the Blockley section of the Philadelphia College of Physicians and is presented annually to a member of the faculty at an affiliated hospital for excellence in teaching modern clinical medicine in the bedside tradition of William Osler. This year it is presented to both Dr. Elaine H. Zakai, professor of pediatrics and Dr. Kevin M. Fosnocht, assistant professor of medicine. (continued on page 4)

Ennis Professor of Bioengineering: Dr. Hammer

Dr. Daniel Hammer, professor and chair of bioengineering, has been named the Alfred G. and Meta A. Ennis Professor of Bioengineering. Dr. Hammer received his bachelor’s degree in Chemical Engineering from Princeton University in 1982 and his masters and Ph.D. degrees from Penn in 1985 and 1987, respectively. After beginning his professional career at Cornell University in 1988, he joined the faculty of Penn Engineering in 1996 in the Department of Chemical Engineering, with a secondary appointment in Bioengineering. He is a member of the Institute for Medicine and Engineering and was named Chair of the Bioengineering Department in 2000. He has received a number of awards, including the National Science Foundation Presidential Young Investigator Award and was elected a fellow of the American Institute of Medical and Biological Engineering (AIMBE). Dr. Hammer is the principal investigator of Penn’s $14 million Whitaker Foundation Leadership Development Award (Almanac July 17, 2001). Dr. Hammer’s research focuses on developing a fundamental understanding of cell behavior, specifically cell contact phenomena. Areas of interest are cell-substrate adhesion, cell mechanotransduction, cell motility, artificial cells and vesicles, and biologically-inspired self-assembling materials. “The caliber of Dan’s scholarship brings honor to our School,” says SEAS Dean Eduardo Glandt.

No April 17 Council Meeting

Dear Council Members,

The Steering Committee has canceled the Wednesday, April 17, Council meeting due to the absence of items ready for discussion. The next meeting is scheduled for Wednesday, April 24, 4-6 p.m. in Bodek Lounge, Houston Hall.

—Leslie Laird Kruhly, Secretary of University Council

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4 Teaching Awards 2002
6 Frequently Asked Questions About Benefits
7 Update; Crime Stats; Classifieds
8 Franklin Institute Laureates Symposium
On Free Speech

April 10, 2002

During my first year as President, our campus confronted three unrelated incidents that aroused conflicting and strong responses—research funding received by a faculty member from an outside foundation accused of only Nazi and racist agendas; hateful, and racist comments in a student’s article on Haiti published by a campus publication; and the retrospective exhibit of Andres Serrano’s photographs at the ICA, especially the notorious “Piss Christ.”

Not surprisingly, the common cry in response to each of the incidents was, “Why doesn’t the University stop this?”

Our campus has confronted this question again this week as students react to hateful e-mails and newsgroup postings. Periodically, we need to remind ourselves why we must go to great lengths to protect and defend free speech on campus. Compromise on this fundamental right stunts our intellectual growth and launches universities on the slippery slope to censorship. I first articulated this view in my “Welcome Back” message in the Almanac on January 17, 1995. Its argument and themes remain relevant and instructive today. Whenever controversy and conflict flare up on campus, fostering a dialogue is still the best way to learn and grow.

Words are powerful. I hope the words in this message will empower you. * * *

“We ‘permit’ these events because, first, in truth, we can never wholly prevent them—and in each of these recent cases, those responsible acted legally, were clearly identified, and did not hide behind the illusory cloak of anonymity or anarchy. Second, we permit them because tolerating the intolerable idea is the price of the freedom of expression without which we cannot survive as an academic institution. But third, and most important, we permit them because doing so is the only way to change things. Hearing the hateful is the only way to identify and educate the hearer. Seeing the offensive is a necessary step to understanding and rejecting the perspective from which it comes. Seriously considering even the most distasteful idea is the absolute pre-condition to arguing effectively against it.

“Universities are places in our society where freedom of expression serves the search for truth and justice. By mission and by tradition, universities are open forums in which competing beliefs, philosophies, and values contend. Some will appear ill-informed, disrespectful, vengeful; in exposing and challenging them, their flaws become self-evident. That is why we do not close off debate by official pronouncement. That is why we must use such incidents to promote debate, to spotlight the hater, and to expose the hateful to the light of day.

“... The University administration’s job is to support... dialogue and debate, not to cut it off; to create an environment in which we can educate each other, not one in which doctrine or orthodoxy are legislated from on high.

“Will we provide ‘moral leadership’ to the Penn community? Absolutely. But moral leadership requires suasion not censorship, conscience not coercion. Most of all, it requires insisting that we—all of us—talk about what troubles us. We must all use such occasions to fulfill the University’s educational mission for each other. Part of that duty is to educate for leadership, and we must each take responsibility to respond to our own moral compass in ways that better the life of our community.

“Words are the life-blood of our university. For all their limitations, even if they sometimes drive us apart, words are what bind us together in the academy. Martin Luther King, Jr. understood the power of words. He believed that we must use them to talk about the difficult and painful issues that divide us, about race and about religion, about politics and about power, about gender and about identity. But I urge you to choose carefully the words you use. The words of hatred and bigotry, insult and ignorance, destroy dialogue and community and must be answered. I hope the day will come when no one in our community will use such words or inflict pain on others with intent. But until then, when we are faced with words of offense and awfulness, we must draw those who use them into the discussion of ideas. That is the essential precondition of the dynamism of change. That is why we must censure speech, but never censor speakers.

“... [T]his community has found that we cannot, with policies and procedures, legislate the illegislatable. But, as a community, we must demand adherence to the norms of rational argument and simple civility which are so important to furthering the dialogue of ideas. We must learn what Dr. King called “obedience to the unenforceable,” learning to show the care and compassion for each other that no law or regulation can enforce. ...

“... [L]et us raise the level of the discourse, dispense with the intention to hurt, and each take more responsibility for all the members of our community. ...”

Rules Governing Final Examinations

1. No instructor may hold a final examination nor require the submission of a take-home final exam except during the period in which final examinations are scheduled; when necessary, exceptions to this policy may be granted for postponed examinations (see 3 and 4 below). No final examinations may be scheduled during the last week of classes or on reading days.

2. No student may be required to take more than two examinations on any calendar day during the period in which final examinations are scheduled. If more than two are scheduled, the student may postpone the middle exam. If a take-home final exam is due on a day when two final examinations are scheduled, the take-home exam shall be postponed by one day.

3. Examinations that are postponed because of conflicts with other examinations, or because more than two examinations are scheduled in the same day, may be taken at another time during the final examination period if the faculty member and student can agree on that time. Otherwise, they must be taken during the official period for postponed examinations.

4. Examinations that are postponed because of illness, a death in the family, or some other unusual event, may be taken only during the official periods: the first week of the spring and fall semesters. Students must obtain permission from their dean’s office to take a postponed exam. Instructors in all courses must be willing to offer a make-up examination to all students who are excused from the final examination.

5. No instructor may change the time or date of a final exam without permission from the appropriate dean.

6. No instructor may increase the time allowed for a final exam beyond the scheduled two hours without permission from the appropriate dean.

7. No classes (excluding review sessions) may be held during the reading period.

8. All students must be allowed to see their final examination. Exams should be available as soon as possible after being graded with access ensured for a period of at least one regular semester after the exam has given.

In all matters relating to final exams, students with questions should first consult with their dean’s offices. Faculty wishing to seek exceptions to the rules also should consult with their dean’s offices. Finally, the Council of Undergraduate Deans and SCUE urge instructors to see that all examinations are actively proctored.

—Robert Barchi, Provost

Open Enrollment: April 22- May 3

Beginning April 22, you will be able to enroll:
- Via the Open Enrollment website, www.hr.upenn.edu/openenroll/24 hours-a-day, or
- By calling the Penn Benefits Center at 1-888-PENN-BEN (1-888-736-6236). Monday-Friday, 8:30 a.m. to 5:30 p.m., EST.

Please note that you may only make changes to your elections from April 22 through May 3, 2002.

Benefits Fairs

You will have an opportunity to talk with providers and pick up provider materials and directories at the following fairs:
- Wednesday, April 24: Hall of Flags, Houston Hall, 10 a.m.-2:30 p.m.
- Monday, April 29: Reading Room & Bodek Lounge, Houston Hall, 10 a.m.-2:30 p.m.

This will be a joint Open Enrollment and Health Fair, combining the efforts of the Benefits and Quality of Work Life Departments. Take advantage of free health screenings in addition to the opportunity to obtain information from the benefits providers.
- Tuesday, April 30: Alumni Hall, New Bolton Center, 10 a.m.-2 p.m.

—Division of Human Resources

Faculty Club Annual Meeting: May 8

The Annual Meeting of the Faculty Club will be held on Wednesday, May 8, 2002, at 4 p.m. in the Faculty Club at the Inn at Penn. In addition to annual reports, a proposed By law change and the nominating committee’s list of nominees for new board members will be presented, to be voted upon by the members.

Nominates to the Board of Governors:
- Roger Allen, Asian and Middle Eastern Studies
- Anna Loh, Wharton Human Resources
- Elsa Ramsden, Current Club Board Member
- John Rudolph, Student Employment Office
- Anthony Tomazinis, City & Regional Planning

Please attend to support the Board of Governors who act on your behalf. We would be pleased to have members join the board in light refreshments after the meeting.

—Natalka Swively, Faculty Club Coordinator
What's New This Year: Changes to PennChoice Benefits

Our goal is to continue to provide you with a variety of health care options that meet your needs and provide the best possible value for you and your dependents. With health care costs rising, we have to look for ways to control these costs while still providing you with a competitive benefits package.

While your enrollment materials—which will be sent to you sometime this week—will contain more detail on the changes to our plans, here are a few highlights:

**PennCare Adds Personal Choice Network**

By adding Independence Blue Cross’ Personal Choice network to the PENNCare Plan, we’ve increased the number of health care providers you can see and from whom you will still receive “in-network” benefits. Chances are that most doctors in the Pennsylvania area participate in Personal Choice.

**Mental Health Care Visits Increased for Point-of-Service (POS) Plan and HMOs**

Last year, we increased the number of outpatient mental health care visits you were eligible for to 30 visits. This year, we’re increasing that to 60 visits, if you see a provider within the Keystone or Aetna networks.

**Plan 100 Deductible Increases**

Deductibles for a single participant will increase from $200 to $300; family deductibles will rise from $400 to $600. If you participate in this plan, you’ll also see significant increases in your pay period contribution.

**Dental Plan**

This year, the MetLife dental plan will cover up to $1,500 worth of eligible dental care services after you pay your portion of the costs—a $500 increase over last year. (The limit for orthodontia will remain at $1,000.) We made this change in response to requests by plan participants and after learning that most of our peer universities offer this level of benefits. The Penn Faculty Practice Plan continues to offer an unlimited annual maximum benefit.

**Prescription Drug News**

**Mail Order Makes Sense**

Do you regularly take a brand-name prescription drug? If so, you may be able to save yourself some time and money by ordering through the mail.

Brand-name drugs are expensive—for you and for Penn. But, for some medical conditions, there just isn’t a generic alternative. If your doctor prescribes a brand-name drug for you, you’ll want to consider filling your prescription via mail order because it’s usually cheaper that way.

Starting on July 1, 2002, if you fill a brand-name prescription without a generic equivalent at the drugstore, you’ll have to pay 30 percent of the cost of that drug for a one-month supply. If you fill the same prescription through the mail order service, you will pay just 10 percent of the cost of the drug for a three-month supply.

For example, say you have high cholesterol and your doctor prescribes LipitorTM. Check out the yearly cost savings in the chart on this page if you order this prescription through the mail versus filling it at a drugstore.

<table>
<thead>
<tr>
<th>Total Cost— One-Month Supply</th>
<th>Your Cost— One-Month Supply</th>
<th>Your Cost— Yearly Supply</th>
</tr>
</thead>
<tbody>
<tr>
<td>$97</td>
<td>$29</td>
<td>$348</td>
</tr>
<tr>
<td>(30% of $97)</td>
<td>(29% x 12)</td>
<td></td>
</tr>
</tbody>
</table>

You’ll save about $244 a year if you order your prescription via mail order!

**Mail Order Costs for Lipitor™**

<table>
<thead>
<tr>
<th>Total Cost— Three-Month Supply</th>
<th>Your Cost— Three-Month Supply</th>
<th>Your Cost— Yearly Supply</th>
</tr>
</thead>
<tbody>
<tr>
<td>$264</td>
<td>$83</td>
<td>$124</td>
</tr>
<tr>
<td>(10% of $264)</td>
<td>(10% x 3)</td>
<td></td>
</tr>
</tbody>
</table>

You’ll save about $251 a year if you order your prescription via mail order!

**Drugstore Costs for Lipitor™**

Note: Costs in above examples are rounded to the nearest dollar.

In addition, the co-insurance amounts through mail order will now count towards your maximum out-of-pocket which is increasing from $500 to $750 for single coverage and $1,500 to $2,000 for family coverage.

Plus, you save yourself the time it takes to call in your prescription and drive to the drugstore to pick it up. Signing up for the mail order service is easy. Contact Caremark at 1-800-378-0802 or visit their website at www.rxrequest.com/upenn. The first time you log on, you will need your eight-digit Penn ID number, i.e., the middle set of numbers in your PennCard, and you will have to choose a password. After that, you will be able to order drug refills, check their status and get your prescription history from the site.

We also want you to be aware of Caremark Direct, a mail order service outside the University’s program, which allows Penn participants to order certain non-covered prescriptions at discounted prices. You may contact Caremark at 1-800-378-0193 to obtain pricing information on the products offered, or access the same website address shown above. For new users, after you register, click Site Map (upper right hand corner), then Caremark Direct.

**The UPHS Point-of-Service (POS) Plan**

When you consider how many providers UPHS and Keystone have—and the fact that you can still see out-of-network providers—the UPHS Point-of-Service (POS) Plan shapes up as an excellent medical plan option. Since this is a Managed Care Plan, you must select a Primary Care Physician (PCP) when you enroll in the plan, and obtain referrals from your PCP when you use doctors in the network.

Here’s how the UPHS POS Plan works:

- If you choose from participating providers in the UPHS or Keystone Provider Networks, you are not subject to a deductible and receive 100 percent coverage for most types of care after you pay a small copayment. If you are not currently in this plan and are considering a switch, there’s also a good chance that your doctor may already participate in the UPHS or Keystone Networks—it’s worth checking.

- If you decide to use a provider outside these networks, you are subject to a deductible—but after you meet the deductible, you’ll still receive 80 percent coverage for most types of care. So, if there is a particular doctor you want to see who doesn’t participate in the Plan, you’ll still be covered for some portion of the cost.

More advantages include:

- No claim forms to file if you use in-network providers, and
- Lower monthly contributions relative to the other non-HMO plans Penn offers (see rate chart).

**Other Medical Options**

Note that Penn will still continue to offer the following medical plan options:

Aetna HMO and Keystone HMO

HMOs offer excellent preventive care services and require no deductibles or claim forms. You must choose a Primary Care Physician (PCP) who coordinates your care and any services you receive outside the HMO network will not be reimbursed. Aetna has plans available to those who live in Pennsylvania, Delaware, New Jersey, New York and California.

**PennCare (now called PENNCare/Personal Choice)**

The addition of Independence Blue Cross’ Personal Choice network increases the number of providers who are considered “in-network.” If you’ve been seeing a doctor who was previously considered “out-of-network,” chances are he/she is a member of the Personal Choice network. The plan does not require you to choose a PCP and you will only have to file claims forms if you receive care from an “out-of-network” doctor. This plan continues to be expensive, though, and will increase $18 a month for single employees and $46 a month for those who choose family coverage.

**Plan 100 (Indemnity Plan)**

There will be an increase in the annual deductible from $200 to $300 for single participants and from $400 to $600 for families. Since Plan 100 is Penn’s most expensive plan, participants will be asked to contribute an additional $51 a month for single coverage and $134 more a month for family coverage. Note that because there are alternative medical programs which offer quality care and are more cost effective, this plan is only available to employees who were hired before July 1, 2000.

**2002-2003 Health Care Rates**

This table contains the health care rates for full-time University faculty and staff. This information will also be included in the information packets that will be sent to your home this week. Part-time faculty and staff and Post-Docs will see the rates that apply to them when they receive these packets.

<table>
<thead>
<tr>
<th>Employee Contributions (per pay period)</th>
<th>Single</th>
<th>Family</th>
<th>Single</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical</td>
<td>$37.27</td>
<td>$97.38</td>
<td>$161.50</td>
<td>$422.00</td>
</tr>
<tr>
<td>BC/BS Plan 100</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PENNCare/Personal Choice</td>
<td>19.04</td>
<td>49.38</td>
<td>82.50</td>
<td>214.00</td>
</tr>
<tr>
<td>UPHS POS</td>
<td>7.38</td>
<td>19.15</td>
<td>32.00</td>
<td>83.00</td>
</tr>
<tr>
<td>Aetna HMO (PA, DE, NJ, NY, CA)</td>
<td>5.77</td>
<td>15.00</td>
<td>25.00</td>
<td>65.00</td>
</tr>
<tr>
<td>Keystone HMO</td>
<td>4.15</td>
<td>10.62</td>
<td>18.00</td>
<td>46.00</td>
</tr>
<tr>
<td>Dental</td>
<td>$2.54</td>
<td>$13.85</td>
<td>$42.30</td>
<td>$100.00</td>
</tr>
<tr>
<td>Penn Faculty Practice Plan</td>
<td>2.08</td>
<td>11.54</td>
<td>19.90</td>
<td>50.00</td>
</tr>
<tr>
<td>MetLife Dental Plan</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vision</td>
<td>$ .77</td>
<td>$ 2.08</td>
<td>$ 3.33</td>
<td>$ 9.00</td>
</tr>
</tbody>
</table>

See page 6 for information about Open Enrollment and Frequently Asked Questions about Benefits.

ALMANAC April 16, 2002
Kahn Award for Educational Excellence

This award is given to a SAS department, undergraduate program, graduate group, or research center that demonstrates an extraordinary collective commitment to teaching, innovation, and service to students. In its fifth year, the Kahn Award honors the Department of Earth and Environmental Science in recognition of its exceptional commitment to undergraduate teaching in geology and environmental studies, for the unique opportunities it provides for undergraduate research and fieldwork, its innovations in web-based instruction, and its involvement in professional education through the development of the Master of Environmental Studies degree. The chair of the department is Dr. Robert Giegengack.

Dean’s Award for Innovation in Teaching

This award, which recognizes exceptional creativity and innovation in instruction, goes to Dr. Edward Thornton, professor of chemistry. He is being honored for his innovative applications of web-based graphics for the instruction of organic chemistry in a large lecture setting. This technique enables students to understand complex material by helping them to visualize three-dimensional structures and reactions. Dr. Thornton pairs this instruction tool with peer-led workshops in which students work on problems as a group and report their findings to the larger class.

Kahn Award for Distinguished Teaching

This award, established in 2000, recognizes a member of the junior faculty who demonstrates unusual promise as an educator. This year’s recipient is Dr. Marisa Kozlowski, assistant professor of chemistry, in recognition of her unique ability to inspire students in both the classroom and the laboratory, where she is strongly committed to the training and mentorship of undergraduates, graduate students, and postdoctoral fellows.

Dean’s Award for Mentorship Research

This award recognizes faculty members who have excelled in nurturing students’ desires and abilities to conduct meaningful research. This year’s award goes to Dr. Herman Gluck, professor of mathematics, and Dr. Ponzy Lu, professor of chemistry.

Dr. Gluck, a former recipient of the Lindback Award, is being honored for encouraging undergraduates to take part in serious mathematics research and for developing courses that emphasize research training. A colleague writes, “By encouraging active participation in ongoing research by students at all levels...[Herman] fosters the creation of new mathematics and more importantly of new mathematicians.”

Dr. Lu directs the biochemistry major and the Vagelos Scholars Program in Molecular Life Sciences. He is being honored for building the undergraduate research component of both programs and for personally mentoring countless students. A student writes, “As I age and reminisce about my experience at Penn I will never forget how significantly Dr. Lu has impacted my life.”

CGS Distinguished Teaching Award

This award recognizes outstanding teaching and advising in the College of General Studies, goes to Dr. Melvyn Hammarberg, associate professor of anthropology. Dr. Hammarberg is the undergraduate chair in the anthropology department and the chair of the graduate group in American civilization. A longtime teacher in CGS and summer sessions, he has taught at the undergraduate level and in the Master of Liberal Arts program.

Dean’s Award for Distinguished Teaching: Non-Standing Faculty

This new award was created to recognize the contributions to undergraduate education made by the School’s non-standing faculty. It honors teaching that is intellectually rigorous, is exceptionally coherent, and has a considerable impact about a classroom atmosphere that manages to be welcoming even as it conveys high expectations and cultivates intense creative passions.

Dean’s Award for Distinguished Teaching: Graduate Students

This award recognizes graduate students for teaching that is intellectually rigorous, exceptionally coherent, and has a considerable impact on undergraduate students. This year’s award goes to Ari Blatt of Romance languages, Jeremy Braddock of English, Sanjay Chugh of economics, Paul Friel of chemistry, Robbie Glen of English, Sean Greene of history, Jason Parsley of mathematics, Elena Past of Romance languages, Patricia Schmidt of music, and Petr Svoboda of biology.

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Cornell University. Dr. Galetta is the Director of the Neurology Residency Training Program and the Division Chief of Neuro-Ophthalmology.

He has been repeatedly cited in Best Doctors of America for his clinical expertise in the field of Neuro-Ophthalmology. He has received numerous teaching awards including the Dino and Lindback Awards. In 1998 he won the Louis Duhring award given to the outstanding clinical specialist at the Medical Center.

The Dean’s Award for Excellence in Graduate Student Training was established in 1992-93 to recognize excellence in graduate education.

This year it is presented to Dr. William Ming Fu Lee, associate professor of medicine, Division of Hematology/Oncology, and Chair of the Cell and Molecular Biology Graduate Group (CAMB). Dr. Lee fulfills his educational roles the same way he does his science: thoughtfully, devotedly, patiently and with integrity. His students commend the breadth of his scientific knowledge and interests, his expertise with scientific literature and his ability to impart this to others.

The Dean’s Award for Excellence in Clinical Teaching at an Affiliated Hospital was established in 1987 to honor commitment to medical education and excellence in clinical teaching by recognizing outstanding faculty members from affiliated hospitals. Two recipients were chosen this year: Dr. Stephan C. Mann and Dr. Howard B. Panitch.

Dr. Mann is associate professor of psychiatry at the School of Medicine and director of clinical psychopharmacology at the Mental Health Clinic of the Department of Veterans Affairs Medical Center. He received his undergraduate degree from Penn and his doctor of medicine from Jefferson Medical College. Dr. Mann has an extensive record of devotion to medical education extending back over the past 20 years. He has been cited repeatedly for his outstanding teaching by medical students and residents in psychiatry at the School of Medicine. Dr. Mann has long been involved in clinical research related to the neurobiology and psychopharmacology of the major psychotic conditions and he is recognized internationally as an expert on malignant catatonia, neuroleptic malignant syndrome and related hyperthermic disorders in medicine and psychiatry.

Dr. Panitch is associate professor of pediatrics at the School of Medicine. He serves as the director of the fellowship training program in Pediatric Pulmonology and director of the clinical services, Division of Pulmonary Medicine at The Children’s Hospital of Philadelphia. Dr. Panitch’s dedication to, and effectiveness in teaching is well recognized by his colleagues, residents, and medical students. He is known for “his ability to foster an atmosphere of teamwork and an environment in which education is the primary goal. His teaching approach is highly scholarly and runs full circle from anatomy and physiology to pathophysiology and the bedside. Dr. Panitch has been described as a person “who exemplifies teaching and mentoring across the spectrum of medical practice and life.”

The Dean’s Award for Excellence in Basic Science Teaching was established in 1987, and honors exemplary teaching and commitment to medical education specifically in the basic sciences.

This year it is presented to Dr. David L. Gassser, professor of genetics. For the past four years, Dr. Gassser has coordinated “Module 1: Core Principles,” as well as presenting several lectures during the course. He is completely dedicated to medical student education and to Penn. He performs his job with impressive equanimity. Students commented that Dr. Gassser’s enthusiasm for genetics was contagious and that his leadership of the course and organizational ability was a “phenomenal strength.” He demonstrates great commitment to the students irrespective of their scientific background and he infused the course with exciting clinical cases that showed the relevance of the study of genetics to medicine.

The Scott Mackler Award for Excellence in Substance Abuse Teaching was established in 2000 by the Penn/VCA Center for Studies of Addiction and the Department of Psychiatry. Dr. Mackler is known for his excellence in teaching medical students, residents, post doctoral fellows, nurses and other Penn faculty in many different departments in the area of substance abuse.

This year the award is presented to Dr. Robert M. Weinrieb, assistant professor of psychiatry at Penn and the Veterans Affairs Medical Center. Dr. Weinrieb is active in educating medical students, psychiatry residents, substance abuse fellows, and nonpsychiatric physicians and health care practitioners. Dr. Weinrieb’s primary research interest lies in the treatment of addictive disorders in the severely medically ill. He is involved in multiple research projects, including studies of the use of Motivational Enhancement Therapy and case management with liver transplant candidates who have alcohol use disorders, and the effect of alcohol use on the immune system in hepatitis C infected alcoholics and HIV positive individuals coinfected with hepatitis C.
Frequently Asked Questions About Benefits

General Benefits Information

How do our health care benefits compare to those of other Ivy League universities?

Overall, Penn’s health care benefits are in line with those at the Ivy League and at other Ivy League schools and Tier One Research Institutes. In some areas, our benefits are more generous. For example, we offer more medical plan choices and our PENNcare in-network benefits are better than those of other plans. We also continue to subsidize dental benefits whereas some institutions do not subsidize this benefit at all.

Why is Penn adding Independence Blue Cross’ Personal Choice network to the PENNcare Plan?

Adding the Personal Choice network gives employees an additional level of benefits from which to choose. Also, Blue Cross was able to offer us excellent discounts with providers who participate in their network. Under the current PENNcare plan, in order to receive an in-network level of benefits, employees have to see doctors and go to hospitals that are in the University of Pennsylvania Health System (UPHS) network. When the Personal Choice network is added as of July 1, 2002, our employees will be able to utilize a wider range of providers while still receiving “in-network” benefits, since most providers in our area participate in the Personal Choice network.

Why doesn’t the University pay 100 percent of the cost of health care benefits?

Especially in these challenging economic times, the University must continually look for ways to manage its expenses. One of the ways that Penn can keep benefits costs affordable is by asking employees to share in the cost of their medical benefits. In general, Penn is well aligned with what other employers are doing—requiring employees to share a percentage of the cost of a competitive benefits package.

What percentage of my health care costs does Penn pay as part of the cost-sharing arrangement?

For the 2002–2003 benefits, on average, Penn will contribute an average of 80 percent of the cost of benefits. On average, employees will be responsible for cost sharing the remaining 20 percent.

Medical Benefits

Why are my monthly contributions for medical benefits increasing this year?

In general, health care costs in the United States are increasing and have been for the past several years. This trend is expected to continue for the foreseeable future. Almost all employers, including the University of Pennsylvania, use a cost-sharing approach whereby both the employer and employee pay the increased costs based on their sharing arrangement. As a result, the monthly premium you pay for medical benefits will increase. The most expensive increases will be for Plan 100 participants; PENNcare participants (the greatest percentage of Penn employees participate in this plan) will also experience a significant increase from $100 to $200 per month for single coverage to $46 more per month for family coverage.

I have always been in the PENNcare Plan. Now that I see that costs are increasing significantly this year, I’m thinking of switching. What are my other options?

Both the UPHS POS Plan and the two HMOs provide excellent benefits, and cost between 65 and 80 percent less than the PENNcare Plan for a single participant. Additionally, the UPHS POS Plan still provides some level of benefits if you go out of the network. If you want to remain with the network provider, you may continue to see your provider that is out-of-network. So, if you are willing to pay greater out-of-pocket costs to see an out-of-network provider, you may continue to see your doctor. You may want to consider browsing a list of the doctors who provide in-network benefits under your plan. Links to provider directories are provided on the HR website at: www.hr.upenn.edu/benefits/medical/doctorsearch.asp.

Prescription Drugs

Why will I have to pay more for my prescription drugs this year? What can I do to reduce my cost?

The cost of prescription drugs is the fastest growing health care expense, and is projected to grow at 20% to 30% each year over the next several years. Penn has therefore modified the drug program to mitigate this expense, and for those who take appropriate steps, cost changes should be minimal. One of the ways Penn is seeking to manage the cost of prescription drugs is by encouraging employees to purchase drugs they take on a regular basis through the mail. Prescription drug plans often discount for prescriptions that are filled by mail. In addition, think of how much time you’ll save by not having to drive to the drugstore each month to pick up your prescription. For more information about receiving prescription drugs through the mail, call Caremark at 1-800-378-0802, or visit the Caremark Web Site at www.rxrequest.com/upenn.

Why can’t I get more than a 34-day supply of pills at a time when I fill my prescription at a drugstore?

The limit on the number of pills is a cost-management measure. Many times a doctor will write a prescription for three refills even though you may only need to take the prescription for a month. If you get the entire three-month supply at once and end up not using it, these pills go to waste. If your doctor writes a prescription for a three-month supply and you need to continue taking the drug after one month, simply call your drugstore to receive another refill. And, remember that if you take a maintenance drug, you can have a three-month supply delivered through the mail order program.

My doctor says that I can only take the brand name version of my prescription drug. Why do I have to pay more for it?

In general, brand name drugs are significantly more expensive than their generic equivalents. This is because brand name drugs are advertised more extensively, and often marketed directly to consumers and pharmaceutical companies, and therefore, pay more to cover that marketing cost in their price. You should ask your doctor if you truly need to take the brand name version of your drug. If not, you will certainly save money by taking the generic equivalent.

Dental Benefits

I plan on having some expensive dental work done this year. How do our dental plans’ annual maximums affect me?

If you participate in the MetLife Preferred Dentist Program (PDP), the plan will cover up to $1,500 worth of eligible dental care services after you pay your portion of the costs (percentage you pay depends on the type of dental work done). This is a benefit increase of $500 from last year. (Orthodontia remains at a $1,000 maximum.) If you participate in the Penn Faculty Practice (PF) Plan, there is no annual maximum for the services you receive. Keep in mind, though, that you must receive dental treatment in a PF Plan office to receive benefits under that plan.

Annual Enrollment

How can I find out more about the changes in our health care benefits?

Since there are many changes this year, we’ll be providing several ways for you to learn more about your benefits:

• Open Enrollment Posters/Flyers—Watch for these posters/flyers around campus during the month of April. They’ll contain reminders that annual enrollment is coming and that you should take the time to reevaluate your benefits.

• HR Website—You can access information on the Benefits Section of the Human Resources website at www.hr.upenn.edu/benefits. This contains a high-level overview of this year’s benefits changes. If you do not have access to a computer, ask your manager to print out the information for you, or you can visit the Van Pelt-Dietrich Library, the Benefits Office, or other school and center locations for online access. You will be able to modify your elections online during the Open Enrollment period.

• Open Enrollment Kit—You’ll receive information at your home address describing the benefit changes and explaining how to make an election change during the Open Enrollment period.

• Benefits Fairs—As usual, we’ll be having a Benefits Fair that will provide lots of information on this year’s benefits. The Benefits Fair will be held in Houston Hall on April 24 and April 29. I normally carry the same coverage over from year to year. In light of the changes this year, do I need to actively enroll for benefits?

Because we’ve made some changes, you will probably want to reevaluate your coverage. Given the significant cost increases for some of our plans, you may want to explore other options. For example, the UPHS POS Plan provides excellent benefits using our own UPHS providers. You may also want to check out the HMO options.

To help offset your out-of-pocket expenses, you may want to consider contributing to a Health Care Pre-Tax Expense Account. For more detailed information on the Pre-Tax Expense Accounts, please consult our website at www.hr.upenn.edu/benefits/pretax. However, if you decide to keep the same coverage after reviewing your options, you do not need to actively enroll (unless you need to reenroll for a dependent student or disabled dependent).

When is Open Enrollment this year?

Open Enrollment will begin on April 22 and end on May 3, 2002.

What should I do if I change my address?

You should advise your Business Administrator so that your mailing address will be updated in the personnel/payroll system.
CHILDREN’S ACTIVITIES
Now Discover Stations for David Rogers’ Big Bugs: hands-on learning about insect habits and habitats; 1-3 p.m., Saturdays and Sundays, Morris Arboretum. Through June 30.

21 Storytelling with Irene Safran; celebration of insects as they appear in nature and folk tales; 1-2:30 p.m., Morris Arboretum.

EXHIBITS
Now Folio 2002: 42 editions of original prints, from hand-printed to digitally output by 40 artists: graduate students, artists in residence and faculty; Graduate Student Center. Opening reception: April 16, 4-6 p.m. Through May 30.

16 Penn Printmakers: works by GSA’s printmaking studio students; Burrison Art Gallery. Opening reception April 16, 4:30-7 p.m. Through May 31.

The Annual Art Outreach Student Exhibition; artworks of students from Philadelphia’s schools; see www.scribbleinc.org. Opening reception: April 20, 11 a.m.-1 p.m.; Esther M. Klein Art Gallery, Through May 6.

FITNESS/LEARNING
20 2nd Annual KYW Newsradio-E.P. Henry Hardscaping Products Garden Festival; 9 a.m.-2 p.m.; free with regular admission; participants are to park at Market Street and the Academy and taken to festival at Morris Arboretum by van (Arboretum).

READING/SIGNING
23 Stickin’ To, Watchin’ Over, and Gettin’ With: An African American Parent’s Guide to Discipline; Howard Stevenson, Gwendolyn Davis, Sabarah Abdul-Kabir, authors; noon; Penn Bookstore.

TALKS
17 Privatization: From Policy Formulation to Implementation: The View From Inside; Montek Ahluwalia, International Monetary Fund; 4:30 p.m.; 4th Floor, rm. 3401 Walnut. RSVP: (215) 573-4324 or cas@sas.upenn.edu (Center for the Advanced Study of India).

18 How the cAMP-producing Toxin From Anthrax is Activated by Calmodulin; Andrew Bohm, Tufts; 4 p.m.; Johnson Foundation Library, 248 Anatomy-Chemistry Bldg. (Johnson Research Foundation; Biochemistry; Biophysics).

Derrida or the Devil? Deconstructing Deconstruction; Jonathan Caves, George Washington University; 7 p.m.; Newman Center (Orthodox Christian Fellowship).

22 Kinases and Chaperones in the Regulation of the Cytoskeleton; Henry Epstein, Baylor College of Medicine; 2 p.m.; rm. 251 BRB/II/III (Pennsylvania Muscle Institute).

23 Schools as Markets—The New Political Economy of Education; James Kelly, Widmeyer Communications, GSE Overseer; 5 p.m.; Bodek Lounge, Houston Hall; RSVP to (215) 898-9794 or alumni@gse.upenn.edu (GSE’s Bodek Lecture of Distinguished Educators).

Deadlines: the deadline for the weekly Update is each Monday for the following week’s issue. The deadline for the May At Penn calendar is April 16. For submission information, see www.upenn.edu/almanac/calendar/caldead.html.

Summer Course in Materials Science for High School Students
The Penn Materials Research Science and Engineering Center, MRSEC, will accept up to 20 high school juniors from the Delaware Valley for a free course in materials science from July 8-August 2. The Penn Summer Science Initiative (PSSI) provides educational lectures with lab experiments and visits to industrial and academic labs. The course will be taught by Penn faculty and staff of the LRSM.

For more information and an on-line application form, go to www.lrsm.upenn.edu/lrsm/outreach.html#summer or e-mail mcghee@lrsm.upenn.edu. Applications are due by April 26.

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 April 1 to April 7, 2002. Also reported were 22 Crimes Against Property (including 22 break-ins) and 2 robberies.

Prior weeks’ reports are also on-line. —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 April 1 to April 7, 2002. 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 (215) 898-4482.

04/01/02 5:59 PM 3650 Chestnut St. Harassing call received
04/02/02 10:52 AM 220 S 32nd St. Suspect attempted to take wallet
04/03/02 8:40 PM 40th/Spruce Sts. Disorderly conduct
04/06/02 2:36 AM 4215 Baltimore Av. Complainant struck with pipe/2 Arrested
04/06/02 9:51 PM 3400 Fels Ave. Male reported to have exposed himself

18th District Report
12 incidents and 5 arrests (including 3 robberies and 9 aggravated assaults) were reported between April 1 to April 7, 2002 by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

04/01/02 10:15 AM 4207 Chester Aggravated Assault
04/02/02 3:10 PM 4300 Chester Aggravated Assault
04/03/02 10:10 AM 4200 Chester Aggravated Assault
04/03/02 12:00 AM 4800 Spruce Aggravated Assault
04/03/02 7:20 PM 4200 Locust Robbery
04/03/02 8:33 PM 3900 Spruce Robbery/Arrest
04/05/02 1:05 AM 4500 Chestnut Aggravated Assault/Arrest
04/05/02 12:34 AM 3925 Sansom Aggravated Assault/Arrest
04/05/02 7:30 AM 4800 Spruce Robbery
04/05/02 2:32 AM 4215 Baltimore Aggravated Assault
04/06/02 2:32 AM 4215 Baltimore Aggravated Assault/Arrest
04/07/02 1:00 PM 5140 Ranstead Aggravated Assault

CLASSIFIEDS—PERSONAL
HOME INSPECTION
Need Home Repairs? You may be entitled to money for home repairs. Roof/plumbing leaks, water stains, etc. at no cost to you. Call for free property inspection today. Lisa Smith (215) 424-6748.

ACCOUNTANT

Almanac is not responsible for contents of classified ad material.

To place a classified ad, call (215) 898-5274.

CLASSIFIEDS—UNIVERSITY
RESEARCH
Spina bifida: Researchers at the University of Pennsylvania School of Medicine are working with individuals and families affected by spina bifida to identify the causes of this serious birth defect. This research study is open to individuals with and without spina bifida (spina bifida occulta or aperta) and their families. For more information about this study, please contact Kate Hoess (215) 573-9319 or 866-7789 (toll free), e-mail: khoess@ccgeb.med.upenn.edu or visit our website at: www.sbir.info.

Do you have high cholesterol? Doctors at Penn are launching a novel new research study looking at two well-known cholesterol lowering agents. The study involves several visits to the Hospital of the University of Pennsylvania. If you have elevated cholesterol levels, are not currently taking any lipid-lowering medications, and think you might be interested in this study, please contact Rose Giordano at Giordano@mail.med.upenn.edu or (215) 662-9040. Compensation is provided.

Interested in preventing prostate cancer? Call Lisa @UPCC (215) 614-1811 regarding SELECT research study.

Almanac is not responsible for contents of classified material.

To place a classified ad, call (215) 898-5274.
Franklin Institute Laureates Symposium

On April 24-25 the University will have the pleasure of joining with the Franklin Institute in bringing to our campus a series of events in honor of the 2002 Benjamin Franklin Medals and Bower Awards in Science and Business. These events are part of the Franklin Institute’s Awards Program which dates back to 1824 and is among the oldest comprehensive science awards program in the world. Since the winners of the awards will participate in the symposia, we will have an opportunity to welcome them and to hear about their distinguished work.

I want to extend an invitation to all members of the University research community to attend the symposia at Penn, which are listed below along with the RSVP information. Members of the University are welcome to attend any portion of this program to be held April 24-26, but you are especially invited to the four being held on our campus. In each case, the honoree is a participant in a symposium in his or her honor. They are:

- Honoring Dr. Sumio Iijima (2002 Benjamin Franklin Medal of Physics); The Advancing Frontier of Carbon Nanotubes or Carbon Nanotubes and Beyond. Auditorium LRSM, Wednesday, April 24, 8:30 a.m.-3:30 p.m. Chaired by Dr. Elias Burstein, Mary Amanda Wood Professor of Physics Emeritus, the program includes Dr. Iijima, whose talk will be introduced by Nobel Laureate Leo Esaki, Marvin L. Cohen, of UC Berkeley; John E. Fischer, Materials Science; and Millie S. Dresselhaus, MIT.
  Dr. Iijima, professor of materials science and engineering at Meijo University, is being honored “For the discovery and elucidation of the atomic structure and helical character of multi-wall and single-wall carbon nanotubes, which have had an enormous impact on the rapidly growing condensed matter and materials science field of nanoscience and electronics.”

Please respond with your plans to attend to Kathy Kramer at Kramer@lrsm.upenn.edu.

- Honoring Dr. Lucy Suchman (2002 Benjamin Franklin Medal in Computer and Cognitive Science); Refiguring Sociomaterial Relations at the Interface. University of Pennsylvania Museum Academic Wing, Room 345, Wednesday, April 24, 10 a.m.-noon. Chaired by Dr. Gregory P. Urban, Department of Anthropology.
  Dr. Suchman, professor of sociology at Cartmel College at Lancaster University in the United Kingdom, is being honored “For her fundamental contributions to ethnographic analysis, conversational analysis and Participatory Design techniques for the development of interactive computer systems. Her techniques for system development have created a paradigm change in the way interactive systems are designed.”

Please respond with your plans to attend to Ronnie (Veronica) Kent at vkent@sas.upenn.edu.

- Honoring Dr. Mary Dell Chilton (2002 Benjamin Franklin Medal in Life Science); Agrobacterium and the Molecular Basis of Crop Improvement. 10 Leidy Labs, Wednesday, April 24, 1-4 p.m. Chaired by Andrew N. Binns, Carolyn Hoff Lynch Professor and Chair, Department of Biology, the program includes Dr. Chilton along with Dr. Paul J. J. Hooykaas, Institute of Molecular Plant Sciences Clusius Laboratory, University of Leiden; and Dr. Ingo Potrykus, Swiss Federal Institute of Technology.
  Dr. Chilton of Syngenta Biotechnology is being honored “For her key discoveries and wide ranging contributions in the development of the Agrobacterium tumefaciens Ti plasmid as a major vector system for plant genetic engineering.”

Please respond with your plans to attend to Pauline Saribas at psaribas@sas.upenn.edu.

- Honoring Dr. John W. Cahn (2002 Bower Award and Prize for Achievement in Science) and Dr. Alexandra Navrotsky (2002 Benjamin Franklin Medal in Earth Science). Amado Recital Hall, Irvine Auditorium, Thursday, April 25, 9 a.m.-2 p.m. Chaired by Dr. Takeshi Egami, Professor and Chair, Department of Materials Science and Engineering, the program includes Drs. Cahn and Navrotsky along with Dr. W. Craig Carter, MIT; Dr. Juraj Mazlan, University of California, Davis; Dr. Russell J. Composto, Materials Science and Engineering; and Dr. Peter Davies, Director, Institute for Medicine and Engineering (IME).
  Dr. Cahn of the National Institute of Standards and Technology is being honored “For profound contributions to the understanding of the thermodynamics and kinetics of phase transformations. His lifelong dedication to understanding materials has inspired generations of scientists and engineers to develop new materials based on his groundbreaking theories.”
  Dr. Navrotsky of the University of California at Davis is being honored “For her wide spectrum of accomplishments in crystal chemistry that have importantly contributed to the fields of bonding energies, ceramics and materials research, chemical equilibria, geology, mantle petrology and thermodynamics. For example, her findings have established, convincingly, the identity of materials at hundreds of kilometers of depth in the Earth that otherwise are inaccessible to direct observation.”

Please respond with your plans to attend to Pat Overend at poverend@soll.lrsm.upenn.edu. For complete information about this seminar see www.seas.upenn.edu/mse/bower_franklin_02.html.

For more information about the complete program and the honorees please visit the Franklin Institute website at http://sln.fi.edu/tfi/exhibits/bower/index.html.

—Neal Nathanson, Vice Provost for Research