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Commencement Speaker: Desmond Tutu and the Honorary Degree Recipients

Nobel laureate Archbishop Desmond Tutu, who was the first black Anglican Archbishop of Cape Town, South Africa, will deliver the Commencement address at Penn’s 247th Commencement on Monday, May 19 at Franklin Field. Archbishop Tutu’s biographical sketch was published in the November 5, 2002 issue of Almanac and is available on line at www.upenn.edu/almanac/v49n11/tutu.html.

Archbishop Tutu will receive an honorary degree as will five other recipients.

Stephen Breyer, associate justice of the Supreme Court of the US, is admired for his distinction.

Sadako Ogata, whose tireless work to aid the world’s refugees has demonstrated a lifetime of humanitarian compassion, visionary leadership, and distinguished diplomacy.

Mamphela Ramphele, who played a key role in the historic struggle to end apartheid in South Africa, is a renowned international leader who has advanced the cause of human rights and equal opportunity with tireless determination.

Philip Roth, a Pulitzer-prize winning author who writes vividly about the inescapable predicaments of existence while capturing all the human strangeness of life as it is lived.

See page 8 for more on the honorary degree recipients. For commencement information see the website www.upenn.edu/commencement or call the hotline, (215) 573-GRAD.

Total Undergraduate Charges: 4.8 Percent Increase for 2003-2004

Total undergraduate charges for tuition, fees, room and board at Penn will increase 4.8% for the 2003-2004 academic year from $36,212 in 2002-2003 to $37,960 in 2003-2004. The increase was approved on Friday by the Trustees.

Tuition and general fees for undergraduate students for the 2003-2004 academic year will increase 4.8%, from $27,988 to $29,318; average room and board charges will increase 5.1%, from $8,224 to $8,642, yielding an increase in total charges of 4.8%.

Total charges at Penn for the 2003-2004 academic year are in line with those at other institutions in the Ivy League, based on charges already announced at Brown, Cornell, Dartmouth and Yale. (See charts on page 3).

“Despite the challenges we are facing in these uncertain economic times, we have remained committed to keeping tuition increases as low as possible, while at the same time continuing to offer our students an education that is among the very best available,” said President Judith Rodin. “Furthermore, our need blind admissions policy maintains our commitment to keeping a Penn undergraduate education accessible to the best and brightest students in the nation and in the world regardless of their economic circumstances.”

“In the coming year, Penn will continue its long-standing policy to admit students based on academic achievement, without regard for their ability to pay,” Dr. Rodin said. For those students who matriculate with a demonstrated financial need, Penn creates financial aid packages that meet the full extent of the students’ need for a full four years.

“The University is projecting an increase of 7.5% in its need-based undergraduate grants and scholarships in the coming year,” Dr. Rodin said. Since 1997-1998, the percentage of the average freshman aid package met by grants has increased from 67.7% to 76%, while the average loan as a percentage of total aid has declined from 22.9% to 13.8%. The average freshman grant increased by 39% during this same period.

Roughly 30% of the University’s aided freshmen will have their need met without any expected student loan.

Penn will continue, for the fourth year, the Summer Savings Waiver Program, which provides grants to offset the normal summer self-help work contribution requirement of students who participate in unpaid or low-paying community service or career-related activity over the summer.

Penn continues to experience exceptional demand from the nation’s top high school graduates, receiving 18,797 applications for 2,385 places in its undergraduate program.

Penn’s resources are dedicated to achieving the goals of Building on Excellence: The Leadership Agenda, the University’s guidelines for excellence through 2007. These include:

• Continuing recruitment of top faculty in social science, physical science, information science and the humanities.

• Building upon Penn’s special strengths to develop academic priorities that will include urbanism, the life sciences, technology innovation, a global strategy and innovative, interdisciplinary cultural programs and curricular development.

• Sustaining excellence in all undergraduate education programs, through continued enhancements to Penn’s innovative College House undergraduate residential living-learning program, which under-graduate houses are led by resident faculty members and academic support services and student-led co-curricular programs are organized and provided in residence.

• Defining the future of education by adapting Penn’s pedagogical methods to the learning needs of current and future generations.

• Developing further the physical, financial, operational and entrepreneurial capacities to sustain the academic enterprise.

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April At PENN
Actions Taken by the Senate Executive Committee
Wednesday, March 19, 2003

1. Chair’s Report. Faculty Senate Chair Mitch Marcus informed SEC that a new University committee joined formed by the President, Provost and three Faculty senate chairs has now been charged to review limited aspects of the University Patent Policy. He noted that the Committee consisted of members from the University’s Technology Transfer policy, which is a policy that he advised previously to the University administration, i.e. General Council, Center for Technology Transfer, to lend their expertise during the course of its work. The Committee will focus on the following four areas: (1) Intellectual Property Rights (IPR); (2) Disclosure of Inventions; (3) Management of Licensing; and (4) IPR and Faculty Consulting.

Professor Marcus, in advance of the Provost’s presentation to SEC on the new Vice Provost for Strategic Initiatives (ProvoST), asked that the Committee review the position of the Provost and the faculty. The Faculty Senate Chair noted that at the request of the Senate Chairs, the administration invoked the University Committee on Consultation, composed of the three Senate chairs, and the chairpersons of the Undergraduate Assembly and the Graduate and Professional Student Assembly, to confirm the procedure for selection of the new Vice Provost. Professor Marcus announced that he was one of those interviewing initial candidates for the new position, and that he expected that a number of faculty members would be among those meeting finalists for this position.

Professor Marcus then announced that the Senate Chairs were informed that Interim Associate Provost Walter Wales would be staying on in this position for another year. The Executive Committee expressed concern about the length of this interim appointment, given the importance of this position to the faculty. While SEC strongly supports the choice of Walter Wales as Interim Associate Provost, they would like to see a search underway as soon as possible, with maximum faculty input. A resolution was passed unanimously asking the chairs to discuss this with the President and Provost at their next meeting.

Professor Marcus then distributed a form that Penn recently received from the U.S. Department of Justice which must now be signed by every member of a research lab that uses one of a number of select biological agents. Signing the form authorizes the Department of Justice “to obtain any information relevant to assessing the suitability of [Penn Laboratory Personnel] to access, possess, use, receive or transfer select biological agents and toxins from any relevant source.” This information may include, but is not limited to, biographical, financial, legal, law enforcement and intelligence information.” Currently, there are a limited number of Penn research labs to which this law applies. Professor Marcus noted that he found the entire form disturbing but wanted to particularly highlight the ability of the U.S. Department of Justice, at their discretion, to release and/or disclose records or information to organizations or individuals, both public and private, to elicit information or cooperation from the recipient for use in this assessment. Professor Marcus announced that he was one of the Undergraduate Assembly and the Graduate and Professional Student Assembly, to confirm the procedure for selection of the new Vice Provost. Professor Marcus announced that he was one of those interviewing initial candidates for the new position, and that he expected that a number of faculty members would be among those meeting finalists for this position.

2. Past Chair’s Report on Academic Planning and Budget and Capital Council. Past Chair David Hackney noted that while the deliberations of Academic Planning and Budget and Capital Council are confidential, SEC is indeed learning, through various presentations, issues that are being discussed in both committees.

3. Gender Equity/Faculty Development Discussion. SEC began to discuss next steps in reaction to the Gender Equity report. The Senate Chairs informed the Committee that over the past few months they had met with various members of the University community, including: Phoebe Leboy, co-chair (with the late Barbara Lowery) of last year’s Gender Equity Committee; Lois Evans, chair of AWFPA, the Association of Women Faculty and Administrators; and Stephanie Abbaub, director of Women’s Health and Life of the Women of the School of Medicine, among others. They also contacted Wendy White, Vice President and General Council, to discuss what legal limits exist in addressing the issues of gender imbalance.

Among issues of wide concern to women faculty members reported by the Chairs were the need for a more “family friendly” atmosphere across the University (e.g. eliminating early/late meetings), and the lack of faculty mentoring in many of Penn’s schools. In the discussion that followed, it was agreed that SEC should take action leading to the creation of a new standing committee, to be called the Committee on Faculty Development Committee to investigate mechanisms to promote faculty diversity and to take on coordination of mentoring for all junior faculty and associate professors (not just women) across the University. This mentoring project would be situated and monitored through the Faculty Senate office.

SEC voted to immediately create an ad hoc committee to quickly develop the charge and role of this new standing committee. Once approved by SEC, this charge will be submitted for approval to the Faculty Senate as a whole, amending the Rules of the Faculty Senate.

4. Patriot Act Resolution Discussion. Due to the length of the previous agenda item, the Patriot Act discussion was postponed.

5. Provost/Robert Barchi – New Vice Provost for Strategic Initiatives Position. Provost Barchi joined the meeting to discuss and follow up on the announcement of the new Vice Provost position, shifting the Center for Technology Transfer entirely into the office of the Provost and creating within that office a new Office of Corporate and Industrial Relations. He emphasized the importance, he thought, of making this a Vice Provost position, rather than a Vice President, in order to ensure the relationship between the Provost and the faculty. The Faculty Senate Chair noted that he had been contacted by several faculty members expressing discomfort with the new position, but SEC members present commented that they were pleased to see the creation of this position as many of them have been frustrated by the lack of central, streamlined faculty mechanism for technology transition and corporate contacts at Penn. SEC members strongly supported the title of Vice Provost with the new position.

6. Other New Business. It was unanimously agreed that SEC would shift its meetings for the 2003-2004 academic year from 2:30-5:00 p.m. in support of those with children in child-care, and would pull its membership about the possibility of shifting SEC’s April and May meetings to this earlier time.

Preparedness on Campus

Dear Members of the Penn Community:

As all of you are no doubt aware, hostilities have commenced between the United States and Iraq, and the nation is now on high alert for terrorist attacks.

We want to reassure you that the University is prepared to deal with any emergency that may arise. We have spent the past year developing a plan of action with the Washington Office of Science and Technology (WOST) and with outside experts to ensure the safety and security of everyone who studies, teaches and works at Penn. Our top administrators, safety and security personnel and Health System staff have rehearsed what to do in the event of a hostile act or other types of terrorist activity.

We maintain close contact with federal, state and city emergency management agencies, as well as with law enforcement personnel at all levels. Should an emergency arise, we are ready to do what we need to do as advised by government staff. We have also taken steps to ensure that extra security is available to protect the campus if it is needed.

You can assist us by staying informed about events as they occur. In the event of an emergency in the Philadelphia region, you should stay tuned to local television and radio for the latest information. We will inform you of any steps we may need to take through broadcast e-mail, voicemail and messages posted to our Penn Web emergency preparedness site, www.upenn.edu/about/emergency_preparedness.php.

We understand that many of you are concerned about the war. We have scheduled a series of interfaith gatherings, academic reflections and humanitarian projects where the entire campus can share concerns. Details about these events can be found on the Penn Web calendar; please check it often, as new activities are continually being added. We have also set up a space in Houston Hall that will be open around the clock for conversation, contemplation and support, with staff and refreshments on hand.

While we send our troops our heartfelt wishes for their courage and dedication, until he retired in 1976. During his time here, Mr. Stewart assisted Dr. Oscar V. Batson, an anatomy professor who perfected a technique that revealed a system of vertebral veins now called Batson’s plexus.

Mr. Stewart is survived by his son James; his daughter Ruth Wilson; five grandchildren; two step-grandchildren; two great-grandchildren; and a brother. Memorandum donations may be made to First Presbyterian Church, 25 Garden St., Mount Holly, NJ 08060-1841.

To Report a Death: Almanac appreciates being informed of the deaths of current and former faculty and staff members, students, and other members of the Penn community. Please send information or call (215) 898-5274 or e-mail almanac@pobox.upenn.edu.

Death

Mr. Stewart, School of Medicine

Mr. J. Allman Stewart, a retired research technician at the School of Medicine, died on March 16, at the age of 92.

Mr. Stewart was a graduate of South Philadelphia High School for Boys and earned a B.A. from Penn in 1937. He joined the School of Medicine as a research technician in 1939 and remained at Penn until he retired in 1976. During his time here, Mr. Stewart assisted Dr. Oscar V. Batson, an anatomy professor who perfected a technique that revealed a system of vertebral veins now called Batson’s plexus.

Mr. Stewart is survived by his son James; his daughter Ruth Wilson; five grandchildren; two step-grandchildren; two great-grandchildren; and a brother. Memorial donations may be made to First Presbyterian Church, 25 Garden St., Mount Holly, NJ 08060-1841.

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**Trustee Meeting Coverage**

In addition to approving the undergraduate tuition, fees and other charges for the coming year (see tables at right), the Trustees also stated that graduate and professional school tuition will be determined administratively to reflect the budget requirements of the various schools and part-time tuition and fee rates will increase proportionately. The general fee for graduate students will be $1,750 and the general fee for professional school students will be $1,382.

Hill Square, the area known formerly known as Hill Field east on 34 St. to Walnut Street, will have the same standards as College Green. There will be new lighting and trees with granite benches along the walkway. A sculpture by Jenny Holzer will be installed commemorating 125 Years of Women at Penn. Olin Partnership is the landscape architect on this project.

The Annenberg Plaza will receive an upgrade with funding from the Annenberg Foundation. Planned upgrades include handicap access to the Annenberg Center, new granite paving, and additional landscaping to soften the appearance. The project is expected to begin this summer with a completion date at the fall of 2003.

The Trustees passed a resolution to engage ARAMARK to provide residential, retail, kosher and catering related food services to the University. The initial term of the agreement is for two years with four two-year renewal periods for a potential total term of ten years.

Design and construction for the installation of sprinkler systems in Meyer Hall will proceed and include addressable fire alarms and local smoke detection systems. The project is estimated to cost $1.2 million.

Redevelopment of the Hajoca Building at 3025 Walnut Street will be handled by Dranoff Properties, Inc. The $15 million redevelopment of the building will enable WXPN to lease approximately 16,400 square feet of the building for a term of 15 years with two five year renewal terms. Additionally there will be approximately 17,000 rentable square feet of space for use as a restaurant and live performance venue to be operated by the Real Entertainment Group, Inc., to be known as “World Café Live.”

It was reported that the total net assets for the entire University decreased by 2.4% to $5.0 billion, principally due to a net loss on investments both realized and unrealized. The total net assets have decreased by 5.7% since June 30, 2002.

**ISC Computing Policy**

The Network Policy Committee, IT Roundtable, and the Vice Provost for ISC wish to call your attention to a recently approved computing policy that specifies the conditions under which a network routing device may be connected to PennNet other than by the ISC. The full policy text can be found on-line at www.isc-net.upenn.edu/policy/approved/20030310-routing.html.

—Deke Kassabian, Senior Technology Director, Networking and Telecommunications, ISC
Health care has been the recent focus of much discussion in the media and in the political arena. With the annual health benefits Open Enrollment period approaching next month (April 14-25), it is also a timely topic here at Penn. Throughout the month of March and April, Human Resources will be sending out information about health care. Some materials will be sent to your home address, some to your intramural address. In addition to those materials, Almanac will be running a multi-week series of articles focusing on health care and Penn. This one gives a background on the nationwide issue of rising health care costs and how Penn’s costs compare to other employers. Future articles will discuss topics such as changes that Penn will be making to help deal with this issue and what you can do to contain your own costs, as well as specific information about Penn’s Open Enrollment period.

Health Care Costs Continue to Skyrocket
Rising health care costs have been a nationwide topic of concern over the past several years. Within the past 5 years alone, the overall cost of health care for large employers (10,000 employees or more) has increased nearly 47%, according to a study by Hewitt Associates, a global human resources and benefits consulting firm. In 2002, employers absorbed the biggest annual cost increase in over 10 years. And experts can see no end to these skyrocketing cost trends in the near future.

Penn has not remained untouched by this phenomenon. We experienced a 13% increase in health care costs in fiscal year 2002, over 9 times the inflation rate of 1.4% for that same year. Our spending for health care totaled $65 million! Without cost controls, that $65 million expense is expected to double in a mere 5 1/2 years.

Why are Health Care Costs Rising?
Many of the reasons for these rising costs go beyond the control of employers. For example, prescription drug costs have been the fastest growing expense, projected to grow at 20% to 30% annually. New, more expensive drugs are constantly being introduced. Plus, pharmaceutical companies have stepped up their direct-to-consumer marketing, increasing the demand for and utilization of these drugs. The combination of these factors has caused drug costs to rise at an alarming pace.

Another cost driver for health care is an issue that has gained a lot of press lately: the number of uninsured in America. As noted in a recent article on Penn’s Knowledge@Wharton website, http://knowledge.wharton.upenn.edu, many experts agree that insuring the uninsured is the nation’s top health care issue. More than 40 million people across the country do not have health insurance, a situation that contributes to rising health care costs in many ways. For example, those without insurance may choose not to pay for the relatively inexpensive preventive care that can help prevent serious illnesses. Then when the uninsured become seriously ill, this costly care must be paid for somehow...and those costs are typically passed on to those who do have insurance, in the form of higher premiums.

Added to these factors are the realities that Penn’s employee population is aging, and people are simply using more health care services these days. These are some of the major influences on Penn’s costs increases, as our participants trend to utilize our plans on a higher-than-average basis. At the same time, the costs of these health care services are on the rise, due to factors such as high-priced advances in medical technology and treatment, and exorbitant malpractice insurance premiums. This high usage of increasingly more expensive benefits leads to even higher costs for the University.

How does Penn compare?
Hewitt Associates gathered benchmarking data from large employers nationwide (representing over 17 million health plan participants) to compare Penn’s health care information with local and national averages. The local market data was gathered from Philadelphia-area employers (Pennsylvania, New Jersey, and Delaware).

In comparison to the local and national markets represented by Hewitt’s study, Penn’s total health care costs per employee are above average, at over $5,800 per employee per year. This means that we’re paying about 8% more per employee than most other employers in the nation.

Why are our costs higher than most employers? Total health care costs are affected by factors such as demographics, plan design, and the financial efficiency of health plans. All of these contribute to Penn’s high costs.

Demographics
Statistics show that women and older individuals tend to be the most frequent users of health care services. Penn employs a higher-than-average proportion of female and older workers, which serves to increase the utilization of our plans and drive up our health care costs. According to Hewitt’s study, Penn’s costs related to the age and gender of our employees are 8% higher than average.

Additional costs are driven by factors such as high-priced advances in medical technology and treatment, and exorbitant malpractice insurance premiums. This high usage of increasingly more expensive benefits leads to even higher costs for the University.

Financial Efficiency of Health Plans
As part of Hewitt’s study, analysts calculate what’s called the financial efficiency of health care plans. This measure compares the total costs of all health plans against each other to see how efficiently they operate. A financial efficiency score of 100% is the average across all plans. Scores above 100% represent a higher-than-average efficiency, and scores below 100% represent a lower-than-average efficiency. Penn’s overall score has decreased from 107% in fiscal year 2002 to 95% in the current fiscal year, indicating that the financial efficiency of our health plans has fallen to a below-average level compared to the other companies included in the study. The main reason for this decrease has been the high rate of utilization of our plans by our employees (see Why are Health Care Costs Rising?, above).

Despite these financial challenges, Penn still provides a competitive benefits package to our employees. In particular, the HMO plans offered by Penn present the most cost-effective option to employees, with total employee costs well below the local and national averages.

Look for More Information
Look for more information in next week’s Almanac as the “HealthCare and Penn” series continues. For questions about the health benefits offered by Penn, visit the HR website at www.hr.upenn.edu/benefits or call the Penn Benefits Center at 1-888-PENNBEN (1-888-736-6236).

—Division of Human Resources
Penn Vital Signs on WPVI-TV

In medicine, the future is dependent upon a team of experienced, knowledgeable scientists, doctors, and nurses, whose common goal is to offer the patient the best possible care and treatment. PENN Vital Signs, UPHS’s medical TV show, brings viewers inside the world of medicine as Penn’s healthcare team cares for patients and their families. In the next episode, the orthopaedic team cares for a patient as he encounters a suspicious tumor behind his knee. It also shows how the latest advances in neuro-orthopaedics helped one woman regain mobility in her leg after suffering a stroke. For your health, or the health of someone you love, tune in to PENN Vital Signs, airing Saturday, March 29 at 7 p.m., Sunday, March 30 at 5:30 a.m., and Sunday, April 12 at 1:30 p.m., on WPVI-TV, Channel 6 ABC. —UPHS

CCTV for Public Spaces

The Division of Public Safety is committed to enhancing the quality of life for the campus community by integrating the best practices of public and private policing with state-of-the-art technology. A critical component of a comprehensive security plan using state-of-the-art technology is CCTV.

As prescribed by the University Policy “Closed Circuit Television Monitoring and Recording of Public Areas for Safety and Security Purposes.” Almanac April 13, 1999, the locations of all outside CCTV cameras monitored by Public Safety are to be published semi-annually in Almanac.

The following existing cameras meet that criteria:
- 34th & Walnut Street
- 37th & Walnut Street
- 37th Street (Sansom Common Loading Dock)
- Steve Murray Way & Sansom
- Steve Murray Way & Chestnut
- SEAS Courtyard/Loading Dock
- Museum Loading Dock
- Museum—33rd Street
- Museum—Main Entrance
- Museum—Lower Courtyard
- Museum—Kress Exterior Entrance
- Museum—Kress Gallery
- 40th & Walnut Street
- 33rd & Chestnut Street
- 36rd & Sansom Street
- 38th & Hamilton Walk
- 33rd & Walnut Street
- 4040 Sansom Street
- 4010 Chestnut Street
- 4040 Sansom Street
- 4100 Chestnut Street
- 40th & Locust Street
- 40th & Spruce Street
- 39th & Spruce Street
- 39th & Walnut Street
- 38th & Walnut Street
- 38th & Spruce Street
- Parking Lot # 15
- 36th & Walnut Street
- 37th & Spruce Street
- 36th & Spruce Street
- 33rd & Smith Walk
- 36th & Locust Street
- 33rd & Chestnut Street
- 3rd & Locust Street
- 3500 Sansom Street
- Bennett Hall (3300 Chanceller)

The full CCTV Monitoring Policy can be found on the Public Safety web site, at www.publicsafety.upenn.edu.

Questions in reference to the CCTV system or policy may be addressed to Maureen Rush, Vice President for Public Safety or Domenic Ceccanecchio, Director of Security Services.

Energy Conservation Reminder—
Cooling Season Energy Conservation

Spring is here and summer is just around the corner. During the next few months, while the weather is still temperate, there is opportunity for building occupants to take advantage of the favorable climate, and conserve energy.

Some campus buildings have operable windows, which allow employees to open windows and enjoy the refreshing spring air. If for some reason some windows seem unable to open, feel free to contact Facilities Services, who will provide assistance.

As spring passes into summer the Southwest breezes pick up, and many employees will prefer an open window. If enough employees in any building with operable windows choose to take advantage of the summer breezes we will work with the applicable school or center to make this a “fresh air building”. If this is the case please let your Facilities Manager know and we will work with you to ensure that conditioned air is not going out the open window.

Unfortunately, some buildings have fixed windows. This is typically true of research and treatment facilities, and some of our newer classroom and office buildings. The fixed windows are necessary because the spaces inside must be maintained at a specific temperature, within a given air change rate and/or at a specific pressurization relative to one another.

The cooperation, efforts and determination of the faculty, staff and students have yielded great results over the past several heating and cooling seasons. With everyone pulling together future success is certain.

Your consideration and testing of this approach is greatly appreciated.

There are additional efforts that ISC is developing and coordinating with the IT Roundtable and the IT Super Users Group. We will provide you additional updates on these initiatives when they are more fully developed.

—Omar Blaik, Vice President Facilities & Real Estate Services
Barry Hills, Associate Vice President Facilities Operations

University Research Foundation Conference Support

We would like to announce the introduction of a modest new program as part of the University Research Foundation. We receive a number of requests for support of academic meetings, but these are rarely funded since they do not fall under any of the priorities to which the URF is dedicated. After consultation with the Chairs of the four committees that review URF applications, we have decided to introduce a separate funding opportunity to provide partial support for meetings, with the stipulations that are described below.

The meeting support program is designed for scholarly meetings that will be convened on the Penn campus, thereby providing enrichment opportunities to interested faculty, students, and staff, most frequently in the format of a 1-2 day colloquium. The intent is to support meetings that are designed to enhance existing research and scholarly programs, particularly in disciplines where external funding is difficult to obtain. Funding will be limited to no more than $3,000 per event, and should be dedicated to reimbursing the speakers for travel and accommodations, but not for meals and entertainment. It is expected that funding from the University Research Foundation will supplement funding from other sources and will not be the sole source of funding for the meeting. Grants will not become “entitlements” and cannot be renewed in successive years.

Applications for the Conference Support Program will be processed in the same cycles that now are used for URF project applications, and will be reviewed by the same committees. The deadline for the Spring 2003 cycle is April 14, 2003.

Applications should be brief, usually no more than 3 pages, and should include:
- Name and contact information for the applicant, who must be a faculty member (tenure track, research track, or clinician-educator track)
- A description of the purpose of the meeting
- A proposed program agenda (appendix)
- A proposed list of presenters (appendix)
- The number of Penn students and faculty expected to attend
- An explanation of the benefit to Penn students and faculty
- An explanation of the benefit to scholarly or research programs at Penn
- Relationship of the meeting to department, institute or center programs
- The names of faculty who are organizing the meeting
- Identity and contact information for the business administrator who would be responsible for administration of the funds
- A budget, itemizing the types of proposed expenditures (appendix)
- Evidence of matching funding from institutional or external sources
- Evidence of institutional support in the form of no cost facilities and AV support
- Proposed URF review committee (humanities, social sciences, natural sciences, or biomedical)

Please submit applications in electronic format, Word for Windows, plus a single hardcopy to Lanese Rogers, larogers@pobox.upenn.edu, Office of the Vice Provost for Research, 119 College Hall, 19104/6303, (215) 898-7236.

—Neal Nathanson, Vice Provost for Research

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New Recruitment and Staffing Services

The beginning of 2003 has been a busy one for the Recruitment and Staffing department in Human Resources, as they celebrated the first anniversary of Penn’s partnership with a new temporary staffing provider, entered into a new contract with one of the world’s leading job boards, and are preparing to roll out a new online resume submission tool this spring.

January marked the one-year anniversary of Penn’s partnership with Unique Advantage, our exclusive provider of temporary staffing services. Unique Advantage (a female- and black-owned company) represents Penn’s largest minority business enterprise. The first year of the partnership has proven to be very successful, as evidenced by the high satisfaction levels expressed by high-end users of the service. In addition to helping departments find qualified temporary staff, Unique Advantage also recruits for regular entry-level clerical positions. Plus, they support a walk-in “Job Center” complete with computer kiosks, and are available to work with applicants to prepare a resume, search open positions and apply online.

Unique Advantage also provides free training programs (e.g., Microsoft Office), for our existing full-time staff. Eligible staff members can access this free training either online at www.elearning.com (contact Unique Advantage at (215) 222-2246 for the password) or onsite at Unique Advantage (Suite 110, 3550 Market Street). January also marked the re-establishment of an existing relationship, as Penn entered into a new contract with Monster.com, one of the world’s foremost hiring resources. Posting an ad on Monster.com for just $275 offers Penn an affordable, effective way to recruit faculty and staff, providing access to a large, diverse pool of candidates. Departments wishing to place an ad should contact their recruiter for assistance.

In the meantime, Human Resources is also preparing for the rollout of a new system for online resume submission in this fiscal year. The new system will be supported by PeopleAdmin, and was selected after extensive research by a selection committee composed of representatives from departments across Penn’s campus. PeopleAdmin offers several advantages over our current system, including more modern technology and less downtime. Plus, the PeopleAdmin system was designed specifically for the recruitment needs of universities.

For more information about Recruitment and Staffing services at Penn, visit the Human Resources website at http://www.hr.upenn.edu/jobs/ or call (215) 898-1303. — Division of Human Resources

A Peek at Penn’s Past

20 Years Ago

3/20/73 — The Faculty Senate contemplated solutions to increasing the recruitment of African-American faculty, such as establishing a “black faculty investment fund.”

3/27/73 — The Department of Geology dedicated the new South Annex of Hayden Hall.

3/27/73 — Dr. C. R. Gallistel tested an audio-visual approach as an alternative to the conventional lecture format in his introductory psychology course.

3/27/73 — The World Health Organization designated the School of Veterinary Medicine as the first world center for training and research in comparative medicine examining relationships between animal diseases and human health.

10 Years Ago

3/16/93 — Dr. Robert E. Davies, faculty of the School of Veterinary Medicine and lifelong activist, died at the age of 73.

3/23/93 — The Van Pelt-Dietrich Library Center rededicated the Afro-American Studies Seminar, one of 15 study facilities in the Library.

3/23/93 — Penn faced a $6 million budget gap and a planned deficit of $18.5 million for the School of Veterinary Medicine. Trustees approved a 5.9% increase in undergraduate tuition.

3/30/93 — Andrea L. Mitchell (CW ’67), chief Congressional correspondent for NBC News and Penn trustee, was selected as Ivy Day speaker.

5 Years Ago

3/22/83 — Five campus women’s groups sponsored a rally to protest violence against women.

3/29/83 — The University announced that Ellen Goodman and Chaim Potok would speak during commencement weekend.

3/29/83 — Withdrawal of Recognition of Alpha Tau Omega.

3 Years Ago

3/20/03 — The Faculty Senate contemplated solutions to increasing the recruitment of African-American faculty, such as establishing a “black faculty investment fund.”

3/27/03 — The Department of Geology dedicated the new South Annex of Hayden Hall.

3/27/03 — Dr. C. R. Gallistel tested an audio-visual approach as an alternative to the conventional lecture format in his introductory psychology course.

3/27/03 — The World Health Organization designated the School of Veterinary Medicine as the first world center for training and research in comparative medicine examining relationships between animal diseases and human health.

1 Year Ago

3/1/04 — Two pregnancies were achieved in Penn’s in vitro fertilization program.

3/8/04 — Center for History of Chemistry inaugurated.

2 Years Ago

3/22/02 — Five campus women’s groups sponsored a rally to protest violence against women.

3/29/02 — The University announced that Ellen Goodman and Chaim Potok would speak during commencement weekend.

3/29/02 — Withdrawal of Recognition of Alpha Tau Omega.

RESEARCH

Needed Controls for Multiple Sclerosis. If you are at least 30 years and above and would like to participate in a research study, examining several primary senses (hearing, smell, taste and balance). You will be compensated $100 for approximately 8 hours of participation. For more information please call (215) 682-6850.

Do You Have High Cholesterol? Do you want to lower your cholesterol naturally, without taking medicine? Doctors at the University of Pennsylvania are launching a new study looking at the effects of adding the food flaxseed, to a low-fat diet on lowering cholesterol levels and improving other risk factors for heart disease. The entire study lasts approximately 4 months and includes 7 short outpatient visits at the Hospital of the University of Pennsylvania in Philadelphia. There is NO medication involved with this study and participants will be compensated for their time and effort.

Are you over 45 and at least 18 years of age?

For more information please call (215) 682-6850.
Hiring a Contractor/Spring Cleaning; prepare your home for spring and arm yourself against potential cons and gimmicks when hiring contractors; noon-1 p.m. or 1-2 p.m.; registration: pdcw@pobox.upenn.edu.

**MUSIC**

27 Organ Concert: devotional worship followed by performance by Andrew Cyr, organist; noon; Philadelphia Cathedral (Philadelphia Cathedral).

**TALKS**


**EXHIBIT**

31 Homage to Maury: A Burrison Art Gallery Retrospective; featuring art by Maurice and Ruth Burrison, other family members, and numerous other artists; Burrison Gallery, Faculty Club; opening reception: April 8; 4:30 p.m. Through May 3.

**CLASSIFIEDS—PERSONAL**

FOR RENT
Great Beach: Weekly rentals—Ocean City (Gar- deners) beachblock, reasonable, sleeps six, all conveniences, parking, call Steve at (610) 565-1312.

Almanac is not responsible for contents of classified ad material.

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

**FILM**

27 After Life: 8 p.m.; Hill College House (Hill Film Society).

**CONFERENCE**

28 Technologies of Writing; consider the place of writing before and after the coming of print; 2:30 p.m.-7 p.m.; Terrace Rm., Logan Hall; registration: humanities@sas.upenn.edu. Through March 29, 9 a.m.-7 p.m. (Penn Humanities).

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Stephen Breyer, associate justice of the Supreme Court of the U.S., is derived for his dedication to Constitutional law, brilliance about governmental regulation in a free market society, and passion for teaching America’s future lawyers.

Appointed to the Supreme Court in 1994, Justice Breyer began his academic and legal career work at the University of Stanford in 1959 followed by his graduation in 1961 as a Marshall Scholar from Oxford University. In 1964 he graduated magna cum laude and received his LL.B. from Harvard Law School, where he was articles editor for the Harvard Law Review. Following law school, he was served as law clerk to Associate Justice Arthur J. Goldberg during the U.S. Supreme Court’s 1964 term. From 1965 to 1967, he was Special Assistant to the Assistant Attorney General in the U.S. Department of Justice’s Antitrust Division in Washington, D.C.

He left the Justice Department and returned to Harvard, where he taught law, and also at Harvard’s Kennedy School of Government from 1967 to 1980. During this time, he served the federal government as Assistant Watergate Special Prosecutor in 1973, Special Counsel to the Senate Judiciary Committee and Subcommittees on Administration of President Jimmy Carter from 1974 to 1975, the author of the Judiciary Committee’s Chief Counsel, 1979-1980.

In 1980 President Carter nominated Justice Breyer to the U.S. Court of Appeals for the First Circuit. Congress confirmed his nomination as Judge of the U.S. Court of Appeals and he became the Circuit’s Chief Judge in 1990. He was also appointed to serve on the U.S. Sentencing Commission in 1985. During his tenure on the Court of Appeals, Justice Breyer taught at Harvard Law School and delivered the Oliver Wendell Holmes lectures in 1992 that became the foundation for his book, *Breaking the Violent Cycle: Towards Effective Risk and Regulation.*

President Clinton nominated Justice Breyer as an associate justice to the Supreme Court and the U.S. Senate confirmed his appointment in 1994.

Herbert J. Gans

Herbert J. Gans’ decisive commentary on urban sociology has established a national standard for more than 50 years while American society tried to address the consequences of poverty, social stratification, and race in its cities and towns.

Fleeing Nazi Germany in 1938 for England and arriving in the US in 1940, he earned his undergraduate and master’s degree from the University of Chicago, and his Ph.D. in planning and sociology from Penn in 1957. He was the first graduate of Penn’s Ph.D. program in City Planning.

Between 1950 and 1953, he worked at several public and private agencies, including the federal government. In 1957, he founded the U.S. Department of Housing and Urban Development. His social research for an architectural firm supported plans for developing new towns.

From 1953 until 1971 he was affiliated with Penn’s Institute of Urban Studies, the Center for Urban Economics MIT-Harvard, and City Center for Urban Studies. He also taught sociology and urban planning at Penn, Teachers College of Columbia University, and MIT. In 1971, he joined Columbia’s faculty, and in 1985 he was appointed the Robert S. Lynd Professor of Sociology.

He has consulted for the Ford Foundation, the U.S. Department of Housing and Urban Development, and the National Commission on Civil Disorders.

He is the author of a dozen books, including *The Urban Villagers* in 1962, and *The Levittowners* in 1967. He has also published over 170 articles and book chapters.

Dr. Gans’ honors include election to the American Academy of Arts and Sciences, a Guggenheim Fellowship, the Robert and Helen Lynd Award for Lifetime Contributions to Research on Urban and Rural Sociology, and the Freedom Forum Media Study Center’s Award for Distinguished Contribution to Media Studies. He has served as president of the Eastern Sociological Society and of the American Sociological Association.

Sadako Ogata

Sadako Ogata has demonstrated a lifetime of humanitarian compassion, visionary leadership, and distinguished diplomacy.

Currently Scholar-in-Residence with the Ford Foundation, and Co-chair of the Commission on Human Security, Dr. Ogata has since November 2001 as a Special Representative for Afghanistan Assistance. Her leadership of Japan’s role in a ten-year reconstruction period of Afghanistan has raised more than $4.5 billion in pledges from major countries, including $500 million from her native Japan.

In 1964 he graduated magna cum laude and received his B.A. from the University of Witwatersrand. She has received numerous prestigious national and international awards, including 19 honorary doctorates and the Medal of Distinction from Barnard College.

Philip Roth

Philip Roth is a writer of stunning originality. In the last ten years alone he published six major works: *Operation Shylock* (1993); * Sabbath’s Theater* (1995); *American Pastoral* (1997); *I Married a Communist* (1998); *The Human Stain* (2000) and *The Dying Animal* (2001). His books have earned him the National Book Critics Circle Award twice, the PEN/Faulkner Award twice; the Ambassador Book Award of the English-Speaking Union, and the Pulitzer Prize.

He received the National Medal of Arts at the White House and the Gold Medal in fiction from the American Academy and Institute of Arts and Letters.

Born in 1933 in Newark, NJ, Philip Roth has lived and worked in Litchfield County, CT since 1971. He holds a BA degree from Bucknell University and an MA in English from the University of Chicago. Mr. Roth has taught at the University of Chicago, the University of Iowa, Princeton, Penn, and Hunter College where he was named a Distinguished Professor of Literature.

In addition to his career as a novelist, Mr. Roth has written satire, short stories, memoirs, autobiographies, critical essays, interviews and served as a general editor for the series, “Writers and Letters.” Mr. Roth’s unusual and prolific career began with a decade’s worth of work that included *Goodbye Columbus* (1959) and *Portnoy’s Complaint* (1969). In the years that followed, he created Nathan Zuckerman, Mickey Sabbath, Swede Levov, and Coleman Silk in *Plot against the Rest of the World* where he continues to write vividly about the inescapable predicaments of existence while capturing all the human strangeness of life as it is lived.

No other contemporary author has so brilliantly depicted the author, co-author and editor of several books including an autobiography, *A Bed Called Home, Restoring the Land, Uprooting Poverty: The South African Challenge,* which received the 1990 Noma Award and most recently *Steering By The Stars.*