

UNIVERSITY of PENNSYLVANIA

Almanac

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Lindback Awards 2003

In the Non-Health Schools . . .



Carlos Alonso



Alan Johnson



Vicky Mahaffey



Liliane Weissberg

. . . and in the Health Schools



Kenneth Drobatz



J. Sanford Schwartz

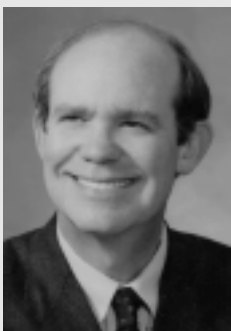


Donald Siegel



Nancy Tkacs

. . . and the Provost's Awards



David Eisenhower



Lucy Rorke

Lindback Reception: April 24

*The Lindback Society
cordially invites all members of the
University community
to attend a reception honoring
the recipients of the
Provost's and
Christian R. and Mary F. Lindback
Foundation
Awards for Distinguished Teaching
2002-2003*

*Thursday, April 24
from 4:30-6 p.m. in the
Hall of Flags, Houston Hall*

CEO of UPHS: Ralph Muller

Ralph W. Muller has been named Chief



Ralph Muller

Executive Officer of the University of Pennsylvania Health System, effective July 1, 2003. Mr. Muller, formerly President and Chief Executive Officer of the University of Chicago Hospitals & Health System, will succeed Dr. Robert D. Martin, who announced earlier this academic year his intention to step down (*Almanac* October 15, 2002). Mr. Muller will begin to work with UPHS in a transitional capacity beginning May 1.

"I am delighted that Ralph has agreed to assume this vital leadership position within Penn Medicine," said Dr. Arthur H. Rubenstein, EVP of the University of Pennsylvania for the Health System and Dean of

(continued on page 2)

Resignation of Paul Mosher

Vice Provost and Director of Libraries Dr. Paul H. Mosher resigned last Thursday while under investigation by the Philadelphia Police Department. He came to Penn in 1988 from the Stanford University Library.

H. Carton Rogers, III, has been named the Interim Vice Provost and Director of Libraries. He has been the Goldstein Director of Information Processing at the Library since 1985, and acting director of collections development and management since January. He was inducted into Penn's 25 Year-Club in 2000 and has worked at the Library since coming to Penn in October 1975. His first position at Penn was as head of reference and technical services at the Biomedical Library and then he became the senior business officer for the University Library, 1979-1985. Mr. Rogers received his B.A. in history at Marietta College, Marietta, OH in 1970. He then earned his M.L.S. at Drexel University in 1973.

IN THIS ISSUE

- 2 OF RECORD: Rules Governing Final Exams Council Agenda: April 23 Meeting
- 3 Research & Integrity Compliance; Committee on Classified Research; Honors & Other Things
- 4 Lindback & Provost Award Sketches
- 6 Update; May in Human Resources
- 7 Open Enrollment Reminder; ICA Interns; Penn Relays; CrimeStats; Classifieds
- 8 Earth Week 2003

Pullout: COUNCIL: Year-end Committee Reports

UPHS CEO: Ralph Muller *(continued from page 1)*

the School of Medicine, in announcing the appointment. "Ralph's dedication to patient-centered care and effectiveness in building and leading a world-class clinical delivery organization, his leadership in national and state legislative affairs and healthcare policy organizations, and his strategic vision make him the ideal executive to lead our Health System." Mr. Muller will have management responsibility for the operational effectiveness and financial health of UPHS—a \$1.7 billion provider community that includes four hospitals [HUP, Pennsylvania Hospital, University of Pennsylvania Medical Center-Presbyterian, and Phoenixville Hospital], a faculty practice plan, a primary-care provider network, three multi-specialty satellite facilities, and home healthcare, hospice and long-term care. Mr. Muller will also be responsible for further strengthening the integrated organization, and working with other healthcare, research and industry groups, as well as government leaders and business coalitions.

"I look forward to contributing to one of the nation's most respected academic health systems, and eagerly anticipate the intellectual breadth and excitement that is part of a health system related to an excellent medical school and a great University," said Mr. Muller. "There's a certain vibrancy that comes from being surrounded by superb faculty, students and staff."

One of Mr. Muller's top priorities will be to partner with Dr. Rubenstein in implementing the Strategic Plan for Penn Medicine. Another will be to work with his management team to further strengthen the patient-focused approach to care, and explore additional opportunities for growth

that are consistent with financial realities and marketplace factors.

Mr. Muller's 28-year career in healthcare administration has set the stage for his extensive knowledge of the multiple and complex challenges faced by today's urban-based academic health systems. Indeed, since the 1990s, Mr. Muller's voice has been at the forefront of the national dialogue and debate on such important health-policy issues as the social role of teaching hospitals and medical schools, federal/state payments for patient care and care of the uninsured, and the creation of patient-oriented medical care systems.

Mr. Muller's career in academic medicine began in 1985 when he was named Vice President for the University of Chicago's Hospitals and Deputy Dean of Biological Sciences. (Mr. Muller's association with the Hospitals began five years earlier when he was recruited by the University of Chicago to be Director of Budget and Financial Planning.) In 1986, following the creation of a new corporate entity for the health services operations, Mr. Muller was named President and CEO of the University of Chicago Hospitals & Health System (UCHHS)—a position he held for 15 years.

During Mr. Muller's leadership, UCHHS achieved significant improvements in patient-care services, as expressed in higher levels of patient satisfaction and an increase in patient revenue of more than 500 percent. The Hospitals' complex was also greatly expanded with the construction of several new facilities, including a highly successful 500,000 sq. ft. ambulatory care center (Duchossois Center for Ad-

vanced Medicine) and the soon-to-open University of Chicago Comer Children's Hospital.

Mr. Muller's additional achievements included the creation of the University of Chicago Hospitals Academy, an in-house center for employee training that has become a national model for staff education; and significant contributions from the Hospitals to the University's Academic Renewal Fund to support its academic mission.

On the national front, Mr. Muller was named (in May 2001) to the Medicare Payment Advisory Commission (MedPAC), an independent federal body that advises the U.S. Congress on issues affecting the Medicare program. From 1999-2000, Mr. Muller served as Chairman of the Association of American Medical Colleges (AAMC), the umbrella advocacy organization that represents the interests of the 141 accredited medical schools in the U.S. and Canada, and the nation's 400 major teaching hospitals. In that role Mr. Muller partnered with the AAMC's leadership to advocate for increased research funding and improvements to medical education, as well as the development of a new coalition of health care providers to improve access to care for the under-insured.

Mr. Muller has held a number of other leadership positions in national organizations—including Chair of the AAMC's Council of Teaching Hospitals and Health Systems, Vice-Chair of the Board of the University Health System Consortium, and Chair of the Board of the National Opinion Research Center, in Chicago. In addition, he is a Fellow of the American Association for the Advancement of Science.

Prior to launching his career in healthcare, Mr. Muller held executive positions in the state government of Massachusetts—including Budget Director and, later, Deputy Commissioner of the Department of Public Welfare where he was responsible for the state Medicaid program. He was a Teaching Fellow at Harvard University, where he earned his M.A. degree in government. He obtained a B.A. in economics, *magna cum laude*, from Syracuse University.

Most recently, Mr. Muller led a comparative study of U.S. and British health care systems for the King's Fund, a London-based healthcare foundation. Since 2002, he has served as a director of Stockamp & Associates, a national firm that specializes in helping non-profit health institutions improve their revenues and patient care programs.

OF RECORD

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 final 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 examinations 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 been given.

9. Social Security numbers may not be used to post grades, either in hard copy or electronically. Instructors may not publicly display a student's Penn ID or any portion of the Social Security number, nor use name, initials, or any personally identifiable information to post grades. Even when an identifier is masked or absent, grades may not be posted in alphabetical order, to protect student privacy.

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

Agenda for University Council Meeting

Wednesday, April 23, 2003,
from 4 to 6 p.m.

Bodek Lounge, Houston Hall

- I. Approval of the minutes of April 9, 2003. 1 minute
- II. Follow-up comments or questions on Status Reports. 5 minutes
- III. 2002-2003 Year-end Reports of Council Committees. Presentation 5 minutes, discussion 10 minutes each.
 - A. Libraries
 - B. International Programs
 - C. Quality of Student Life
 - D. Personnel Benefits
- IV. Patriot Act. Presentation 40 minutes, discussion 15 minutes.
- V. Adjournment by 6 p.m.

Research & Integrity Compliance: Jim Moran

Penn has a long history of promoting excellence in scholarship, research and service, and we value the dedication of our faculty and staff to this rich tradition. As part of our continued commitment to excellence the University recognizes its responsibility to manage prudently the awards it receives in support of research and scholarly activities. In order to meet these responsibilities and uphold the highest professional standards, Penn is launching a campus-wide Research Compliance Program.

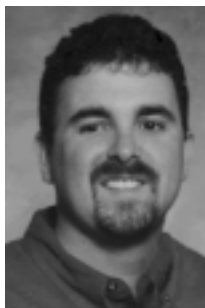
A new position of Executive Director of Research and Integrity Compliance has been created to lead this program. This new position will be filled by James Moran. For the last four years Jim has served as the Executive Director of Compliance for Penn's School of Medicine where he has been responsible for implementing one of the nation's first research compliance programs. While continuing to serve as the School of Medicine's Compliance Officer, Jim will expand his role to include the oversight of research compliance activities throughout the University.

The Research Compliance Program will assist faculty and staff in navigating the increasingly complex regulatory requirements imposed by Federal, State and non-government sponsors. Initially, the Program will focus on grant management, research administration, and accounting practices. The program will be built upon orientation programs for faculty and training programs for staff. In the coming months Jim plans to meet with representatives of each school to introduce the program and to develop a partnership for its implementation. Our goal is to provide clarity and consistency in grant management throughout the University. We look forward to working with the faculty and the Schools to achieve this important end.

— Judith Rodin, President

— Robert Barchi, Provost

— Neal Nathanson, Vice Provost for Research



James Moran

Committee on Classified Research

President Judith Rodin and Provost Robert Barchi have appointed a new blue ribbon Committee on Classified Research, chaired by Dr. Tom Lubensky, chair and professor of physics and astronomy in SAS. This group of senior faculty will review the University's policy on classified research in light of the many serious issues raised by the current national and international climate and by new Federal anti-terrorist legislation.

"The Patriot Act of 2001 and the Bioterrorism Act of 2002 have important implications not only for Penn's future research programs and policies, but for academic communities throughout the nation," said President Rodin. "We need to respond carefully to these new laws as we evaluate their consequences for our research enterprise."

Provost Barchi added that, "We expect the committee to examine our existing University policies and to advise us which policies should be reaffirmed, which policies might be revised or rewritten, and whether any new policies should be promulgated."

The Committee on Classified Research will consider the following questions:

- Should the University and its faculty be permitted to engage in classified research? Should such research be conducted on our campus or elsewhere?
- How should Penn respond to the challenges created by new Federal regulations regarding exclusion of researchers from participation in selected Federally-funded research projects because of nationality or other personal history or attributes?
- How should Penn respond to potential constraints on open communication of scholarly research in the name of national security?

Other members of the committee include Clyde Barker, professor of surgery, School of Medicine; Geoffrey Hazard, Trustee Professor of Law, Law School; Lynn Lees, professor of history, SAS; Peter Nowell, Gaylord P. Harnwell Professor of Pathology and Laboratory Medicine, School of Medicine; David Pope, professor of materials science and engineering, SEAS; and Olivia Mitchell, International Foundation of Employee Benefit Plans Professor of Insurance and Risk Management, Wharton. Wendy White, vice president and general counsel, Office of the General Counsel, will serve on the committee in an *ex officio* capacity.

The committee will work expeditiously in order to issue recommendations as quickly as possible.

HONORS & Other Things

AWFA Awards

The Association of Women Faculty and Administrators (AWFA) presented awards to six women at its annual breakfast on April 10.

The Lenore Rowe Williams Award was given to *Dr. Stephanie Abbuhl*, associate professor of emergency medicine, School of Medicine, FOCUS on Women's Leadership and Health. She was commended, "As faculty, and director of FOCUS on Women's Leadership and Health, your work offers an oasis of strength, support and refuge to women in the School of Medicine. Through FOCUS, you bring guidance to junior faculty and community to all women faculty. Describing the real status of women faculty through consistent data collection and reporting, you make gender equity a compelling issue, above competing priorities. Countless women will be able to attribute their advancement to you and your tireless personal and professional commitment gender equity in the medical profession."

The Robert E. Davies Award recipient was *Jeanne Arnold*, recently appointed director of Affirmative Action. "For Penn's faculty, staff and students of African descent, all campus byways lead to you. Your accessible and compassionate leadership and strategic advocacy has touched countless individuals through the African American Resource Center. Affirmative Action Council, the Sexual Harassment Committee, and the Penn Women's Center, among many more boards and organizations, are richer for your contributions. The professional, personal and spiritual lives of men and women of color, and all men and women at Penn, have been lifted by your gifts and by your commitment to making 'community' a word with true meaning on our campus."



Stephanie Abbuhl



Jeanne Arnold

The Alice Paul Awards went to three students: *Andrea Gurmankin*, Grad. SAS, "Your accomplishments in exploring ethical considerations in reproductive technologies have leveraged a future of improved, informed outcomes for women and couples. By exposing failures in the disclosure of risk for participants in these technologies, you illuminated basic ethical omissions for women making very personal choices in often stressful conditions. Conducting companion work with women at risk for breast cancer, your efforts promise to ensure better choices and outcomes for women and their partners in these areas of high stakes health care."

Helen Kim and Lisa Pettinati, CAS, "your leadership of feminist group, Women in Thought, has illuminated the textures and shadows of women's lives. Creating venues for dialogue on women's careers, health and politics, reaching out to the homeless community, and joining women faculty and staff with women students, you brought new attention to issues often left unconsidered."

The Lynda Hart Award went to *Courtney*

Patterson, The College, "A woman of passion, honesty and integrity, you have shown your commitment to the Black community through numerous contributions of personal mentorship, public activism, and civic leadership. Your drive for the creative exploration and celebration of Black culture has been expressed through your work with the African-American Arts Alliance as actor, director, writer, and visionary. A role model and teacher, you have touched students on and off campus through your energy and determination and spirit."



Kathleen McCauley



Sherrill L. Adams

HERS: Drs. McCauley and Adams

Two women were selected to attend the Summer Institute for Women in Higher Education at Bryn Mawr College this year. *Dr. Kathleen M. McCauley*, interim associate dean and director of undergraduate studies, associate professor of cardiovascular nursing, School of Nursing and *Dr. Sherrill L. Adams*, professor of biochemistry, School of Dental Medicine. They will join women from across the U.S. in a month-long program co-sponsored by Bryn Mawr College and Higher Education Resources (HERS) Mid-Atlantic.

Lindback and Provost's Awards: Sketches of the 2003 Winners

Lindback Awards—for members of the standing faculty—and Provost's Awards—given since 1988 to full- and part-time associated faculty and academic support staff—are as much a sign of spring at Penn as are al fresco classes on College Green and flowers and trees blooming all over campus.

In the Non-Health Schools

Dr. Carlos Alonso

Dr. Carlos Alonso arrived at Penn in 2000 as the Edwin B. and Leonore R. Williams Professor of Romance Languages. In that short time, he has been instrumental in the redesign of the undergraduate curriculum. The course, Spanish 219 "Contexts of Hispanic Civilization," stands out as a major curricular innovation and Professor Alonso has been the main force behind the design and implementation of the course which is fast becoming a model for Spanish departments across the country. He is equally effective with graduate students as a colleague reports: "The depth of Carlos's commitment to graduate education is, in my mind, simply unparalleled." A graduate student notes: "Carlos has become nothing short of a hero to the graduate students in Romance Language." Students repeatedly remark on the help he gives graduate students in preparing for the job market, offering a seminar on the MLA convention and job interviewing, preparing mock interviews, and reading every writing sample." Another student describing Dr. Alonso's impact writes: "His vision of an intellectual collectivity based on dynamism and rigor is contagious and has created energy and excitement on the fifth floor of Williams Hall." A student concludes: "Carlos Alonso has been by far the greatest and most positive influence on my intellectual formation. He is deserving of this prestigious award."

Dr. Alan Johnson

Dr. Alan T. Charlie Johnson received his Ph.D. in Physics from Harvard University and joined the faculty at Penn in 1994. He receives consistently high ratings in courses noted for their difficulty and rigor. He has a remarkable capacity to turn students on to physics. Students in his class apply themselves as a result of the sheer effort that Dr. Johnson gives to his classes each week. A student writes: "I am very fortunate to have had Professor Johnson as my first physics teacher at Penn, and even more so to have had him as a mentor for my very first research project—the pinnacle of my undergraduate career and the reason for my decision to pursue graduate school in physics." Another comments, "Dr. Johnson's enthusiasm has furthered my own passion for physics and science in general." A number of his students have gone on to graduate work at top universities and one wrote, "It was Charlie's support that helped me decide to pursue a graduate degree. My success in the admissions process was owed in no small part to his support but also to his guidance in everything from studying for GRE's to giving me a solid understanding of the physics." A colleague writes: "Charlie is an excellent ambassador for physics for students who might not have chosen physics as a course of study." An enthusiastic student summarizes: "You can't improve on Professor Johnson—he simply is the best."

Dr. Vicky Mahaffey

Dr. Vicky Mahaffey received her Ph.D. from Princeton University and joined the faculty at Penn in the English department in 1979. She is the recipient of the Al Filreis Award for Excellence in Departmental Teaching and the Ira Abrams Award for Distinguished Teaching. A faculty member writes: "Her colleagues all admire and some of us wish to emulate the deep connection she makes with both her undergraduate and graduate students." Numerous letters from former students attest to the lasting impact Dr. Mahaffey has had on those she has taught and mentored. One student wrote: "She was the best teacher I have ever had and my education has continued through medical school and residency training," while another notes: "How would I rate Professor Mahaffey's teaching? Excellent, perhaps great, I'm tempted to say perfect." Another notes, "Her class changed the way I look at the world. It has been a privilege to be in Dr. Mahaffey's class. The command of knowledge, sincerity, concern for students are all exceptional. I remember thinking on finishing her Modernism course that I had never been so emotionally or intellectually exhausted by a class in my life. Professor Mahaffey has unquestionably proven that her students and their education is her first priority. She is the epitome of teaching excellence."

Dr. Liliane Weissberg

Dr. Liliane Weissberg joined the faculty of German and Comparative Literature in 1989. Since that time "Professor Weissberg has distinguished herself as an inspired and inspiring teacher, as a pedagogical model, as a brilliant researcher and as a warm and generous friend." Her classes are "a sheer intellectual treat," "one of the most engaging professors I've had in four years at Penn." "Don't let the fact that this course is taught in German scare you away—it is the most fun I've had at Penn." "Dr. Weissberg is my academic role model." Both students and colleagues remark on Dr. Weissberg's energy and enthusiasm, her wide range of interests and her dedication to students and her vitality both in and outside the classroom. "In giving Professor Weissberg this honor the University will acknowledge the work of those exceptional individuals who view being a professor as a multifaceted endeavor where community and scholarly activity are inextricably linked and crucial to the University as a whole." A faculty colleague remarks: "Her dedication to all students whether freshmen, students in a pilot curriculum course, German majors, or graduate students, regardless of department is total." "Dr. Weissberg is animated, exciting and brilliant; her class is a one-of-a-kind opportunity at Penn. I know of no other person as deserving of this Award."

Provost's Award

David Eisenhower

David Eisenhower is a senior Fellow and heads the Institute for Public Service of the Annenberg Public Policy Center. Letters repeatedly mentioned Professor Eisenhower's availability to students remarking: "Professor Eisenhower is the most accessible Professor I have ever had at Penn" and "He spends practically forty hours a week in office hours." A student wrote: "Each class with Professor Eisenhower was a true learning experience. I found myself transformed into a world of living history." Another notes "I have never learned so much from one person nor had my interest piqued in the way Professor Eisenhower did." "His office door is always open for discussion of the course material, history and current events." Another student writes: "How many professors drive all night to meet their students at the Franklin D. Roosevelt Library in Rhinebeck, New York in order to offer his personal insight on a particular primary source for a research paper?" An Annenberg School colleague observes, "David is an outstanding teacher—caring, unselfish, and unconditionally attentive." Commenting on his lasting influence a student writes: "I would like to follow in the footsteps of a distinguished teacher like David Eisenhower."

Christian R. and Mary F. Lindback Awards Awarded for Distinguished Teaching

The Lindback Awards for Distinguished Teaching were first awarded in 1961 with the help of the Christian R. and Mary F. Lindback and principal owner of Abbotts Dairies Inc. and a Trustee of the University of Pennsylvania. The Lindback Awards for Distinguished Teaching at the College of Arts and Sciences are given to a faculty member in a service area in New Jersey, Pennsylvania, Maryland, and Virginia.

The University of Pennsylvania normally gives out the Lindback Awards between health-related disciplines and all other departments. The University normally gives out the Lindback Awards between health-related disciplines and all other departments. Two separate committees, one in the Health Schools and one in the College of Arts and Sciences, select previous award winners and four students, carefully described in the Lindback Foundation scroll and a cash award of \$3,000. DuPont Commencement.

During the 1970s, previous winners of the Lindback Awards supported efforts to improve teaching and hosted the actual presentation of the awards at Hey Day (the Lindback awards at a reception in late April. The Lindback Awards are sponsored in conjunction with the College of Arts and Sciences and were published as "Talk About Teaching" in *Almanac*.

— Adapted From

www.upenn.edu/almanac

In October of 1987, the Office of the Provost announced the Lindback Awards—one in a Health School and one in a Non-Health School—for distinguished teaching by associated faculty or academic support staff. The award recipients are the same as those given for the Lindback Awards. The deadlines are the same. The first recipients of the Provost's Award for Distinguished Teaching were the Provost of Veterinary Medicine (*Almanac* April 5, 1988).

In the Health Schools

Dr. Kenneth Drobatz

Dr. Kenneth Drobatz joined the faculty of the Veterinary School in 1991. He won the Resident's Award for Outstanding Teaching in 1996, 1999, and 2001, as well as The Norden Distinguished Teaching Award in 2002. He has consistently received the highest scores on course evaluations with one student writing that Dr. Drobatz's class is outstanding despite being on Friday afternoon. Colleagues were equally enthusiastic about Dr. Drobatz's teaching noting "Ken's strength is that he regularly inspires his students; he gets his students to think logically and calmly about critical care. The enrollment for the elective courses he teaches is always close to 100% of the class—students want to be taught by him." "It is to his credit that all of our residents have passed the specialty-certifying exam, no small feat, as the pass rate is only 50-70%." A former student writes: "Dr. Drobatz is one of the best clinical instructors I have ever had. Over the past five years I have seen him head the emergency service, head the residency program, head the intern program and find the time to receive a master's degree in statistics." Through his example he challenges his students to go one step further. He is indeed an outstanding candidate for the Lindback Award.

Dr. J. Sanford Schwartz

Dr. J. Sanford Schwartz received his M.D. from the University of Pennsylvania and joined the Department of Medicine in 1975. A colleague describes him as one of the most outstanding, dedicated, creative, enthusiastic, and sought after educators in the School of Medicine and the medical center. He has already been awarded the Excellence in Teaching and the Outstanding Teacher Award from the School of Medicine. Students wrote consistently about his role as mentor noting "he influenced me to pursue a career in academic medicine," and "Dr. Schwartz is the best teacher and mentor that I have encountered in my educational career." Some of his students reported that Dr. Schwartz has changed their careers, others that he has changed their lives. "When Sandy is your mentor you become part of his extended family." One of his important roles as mentor is in helping students to discover their true passions. "That he devotes so much time and effort to teaching, mentoring and career development at the University of Pennsylvania, the School of Medicine and the Penn Health System and that he does so in such an outstanding fashion reflects Sandy's fundamental commitment to education." He is clearly someone who loves medicine and who loves teaching.

Dr. Donald Siegel

Dr. Donald Siegel received his Ph.D. in Biophysics from Harvard University and M.D. from the University of Pennsylvania. He is the recipient of numerous teaching awards including the Berwick Resident Award, the Peter C. Nowell Department Teaching Award and the School of Medicine's Leonard Berwick Memorial Teaching Award. As a teacher Dr. Siegel links science to medicine and medicine to real life. "With the unique perspective of someone well trained both in basic science and in the practice of medicine, Don is a rare talent in the classroom and in the laboratory and clinic." "Don is an outstanding and evocative teacher. He is incredibly dynamic. His Path 305 course consistently receives the top ratings among all elective courses and students rave that "his organization is impeccable, his delivery engaging, his meshing of the basic and clinical sciences seamless, and his enthusiasm contagious." Several former students mention that they have chosen to specialize in the field of Blood Banking/Transfusion Medicine because of the influence of Dr. Siegel. A former student concludes: "Dr. Siegel proved to be an exceptional lecturer; he entertained us, amused us, forced us to think and 'allowed' us to understand the material. He is truly a gifted teacher."

Dr. Nancy Tkacs

Dr. Nancy Tkacs received her BSN and MSN from Penn's School of Nursing and her Ph.D. from Loyola University in Chicago. A colleague writes of Dr. Tkacs: "she has the wonderful advantage of being both a nurse and a research scientist; she has the incredible ability to teach complex content to a group of students with varying science backgrounds and of different disciplines. She has been a valued teacher to many medical and bioengineering students." Dr. Tkacs often has student workers involved in her laboratory projects and has influenced the careers of several nursing doctoral students. Students wrote again and again about her role as a mentor, noting "I would not have made it through the Ph.D. program without her," "she is a mentor who leads by example. I can only say that I was extremely fortunate to have such a role model guiding my career." A colleague reports: "Nancy arranged web based chat rooms and bulletin boards, responded promptly to e-mail inquiries, scheduled study group sessions, and, as always, left her office and lab doors open for impromptu discussions." Another notes, "Dr. Tkacs is not only an excellent educator, but her research has greatly enhanced the teaching of her colleagues. As a pediatric faculty member and an endocrine nurse practitioner, her research on hypoglycemia has greatly informed my practice; I wholeheartedly endorse her for the Lindback."

Provost's Award

Dr. Lucy Rorke

Dr. Lucy Rorke came to Penn from the University of Minnesota where she earned her medical degree and has been a member of the Penn family since 1958. "Dr. Rorke is a demanding educator who is passionate about her discipline." She is a member of numerous national medical societies and has been on the editorial board of six medical journals. One former student commented, "It is 23 years since I worked with Dr. Rorke in Philadelphia and my recollections of her teaching are still clear today." As a pediatric pathologist she is internationally known and has taught many if not most of the pediatric neuropathologists in this country and abroad. Many letters describe her teaching as distinguished. "Dr. Rorke communicated a depth of intellectual commitment to Neuropathology that was both stunning and infectious. I caught her enthusiasm and it quite literally changed my life." A former student concludes: "Throughout my training at the University of Pennsylvania, from my years as an undergraduate through Residency and Fellowship, my life has been enriched by any number of wonderful teachers, I state without qualification that among those truly outstanding professors, Dr. Lucy Rorke stands at the head of the class."

at the University of Pennsylvania:

at the University of Pennsylvania were established in Lindback Foundation. Christian Lindback was President of Bucknell University. The Foundation established colleges and universities throughout Abbotts Dairies Inc.'s Delaware, and Virginia.

out eight Lindback awards each year, divided evenly among departments and divisions. Award winners are determined by faculty and students in December based on certain guidelines. One award is given to the Health Schools consisting of six nominees and one in the Non-Health Schools consisting of six nominees. Winners receive a Lindback Award. During the 1960s, Lindback awards were presented at

Lindback Award organized themselves into a Lindback Society, and an annual reception for Lindback Award winners after the (May 1) Ceremonies. Currently, the Provost presents the Lindback Society was revived in the late 1980s and the Health Sciences, essays by faculty members on teaching that are published in the University's journal of record.

at the University Archives and Records Center website, www.upenn.edu/histy/notables/awards/lindback.html

announced the establishment of two additional Penn teaching awards at the Health School—to be given annually in recognition of outstanding teaching support staff. The Guidelines for the selection of the Lindback Awards, and the selection processes and procedures for the Provost's Awards were Nora Magid of SAS and Paul Orsini

Update

APRIL AT PENN

CONFERENCES

23 *Sustaining the Mountains: Ecological Citizens for the 21st Century*; Earth Week symposium; see web site www.sas.upenn.edu/folklore/events/mountaintop.html for schedule (Center for Folklore and Ethnography; Institute for Environmental Studies). *Through April 24.*

26 *South Asia Forum: Historical Reconstruction and Cultural Conservation*; workshops of case studies and cultural conservation in Afghanistan; Frank Matero, historic preservation, Deborah Klimburg-Salter, history of art and South Asia studies, Ravan Farhadi, Ambassador of Afghanistan to the U.N., and Jim Williams, UNESCO; 10 a.m.-noon, 2-4:30 p.m.; rm. 17, Logan Hall; (South Asia Studies; History of Art; Historic Preservation).

FILM

25 *Six Characters in Search of an Author*; reception: 6 p.m.; screening: 6:30 p.m.; Terrace Room, Logan Hall (Center for Italian Studies).

ON STAGE

26 *Nicoletta Marini's Italian Play Production Class: Six Characters in Search of an Author*; in Italian with English computer surtitles; 8 p.m.; Roof Top Lounge, Harrison College House (Center for Italian Studies).

SPECIAL EVENT

24 *Take Our Daughters and Sons to Work Day*; members are invited to the buffet lunch with their child; \$4.40/young guest; Faculty Club (Faculty Club).

TALKS

22 *New Challenges for the EPA: Managing National Environmental Emergencies*; Deborah Dietrich, EPA; 4:30 p.m.; rm. 360 Jon M. Huntsman Hall (Wharton; IES).

24 *Race and the Business of Sports: Athlete Political Activism 35 Years After the Mexico City Protest*; panel discussion with: John Carlos, 1968 Olympic bronze medalist; Keven Davis, attorney; Michael Eric Dyson, African-American studies; Tina Sloan Green, Temple University; Larry Platt, *Philadelphia Magazine*; Kellen Winslow, sports commentator; 5 p.m.; Auditorium, Jon M. Huntsman Hall (Center for Africana Studies; Legal Studies).

Idols in Sixteenth Century Mexico; Nancy Farris, history; 4:30 p.m.; Penn Humanities Forum (Ethnohistory).

28 *The Regulation of Autoreactive B Cells*; Jan Erikson, Wistar Institute; 10 a.m.; Grossman Auditorium, Wistar Institute (Wistar).

Deadline: The deadline for the Summer AT PENN calendar is *May 12*. For info, see www.upenn.edu/almanac/calendar/caldead-real.html.



Performances are *April 30* at noon, *May 1* at 10 a.m., *May 2* at noon, *May 3* at 10 a.m. and 2 p.m., *May 4* at 2 p.m. at the Iron Gate Theatre. For ages 7 and up.

May in Human Resources

Take advantage of the many programs offered by Human Resources to help further your professional and personal development. The Learning and Education (L&E), Quality of Work Life (QOWL), and Benefits departments are promoting several programs in the month of May, as listed below. Visit the Human Resources web site at www.hr.upenn.edu for descriptions of the programs and to pre-register on line. Registration is required for L&E and QOWL programs.

Learning and Education Programs

Learn valuable skills through American Management Association (AMA) programs, Brown Bag Matinees, Satellite Broadcasts, and other programs.

For questions on L&E programs, call (215) 898-3400 or visit www.hr.upenn.edu/learning.

Thurs., May 1 and Fri., May 2, 9 a.m.-5 p.m.

Advanced Presentation Skills

(AMA Program) 2-day program

Tues., May 6 and Wed., May 7, 9 a.m.-5 p.m.

Managing and Working with Difficult People

(AMA Program) 2-day program

Thurs., May 8, 11:30 a.m.-1:30 p.m.

Crafting Your Career at Penn:

A Panel Discussion (Brown Bag)

Tues., May 13 and Wed., May 14, 9 a.m.-5 p.m.

Professional Development Program

2-day program

Thurs., May 15, 11 a.m.-12:30 p.m.

FISH!Sticks Keeping the Vision Alive

(Satellite Broadcast)

Wed., May 21, noon-1 p.m.

The Attitude Virus (Brown Bag)

Thurs., May 22, noon-1 p.m.

Self-Assessment—Put Your Skills to Work

(Brown Bag)

Tues., May 27, 9 a.m.-12:30 p.m.

Customer Service at Penn (Workshop)

Wed., May 28, 11:30 a.m.-1:30 p.m.

How to Lead through Change and Uncertainty:

A Leadership Program Based on Lessons Learned from Shackleton's Antarctic

Adventure (Satellite Broadcast)

Wed., May 28 and Thurs., May 29, 9 a.m.-5 p.m.

Coaching and Counseling for Outstanding

Job Performance (AMA Program)

2-day program

Quality of Work Life Programs

Human Resources continues with its semester of workshops on effective communica-

tion and health promotion. Don't forget to pre-register on line at www.hr.upenn.edu/quality/workshop.asp. For personalized assistance with dependent care issues (child care, school and school age, and elder care issues) or for personal well-being issues, contact PBH Employee Assistance Program and Worklife Benefits at 1-888-321-4433 or go on line to www.hr.upenn.edu/quality/wellness/eap.asp.

For questions on QOWL programs, contact Human Resources at orna@hr.upenn.edu or (215) 898-5116.

Thurs., May 1, 11:30 a.m.-1 p.m.

Stress Management Overview (Employee Assistance & Work/Life Benefit workshop)

Thurs., May 15, 11:30 a.m.-1 p.m.

Relaxation Techniques for a Stressful World

(Employee Assistance & Work/Life Benefit workshop)

Benefits: Retirement Education Seminars

Human Resources invites retirement experts from TIAA-CREF and The Vanguard Group to speak about several topics, including: Penn's retirement plans, tips for saving for retirement, selecting the right investment funds, and protecting your financial future. Registration is not required.

For more information, visit www.hr.upenn.edu/benefits/retirement/seminars.asp.

Mon., May 5, 11:30 a.m.-12:30 p.m.

Penn's Tax-Deferred Retirement Plan

Overview (TIAA-CREF seminar)

Mon., May 5, 1-2 p.m.

Maximizing Your Tax-Deferred Savings

Opportunities (TIAA-CREF seminar)

Tues., May 6, 11:30 a.m.-12:30 p.m.

Taking Control of Your Financial Life

(Vanguard seminar)

Tues., May 6, 1-2 p.m.

How Much to Save for Retirement

(Vanguard seminar)

Wed., May 7, 11:30 a.m.-12:30 p.m.

Penn's Tax-Deferred Retirement Plan

Overview (Vanguard seminar)

Wed., May 7, 1-2 p.m.

Staying on Track for Retirement

(Vanguard seminar)

Thurs., May 8, 11:30 a.m.-12:30 p.m.

Re-examining the Rules of Investing

(TIAA-CREF seminar)

Thurs., May 8, 1-2 p.m.

Retirement Distribution Flexibilities

(TIAA-CREF seminar)

— Division of Human Resources

The Silent Theatre (Tyst Teater) (left) from Sweden presents the old folk tale *Donkey Skin*. It is the Cinderella-like story of the princess who runs away from home disguised as a donkey—but underneath the shaggy fur is the most beautiful of dresses.

At right, the clowning duo, KiSaCo, from Norway and Switzerland performs *He is Out!*, a play with classic clowning traditions and modern theatre where they welcome a baby into the world.

These are two of the eight indoor performances at the 19th annual Philadelphia Children's Festival. There are outdoor performers too.



Performances are *April 30* at 10 a.m., *May 1* at noon, *May 2* at 10 a.m., *May 3* at noon and 4 p.m. at the Iron Gate Theatre. For ages 4 and up. Contact the Annenberg Center Box Office for tickets to all shows.

