

UNIVERSITY OF PENNSYLVANIA

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William Wikoff Smith Professor of Cardiovascular Research: Jonathan Epstein

Dr. Jonathan A. Epstein, professor in the cardiovascular medicine division of the department of medicine at the School of Medicine and director of the Molecular Cardiology Research Center, has been named the inaugural recipient of the newly created, \$2 million William Wikoff Smith Chair in Cardiovascular Research. Dr. Epstein will serve for a term of 10 years.



Jonathan Epstein

congenital heart disease," says Dr. Michael S. Parmacek, chief of the division of cardiovascular medicine in the department of medicine. "His pioneering contributions are recognized globally and his many discoveries have led to increased understanding of the mechanisms of cardiovascular development and common forms of congenital heart disease."

The W.W. Smith Chair in Cardiovascular Research will provide much-needed funding to battle cardiovascular disease, which takes 900,000 American lives each year. It remains the single greatest cause of death in the United States, not only for the nation as a whole, but also for every major population group, whether categorized by gender, race, or ethnicity. "The creation of this new chair will further enhance Penn's reputation as a leader in the fight against heart disease. Dr. Epstein's outstanding career and groundbreaking research will not only further Penn's effort, but also the hopes of the Smith family to successfully find a cure for this deadly disease," said Dr. Arthur H. Rubenstein, EVP of the University for the Health System and Dean, School of Medicine.

"To be recognized in this way is truly an honor, not only have I been named the inaugural recipient of this Chair, but also because this is a foundation that is so committed to the study of basic science and how it relates to cardiovascular disease," said Dr. Epstein, referring to the W.W. Smith Charitable Trust.

"Dr. Epstein is considered one of the top 10 investigators in molecular cardiology research in the world. This honor befits his talents and drive to find the causes of common forms of

Dr. Epstein is recognized internationally as a leading authority in cardiovascular development and the molecular and genetic basis of congenital heart disease. He graduated *magna*

cum laude in biochemistry from Harvard College in 1983 and earned his M.D. degree from Harvard Medical School in 1988. He completed his internship and residency in medicine at Brigham and Women's Hospital in 1991; he then remained at that institution to complete a research/clinical fellowship in cardiology in 1994 and a Howard Hughes Medical Institute postdoctoral fellowship for physicians in 1995.

Following an appointment as instructor in medicine at Harvard, he joined PennMedicine in 1996 as assistant professor of medicine. A year later, he was also appointed assistant professor of cell and developmental biology. Because of his outstanding work, Dr. Epstein received early promotion to associate professor of medicine and cell and developmental biology in 2001, and was appointed director of the Molecular Cardiology Research Center the same year. He is a practicing cardiologist at HUP and directs the Physician-Scientist training program in the department of medicine.

Penn and The W. W. Smith Charitable Trust have had a longstanding partnership in advancing our common missions of education and biomedical research. Over the past 25 years, the Trust's extraordinary support has helped numerous Penn students pursue their undergraduate education and allowed many scientists and physicians to conduct important basic research projects in cancer, AIDS, heart disease, and diabetes—studies that may not have been funded through the standard governmental funding mechanisms.

Response to the Report of the Ad Hoc Committee on Safety in a Diverse Environment

We wish to thank the members of the Ad Hoc Committee on Safety in a Diverse Environment for their very thoughtful report. We greatly appreciate the time and energy that were devoted to discussing various means for continuing to improve the relationship between the Division of Public Safety and people of color at Penn. We would like to convey a special word of thanks to Vice President Rush and Chief of Police Dorsey for their participation in and support of the Committee's deliberations.

Creating an environment in which members of our community are safe and have positive relationships with the members of the Division of Public Safety is a high priority. We are cognizant of the difficult balance that must be achieved to support both of these important goals, and we are committed to continuing to work hard in pursuit of both objectives. To quote from the Committee's report, "our task is to acknowledge the tensions that arise from conflicting perceptions, and to do all that we can to foster respect and mutual understanding." We believe that the Ad Hoc Committee's recommendations represent another set of steps in the right direction. We therefore accept and endorse the Committee's recommendations and have already begun the process of determining which officers will be responsible for carrying out the work.

While a number of individuals and committees will be held accountable for ensuring that these recommendations are implemented, and that the community is apprised of our progress, the ultimate responsibility for making progress rests with each member of the community. If you have suggestions for initiatives or programs, please contact Vice President Rush or Chief Dorsey, the Advisory Board for the Division of Public Safety, the University Council Committee on Pluralism, or the University Council Committee on Safety.

In closing, we ask each member of the Penn community to help us move forward in our quest to foster mutual respect and increased understanding among the Division of Public Safety, faculty, staff and students of color, and the entire campus.

Sincerely,

Amy Gutmann, President

Peter Conn, Interim Provost

For Staff and Faculty: Retiree Medical Benefits

This issue contains a supplement FOR COMMENT: the final report on the Review of the University Tax-Deferred Retirement Plan and Retiree Medical Plan. The Task Force examined the plans that are offered to retired staff and faculty, and proposed alternative approaches to the retiree medical plans. The recommended changes involve benefit eligibility, plan design, and benefit subsidy.

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INSERT: Report of the Retiree Task Force

SENATE From the Senate Chair

TO: Members of the Faculty Senate
FROM: Charles W. Mooney, Chair
SUBJECT: Senate Nominating Committee

1. In accordance with the requirements of the Faculty Senate Bylaws, notice is given to the Senate Membership of the Senate Executive Committee's nine-member slate of nominees for the Nominating Committee for 2004-2005. The Nominating Committee nominates candidates for election to the Offices of the Faculty Senate, to the at-large and assistant professor positions on the Senate Executive Committee, and to the Senate Committee on the Economic Status of the Faculty, and the Senate Committee on Academic Freedom and Responsibility. The nine nominees, all of whom have agreed to serve, are:

Steve Burbank (Law)
John Dixon-Hunt (Design), *Chair*
Julie Fairman (Nursing)
Jay Farrell (Vet)
Gart Hatfield (SAS)
Paul Kleindorfer (Wharton)
Mitchell Marcus (SEAS)
J. Sanford (Sandy) Schwartz (SOM)
Henry Teune (SAS)

2. Pursuant to the Bylaws, additional nominations may be submitted by petition containing at least 25 signed names and the signed approval of the candidate. All such petitions must be received by *March 29*. If no additional nominations are received, the slate nominated by the Executive Committee will be declared elected. If additional nominations are received, a mail ballot will be distributed to the Faculty Senate membership. Please forward any nominations by petition via intramural mail to the Faculty Senate, Box 9 College Hall/6303. Please forward any questions to Kristine Kelly by e-mail at kellyke@pobox.upenn.edu or by telephone at (215) 898-6943.

Deaths

Frederic Hyde, *Almanac* Editor

Dr. Frederic Hyde, former editor of *Almanac*, former journalism associate in the English department, and former reporter for the *Philadelphia Inquirer*, died on February 25, at the age of 93.

Dr. Hyde received his bachelor's degree from Wesleyan University, and his masters and Ph.D. in English literature from Penn. Dr. Hyde was a news reporter for the *New London Day* (Connecticut) and the *Philadelphia Inquirer* where he spent 23 years as a feature writer, columnist, and book editor until 1956. In 1959 he joined the faculty in Penn's English department earning his M.A. and Ph.D. while teaching. He was appointed editor of *Almanac* in October 1959, a position he held until May 1965 when he was hired by the newly opened Bucks County Community College in 1965.

While at Bucks County Community College, Dr. Hyde established a student newspaper, taught journalism and chaired the faculty affairs committee. After he retired, he taught English and poetry at the Center for Learning in Retirement at Delaware Valley College.

He is survived by daughters, Frederica Hokey, Judith Richardson and Jennifer Hodgson; his son, Christopher; seven grandchildren; eight great-grandchildren; and one great-great-grandchild.

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 University community.

However, notices of alumni deaths should be directed to the Alumni Records Office at room 545, Franklin Building, (215) 898-8136 or send them via e-mail to record@ben.dev.upenn.edu.

Paul Korshin, English Professor and British Literature Scholar



Paul Korshin

Dr. Paul J. Korshin, a professor of English since 1966, died March 2 at HUP, at the age of 65.

Dr. Korshin was an internationally known scholar of Eighteenth Century British literature, author or editor of many books, including *Typologies in England, 1650-1820*, published in 1982, and dozens of articles and reviews. He was a founder of the American Society for Eighteenth-Century Studies, and was instrumental in the creation of the English Short-Title Catalog, the most comprehensive bibliographic database of works printed before 1800. The ESTC was one of the first major online resources for scholarly research, making possible an entire generation of scholarship on the history of the book. Dr. Korshin also founded *The Age of Johnson: A Scholarly Annual*, and edited all 15 of its volumes to date, more than 8,000 pages; he was proofreading pages for volume 16 in his hospital room.

He received a Guggenheim Fellowship in 1987-88, and was a Rockefeller Foundation Scholar-in Residence at Bellagio in 1988.

A generous philanthropist, Dr. Korshin supported many scholarly initiatives financially as well as intellectually, concentrating his philanthropic activity on learned societies and institutions of higher learning, according to his wife, Dr. Joan Pataky-Kosove. At Penn, he served as a member of several University Council com-

Agenda for University Council Meeting Wednesday, March 16, 4 to 6 p.m. Bodek Lounge, Houston Hall

I. Approval of the Minutes of December 1, 2004. (2 minutes)

II. Follow-up comments or questions on Status Reports. (5 minutes)

III. Reports by the President, Provost and other administrators on budgets and plans for the next academic year. (Presentation 30 minutes; Discussion 20 minutes)

IV. Discussion of issues raised by Report of Committee on Pluralism re: United States Cultural Analysis Requirement Proposal. (30 minutes)

V. Discussion of issues raised by Report of Committee on Community Relations. (30 minutes)

VI. Open Forum. To place an item on the agenda for the next Open Forum, submit it to the Steering Committee Chair at cmooney@law.upenn.edu by *March 30, 2005*.

VII. Adjournment by 6 p.m.

The Trustees' Open Meetings Thursday, March 17 Bodek Lounge, Houston Hall

11 a.m. to noon

Budget and Finance Committee

2:30 to 3 p.m.

Meeting of the Executive Committee

Honors & Other Things

Honorary Degree: Dr. Gutmann

President *Amy Gutmann* will receive an honorary degree from the University of Rochester on October 23, 2005. She will also participate in a symposium on the *Future of University Education in the 21st Century* that day to commemorate the inauguration of Joel Seligman as the 10th president of the University of Rochester.

NIH AIDS Chair: Dr. Douglas

Dr. Steven D. Douglas, professor of pediatrics, and associate chair of academic affairs for pediatrics, School of Medicine, and chief of the section of immunology and director of Clinical Immunology Laboratories at CHOP, has been appointed chair of the AIDS Immunology and Pathogenesis Study Section at the NIH. This section is responsible for the review of grant applications for research into cell-and tissue-level events involved in the development and progression of HIV infections. He will serve a two-year term beginning in July 2005.

AFSP President: Dr. Evans

Dr. Dwight L. Evans, the Ruth Meltzer Professor and chair of the department of psychiatry, School of Medicine, has been elected president of the American Foundation for Suicide Preven-

tion (AFSP). "I look forward to working with the concerned scientists, business and community leaders, and survivors of suicide that make up AFSP to help further the Foundation's cause," said Dr. Evans. "The Foundation is uniquely positioned to help marshal the national forces necessary to address death from suicide as a major public health problem."

Advisory Board: Dr. Batterman

Dr. Steven Batterman, professor emeritus of bioengineering, and a forensic engineering consultant, has been selected to be an advisory board member for the Cyril H. Wecht Institute for Forensic Science and Law at Duquesne University School of Law in Pittsburgh.

AACN Grant: Dr. Strumpf

Dr. Neville Strumpf, Edith Clemmer Steinbright Professor of Gerontology, and Director of the Center for Gerontologic Nursing Science, and her team from the School of Nursing's Hartford Center received a grant from the American Association of Colleges of Nursing (AACN). The grant is awarded to 18 nursing schools across the country to increase the pool of nurses prepared as experts in providing health care to older adults. Funding from the John A. Hartford

Foundation of New York provides scholarships for over 70 new graduate students pursuing careers as geriatric advanced practice nurses.

Honorary Fellow: Dr. Possehl

Dr. Gregory L. Possehl, curator of the Asian section, Pennsylvania Museum, and professor of anthropology, was made an Honorary Fellow of the Indian Archaeology Society in recognition of his life-long contribution to India archaeology, especially the study of the enigmatic Harappan Civilization (2500-1900 B.C.). He began his work in Indian archaeology in 1964 and has written numerous books and papers contributing to the understanding of the Indian Subcontinent.

Fulbright Specialist: Dr. Harkavy

Dr. Ira Harkavy, associate vice president and director of the Center for Community Partnerships, has been selected for a Fulbright Senior Specialist Grant in Education at Griffith University, Australia.

Hospital of Choice Award: HUP

HUP has received an American Alliance of Healthcare Providers' Hospital of Choice Award for 2005. This award recognizes HUP as a hospital that essentially cares about all there patients, as well as overall clinical excellence.

Speaking Out

An Unbelievable Tale

On February 22 I arrived at Penn at 8 a.m. and parked in my usual space (Garage #40, 40th and Walnut, above the Fresh Grocer). At 6 p.m. on February 22 I arrived at the garage to pick up my car. To my surprise, the car was jacked up, the front axle was on a cement block, the rear still supported by a jack, and the two wheels on the driver's side were missing. I immediately went to the garage office and informed the attendant who called University Police. The responding officer admitted that there have been numerous "incidents" in the garage, but in his five years he had seen nothing like this. The attendant showed me the monitor which is directed to watch the lobby of the Fresh Grocer.

What followed was a difficult 48 hrs....it is not possible to tow a front wheel drive car with two missing wheels, it is not possible for a flat bed to enter the garage; calls to my insurance agency, Parking Services, AAA, and my own service station were unable to come up with a solution. The manager of Parking Services informed me there were no monitors in the garage ("too expensive") but he offered to have his people pick up a donut spare tire so that I could drive the car to the dealer to pick up the new tires. Unfortunately Parking Services called back a bit later and informed me that their tow truck driver had left for the day, but if I wanted, I could go to Passyunk Avenue and pick up the donut. I did this (\$35) called AAA who came immediately and pointed out that I had purchased the wrong spare. Finally, I ordered two new wheels/tires/caps, picked them up the next day at the dealer and AAA

installed them. Net loss....\$250 deductible, \$35 for wrong donut, 48 hours of my time.

Epilogue: (1) The crime log reporting the incident notes "a male unaffiliated with the University reported ..."; a unique method for keeping Penn crime statistics low.

(2) A University employee who had seen the crime log (he apparently knew I was affiliated with the University) wanted to know what floor I was parked on so that he could review the monitor film. When I told him that there were no monitors, he said that was outrageous...why not? I told him that Parking Services said it was too expensive.

For \$1,500 per year we deserve better security.

—*Daniel Malamud*,
Professor of Biochemistry
School of Dental Medicine

Response to Penn Community

We were very sorry to learn about the incident of vandalism to the vehicle parked in the garage at 40th and Walnut Streets (Garage #40).

The Division of Public Safety, in conjunction with Penn Parking Services, has taken proactive steps to decrease the number of incidents such as what unfortunately occurred to Dr. Malamud's parked vehicle. As a result, incidents of thefts from autos decreased 46% last year compared to 2003. There was a single incident of theft from a vehicle from Garage #40 reported in the six months prior to the incident reported by Dr. Malamud. We understand that these statistics do not offer much comfort to individuals who are victims of crime. As evident from Dr. Malamud's letter, even a single incident can be quite an unpleasant experience.

Penn Parking Services has many mechanisms in place to ensure the safety of vehicles parked in University garages and lots. All of the parking garages, including Garage #40, are patrolled daily by security personnel. In addition to the security patrols, the Division of Public Safety has assigned a team of Penn Police Officers to patrol the garages on police bicycles. Garage #40 is indeed equipped with security cameras throughout the facility, in compliance with the recommendations made by a safety analysis conducted by the Division of Public Safety. In addition, there are also Blue Light Emergency Telephones located on every level of Garage #40.

After Dr. Malamud filed his report with the Penn Police, Penn Parking Services personnel assisted him by making several calls to locate spare tires for his car, and they offered him the option of using their towing service.

We ask the patrons of all parking garages to immediately report any potentially suspicious activity to the Penn Parking Services attendants, or to the Penn Police.

For any other comments, suggestions or questions relative to Penn Parking, please e-mail the Business Services IDEAweb at www.business-services.upenn.edu. For comments, suggestions or questions relative to public safety, please reference the Division of Public Safety's feedback webpage at: www.publicsafety.upenn.edu/forms/feedback.asp.

—*Maureen S. Rush*,
Vice President for Public Safety
—*Leroy D. Nunery, II*
Vice President for Business Services

Speaking Out welcomes reader contributions. Short, timely letters on University issues will be accepted by Thursday at noon for the following Tuesday's issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated. —Eds.

Community Relations

Scheduled for Discussion at Council at March 16, 2005

Committee Charge:

General Charge:

The Committee on Community Relations shall advise on the relationship of the University to the surrounding community. It shall advise the Council and help make policy with respect to the community. It shall work with the Office of Community Relations to assure that the University develops and maintains a constructive relationship with the community. The chair of the Committee shall have cognizance of pending real estate activities of concern to the community. The chair along with the director of community relations shall meet quarterly or more often, if needed, with the executive vice president or his or her designee for real estate to be informed of impending real estate activities that affect the community. They shall, with discretion, discuss relevant cases with the Committee, and may inform the community as the need arises. The Committee shall consist of eight faculty members, four representatives of the Penn Professional Staff Assembly, two representatives of the Weekly-Paid Professional Staff Assembly, two graduate/professional students, and two undergraduates. At least three members shall reside in West Philadelphia. The executive vice president or his or her designee, the directors of Community Relations, the African-American Resource Center, the Center for Community Partnerships, and Civic House shall be non-voting ex-officio members of the Committee.

2004 Specific Charge:

1. Analyze the scope and effectiveness of Penn's outreach to the surrounding community.
2. Investigate ways in which students can become more involved in a positive interaction with the community and how they can become better neighbors.

2004-2005 Meeting Dates:

1. *September 15, 2004:* Van tour of West Philadelphia led by Glenn Bryan, Office of Government, Community and Public Affairs and John McGarry, Office of Real Estate; discussion of the geography, society and real estate of the West Philadelphia neighborhoods.
2. *October 13, 2004:* Discussion of van tour. Presentation: "The Health of Our Neighbors" by Judith Fisher, Chair, with ensuing discussion. This discussion included thoughts regarding the enfranchised vs. disenfranchised individuals in our neighborhoods as well as the past work of this Committee. The chair challenged the Committee to pursue efforts to "meet and lend a voice to the disenfranchised in our West Philadelphia neighborhood."
3. *November 3, 2004:* Discussion of the power of the data on the health of our neighbors and the possibility of our Committee recommending that the University Council recommend that President Gutmann (1) establish a yearly or bi-yearly "community theme" and challenge the members of the University community to "rally" research, educational and service efforts around the chosen theme; and (2) commence a university-wide debate on the issue of mandatory community service for all students graduating from the University. It was decided that if we chose a "theme" to suggest as a beginning, it would follow to choose a "health" theme as the Committee chair is in a health field, a health theme lends itself to a university-wide effort from all disciplines, and health of all is a democratically-driven topic.
4. *December 8, 2004:* Avid debate of the above "possible recommendations" and a discussion of how the Committee could make a theme operational and our recommendations. Members of the Committee suggested that this might take more than one year of community work; they agreed to serve if asked for another year in order to move their ideas forward. It was also decided that we needed to hear from individuals within the University community who would have knowledge about our West Philadelphia, specifically disenfranchised neighbors, their health-related issues and the University's current ability to address these.

5. *January 12, 2005:* (cancelled due to staffing issues)

6. *February 9, 2005:* Dr. Bennett Johnson, associate dean for community outreach and diversity, Medical School and Dr. Elijah Anderson, author of *Streetwise* and *Code of the Street*, School of Arts and Sciences, were invited. Dr. Johnson discussed the efforts past and future of the medical school and the health system to address the health and well-being of all West Philadelphians. He stressed the opening of his new office on Community Outreach and Diversity with the goal of coordinating medical efforts in the community. Dr. Anderson discussed the psychosocial and

economic issues of the poor, mostly African-American individuals who live in West Philadelphia. He stressed that their lack of protection by the legal system and poor socioeconomic status made worse by the historical loss of industrial jobs has decreased economic opportunities leading to increased levels of violence and despair resulting in a certain "code of the street" which impacts all individuals living in West Philadelphia including the Penn community. A discussion ensued with the Committee members and presenters regarding possible steps that Penn could take to "help our neighbors" improve their well-being: maximizing educational opportunities and providing mentoring experiences were the top ideas discussed.

7. *March 16, 2005:* Ira Harkavy from Center for Community Partnerships to review the experiences of colleges and universities nationwide who require community service of their students.

8. *April 13, 2005*

9. *May 11, 2005* (last meeting for this academic year)

Action Items:

1. Continue to explore, pursue and develop the ideas of:
 - a. Establishing an annual or biennial "Community" theme and challenging all members of the University community to collaboratively weave new research, education and service efforts into, around and through this theme.
 - b. Mandatory community/public service for all students who graduate from the University.
2. Discuss ways to make operational our suggestion of a university-wide community theme.
3. Explore the determinants of health of our neighbors as well as the knowledge and resources already available within the University and West Philadelphia community.

Recommendations to the University Council:

We would like to recommend that the University Council begin to explore and discuss the topics of:

1. A presidential, university-wide call to rally research, teaching and service around a "community theme."
 - a. We further recommend that we start with the theme of improving the health and well-being of our neighbors.
 - b. We suggest that the first theme be further delineated to the challenge of "increasing access to health and health care" for all members of our neighborhood.
2. Mandatory community/public service for all students graduating from the University.

Recommendation of topics to be addressed in the coming year:

1. Continue to explore, pursue and develop the ideas of:
 - a. Establishing an annual or biennial "Community" theme and challenging all members of the University community to collaboratively weave new research, education and service efforts into, around and through this theme.
 - b. Exploring the issue of mandatory community/public service for all students who graduate from the University.
2. Discuss ways to make operational our suggestion of a university-wide community theme.
3. Explore the determinants of health of our neighbors as well as the knowledge and resources already available within the University and West Philadelphia community (vis-à-vis the determinants of health).

2004-2005 Committee Members

Chair: Judith Fisher (family practice and community medicine); **Faculty:** Clay Armstrong (physiology); Judith Fisher (family practice and community medicine); Aravind Joshi (CIS); Anne Kringel (law); Yvonne Paterson (microbiology); Erle Robertson (microbiology); David Wilson (biochemistry and biophysics); **Graduate students:** David Ryan DeHoney (law); Damien Wilson (Wharton); **Undergraduate students:** Emma Cermak (COL '05); Neha Sachdev (COL '05); **PPSA:** Rosemary Barber (medicine); Zelice Brown-Roache (center for urban health research); Heather Calvert (SS Heubner Foundation IRM); Conley Heaberlin (clinical research computing unit); **WPSA:** Cassie Bartelme (Civic House), Sylvie Beauvais (health care systems); **Ex-Officio:** Valerie Allen (African-American Resource Center); Glenn Bryan (city and community relations), David Grossman (Civic House), Ira Harkavy (Center for Community Partnerships).

Bookstores

The two specific charges assigned to the Committee for 2004 were (i) to investigate the pricing of textbooks as well as the price and type of merchandise carried by the University Bookstore and (ii) monitor the state and future of independent bookstores.

First Charge

On the first charge the Committee reviewed both the result of a survey undertaken by the Graduate and Professional Student Association (GAPSA) and another, more extensive survey, conducted for the University Business Services: the Committee opted to use the latter rather than undertake one of their own, and were grateful to Chris Bradie, director of Business Services, for making this confidential document available to it. It comprised both statistical tables and several pages of transcribed comments (these tended inevitably to be impressionistic, and predictably they ran the gamut of enthusiastic to downright jaded and disillusioned).

We noted with satisfaction the larger numbers of responses to this 2003 questionnaire (1,630) than to that undertaken a year previously (653); the bulk of these respondents were undergraduates (841), staff (441) and graduate students (333), with a disappointingly small number of faculty (14). A predominance of customers patronized the Bookstore for books, school supplies, insignia and textbooks, with half of them paying 1-3 visits per month. Overall, the impression of the Bookstore was very favorable or favorable (82%), and its atmosphere, neatness and cleanliness were rated even higher. There was a modestly less favorable rating of the overall layout and of employee friendliness, helpfulness and professionalism; there was less enthusiasm for the availability of employees (61%) and their ability to answer questions (69%).

Judgments on merchandise (other than books and textbooks) were much less enthusiastic, with student opinion being slightly less favorable than the overall responses. Most harshly criticized was pricing, as were the selection and availability of different sizes of clothing (as well as their accessibility on display).

Recommendations

As a result of their discussions of matters raised by the survey, the Committee makes the following recommendations:

- that the Bookstore review its allocations of space to different categories of merchandise in the light of their understanding of community needs and report to the Committee in the spring semester. This request is made in the light of reservations expressed by the Committee on the inadequate supply of school and art materials (see below), on the justification for the “newly expanded Golf section” (see *University Square News*, Spring 2004) and on the space allocated to the café in the light of both other nearby outlets and the pressures of space within the Bookstore for other merchandise; spatial distributions of merchandise in the old bookstore were thought often to have been more satisfactory.

- that the Bookstore pursue energetically an increase in its provision of used textbooks; while the Committee were pleased that there had been a 35% increase in the availability of these over the last year, it felt that further improvement was needed and possible, especially if faculty could be encouraged to identify titles that would be re-used and could therefore be gathered for resale.

- that, given the patchy availability of customer service, terminals be installed in the store on which customers may conduct their own searches on the availability of titles.

- that discount opportunities already in existence be extended and put on a regular basis.

- that the Barnes & Noble membership card with 10% discount be applied to textbooks in the Bookstore.

- that, given that Dolbey’s cannot cope with all demands in the medical field, the Bookstore improve its seemingly erratic handling of medical textbooks, in particular addressing the fact that medical students start new courses every four weeks;

- that a greater effort be made to ensure that new books, including those reviewed in the *New York Times*—arrive more speedily in the store.

- that opening hours on Family Weekend be extended (with earlier opening).

- that the provision school supplies and art materials be expanded.

- noting that the Bookstore’s website seemed to be either unknown or little visited and that, in addition, only 49% of respondents had a favorable opinion of it, that the Bookstore address ways of improving its website and its facilities (e.g. to allow customers to check online for the availability of books and merchandise).

Second Charge

The second charge was accomplished by interviews with the owners of Penn Book Center, The House of Our Own (both undertaken by the chair) and the manager of Dolbey’s Health Science book store (undertaken by Peter Dodson). It was agreed by all three that relations with the University Bookstore were now working well and amicably.

The Independents compete, as does the University Bookstore, with students’ online textbook purchases; the two (non-medical) stores noted that they relied heavily on textbook sales to maintain general stock, so the discount purchasing elsewhere certainly handicaps them. The earlier availability of course lists, urged rightly on all sides, also means that while students have the chance of shopping around, the Independents who stock texts for courses experience lower sales as a result.

Independents define themselves, in large measure, by their owners’ choice and stocking of titles beyond the textbook range, and they are greatly valued for that; however, one Independent noted a significance trend in fewer and fewer walk-ins for browsing [“a canary in the mine,” was how it was expressed]. If students are less likely to visit the Independents for textbook purchases, there are likely to be fewer sales of other books.

Independents are now further disadvantaged by a new process at the Penn Bookstore whereby students are able to make online purchases for those textbooks that faculty have identified as available from the University Bookstore. One way in which this situation could be eased for the Independents would be for the University to extend to them the option of students charging purchase against bursar bills.

One minor glitch, easily remedied, is that the University Bookstore’s phone number is not listed in the White or Yellow Pages as is that of the Penn Book Center, with the result that the latter receives in error many calls which they are at pains to re-direct. This confusion also stems in part from their name change (from the Pennsylvania Book Center to one similar to the Penn Bookstore) which was required by the University at the time of their relocation to 34th and Sansom Streets.

Note: The Committee took shape only in April 2004 and met once in that Spring Semester and otherwise did some business via e-mail; in the 2004 Fall Semester it met three times. In late October it was asked to extend its activity beyond the calendar year to the summer 2005 (completing an academic year); while it had already completed the business assigned to it (as reported here), it now intends during the Spring Semester 2005 to revisit the issues outlined in the first of its recommendations above and, if appropriate, make a further report.

2004-2005 Committee Members

Chair: John Dixon Hunt (landscape architecture); **Faculty:** Norma Cueller (nursing), Peter Dodson (vet medicine), Peter Fader (Wharton), Ian Frank (infectious diseases/med), Melanie Green (psych), John Dixon Hunt (landscape architecture); **Graduate Students:** Christopher Nyren (Wharton), Cay Bradley (SSW); **Undergraduate Student:** Allison Floam (Wh ’05); **PPSA:** Jeff Barta (sales & marketing conference services), Emily Batista (Van Pelt Library), Leslie Delauter (college houses & academic services); **WPSA:** Felicia Bing (psych); **Ex-Officio:** Chris Bradie (business services).

Facilities

February 4, 2005

On behalf of the University Council Committee on Facilities it is my pleasure to submit our final report unanimously adopted at our meeting on January 26, 2005. While the Committee considered a wide variety of issues and problems, we believe the three specified in our report are those requiring the immediate attention of University Council and the Administration. The Committee would also like to note that the issue of pedestrian safety was of particular concern to the student members of the Committee. We understand the political complexities involved in dealing with the City of Philadelphia and Commonwealth of Pennsylvania on this issue. Nonetheless, we believe that nothing less than a major push on the part of the University and its Administration will yield the kind of remedies the University's pedestrians deserve.

*On behalf of the Committee,
Robert Zemsky*

In 2001 the University completed a master planning effort that was broad in scope, targeted in its provision of detail, and imaginative in its asking the University community to imagine how the Penn campus could become both more open and inviting. The current University Council Committee on Facilities both endorses and salutes the resulting Campus Development Plan (CDP), (as did prior committees) believing it provides an effective basis for campus planning for the next decade and beyond. The Committee also urges the University to take special note of its responsibility to provide fully accessible facilities and spaces.

Our specific recommendations to the Council and the University focus on three critical issues that require the immediate and sustained attention of University Council and the University's Administration.

1. One of the trends noted in the CDP is that this University has increased its physical footprint by nearly 50 acres every 75 years. The conclusion drawn from this observation was that Penn necessarily grows whether it plans to do so or not. Indeed, the next addition to the Penn footprint has already been secured in the form of the "Postal Lands" adjacent to 30th Street Station. The key questions the Council must ask itself and the University's Administration begins with "How should this large, strategically located parcel be developed? What principles will guide the location of University and related functions on this parcel? How rapidly should the University proceed with this development? To what extent should University resources be used to fund the development of this parcel?" At the same time the development of the "Postal Lands" ought to proceed in conjunction with the development of additional housing options immediately to the north and east of the campus core. In developing the policies to guide this aspect of the University's physical expansion over the next decade, the University Council, in conjunction with the Administration, needs to ask "What ought to be the mix of private and University funding in the development of additional housing options? What guidelines should apply? What are the attributes the University ought to expect in those private firms with whom it partners in the development of the additional housing the master plan calls for? What will be the programmatic impact on the University's College Houses?"

We call upon the University Council to ensure that the Administration promptly drafts and presents for University consideration specific guidelines for the development of the "Postal Lands" and the development of additional housing opportunities to the immediate north and east of the campus.

2. Responsibility Center Management (RCM) has successfully guided the University through more than 30 years of growth and investment. It has helped create strong Schools that have used the entrepreneurial freedom RCM bestows to establish new research and educational programs of the first rank. In two specific areas, however, RCM is perceived to have created disincentives that have had and will likely continue to have a negative impact on campus facilities.

• The first of these disincentives involves the budgeting for the repair and systematic replacement of major aspects of a building's core infrastructure: elevators, HVAC, roofs, and common areas. The rule RCM imposes is that if it is "broken" the cost of repair will be borne by the Division of Facilities & Real Estate Services funded by Schools and Centers

through an allocated cost algorithm. If, however, the building system needs to be "replaced," because of age or wear and tear, the funding available to FRES is limited. Therefore these costs are to be borne by the School (or Center) that "owns" the building. One result of this anomaly is that too often truly worn out systems are repaired rather than replaced as Schools seek to avoid the costs associated with replacement. There is a further complication in that the buildings occupied by Schools with distressed budgets become increasingly dysfunctional largely because they are in desperate need of the kind of rehabilitation the School cannot afford.

There are no simple answers to this problem in as much as what is involved is the scarcity of central university funds available for infrastructure needs. It is not surprising that under the RCM system Schools that have the wherewithal to fund their own deferred maintenance needs will be loath to agree to changes that call for a "needs based" approach to the allocation of facilities renewal. Nonetheless, that is precisely the task that faces the University and those responsible for administering the RCM system.

We call upon the University Council to ask the Administration to establish a special task force to explore means for resolving these RCM associated conflicts. Such a task force should report to the University Council within the next calendar year.

• The second disincentive is actually more of a misnomer that has grown-up around RCM though it is not actually a component of the budget system. It is now the custom across the University that all research space must be "owned" by a single School. The result is that most research space becomes permanently assigned to departments within Schools whether or not their research programs and sources of funding continue to justify the allocation. At the same time, the building of collaborative, interdisciplinary research space of the kind called for by President Gutmann in her inaugural address appears to be difficult.

What is required here is the articulation of a set of policies that would allow the central Administration to own a limited number of interdisciplinary research spaces that it could either fund centrally or rent out to collaborative programs sponsored by two or more Schools. Such a policy would have the further advantage of allowing the central Administration to reclaim those spaces if and when the programs occupying them become smaller or close.

We call upon University Council to work with the Administration to develop and implement such a policy by which collaborative research space can be developed and owned by the central University.

3. The rapid development of the campus over the last decade has created a host of problems, not the least of which is the increasingly hazardous conditions faced by pedestrians at major intersections. Most pedestrians at Penn are students. As they move between the core of the campus and their residences, whether on campus or in West Philadelphia, they encounter badly-timed traffic lights, crosswalk locations that do not make sense, and automobile traffic that takes little if any account of adjacent pedestrian traffic. Because few of these problems are the direct responsibility of the University, what is required is an aggressive campaign to compel the City of Philadelphia and Commonwealth of Pennsylvania to address these traffic problems now — before more people get seriously hurt and the University's reputation and attractiveness suffers a major blow.

We call upon the Council and the Administration to mount just such a campaign, using the full resources of the University to call public attention to the issue of pedestrian safety and traffic problems that, if allowed to further fester, will diminish both City and University.

2004-2005 Committee Members

Chair: Robert Zemsky (GSE); **Faculty:** Tom Daniels (city & reg plng), Susan Wachter (real estate fin), Robert Zemsky (GSE); **Graduate/professional students:** Francis Hult (GSE), Sonali Madia (Wharton); **Undergraduate students:** Matt Lattman (EAS '04), Herman Li (COL '05); **PPSA:** Anita Mastroieni (graduate student center), Nancy McCue (housing services), Joanne Murray (nursing school doctoral programs); **Ex Officio:** Omar Blaik (facilities & real estate svcs), Alice Nagle (programs for people with disabilities), Ronald Sanders (registrar).

Postdoctoral Fellows (PDF) Stipend Levels for FY06

Recommended Minimum Stipend Levels for Penn FY06

(Penn FY: July 1, 2005 through June 30, 2006)

1. Beginning postdoctoral fellows, with no prior experience at Penn, will be paid a minimum of \$33,079. This represents a four percent increase above the minimum for FY05.

Levels for all years are:

Years of experience	Minimum Compensation FY06
00	\$33,079
01	34,071
02	35,094
03	36,146
04	37,231

2. Those current postdoctoral fellows who receive stipends in excess of the minimum should also receive an increase of at least three percent.

3. Stipends should be adjusted upwards during the course of the Penn fiscal year, either at the time of the annual postdoctoral reappointment, at the time of the annual grant renewal, or at the beginning of the NIH fiscal year.

4. Individual Schools can set their own stipend levels above those recommended in this revision.

—Perry Mollinoff, Vice Provost for Research

In fall 2004, the most recent cycle of Penn's internally-funded University Research Foundation and URF Conference Support (noted with *), the Office of the Vice Provost for Research has announced awards to the following members of the faculty for the projects listed below.

The deadline for the spring Research Foundation proposals is today, March 15, 2005 (see Almanac February 15, 2005).

University Research Foundation Awards Fall 2004 & URF Conference Support Awards Fall 2004

Geza Acs, Pathology and Laboratory Medicine, School of Medicine; *Role of Erythropoietin Signaling in the Development and Progression of Human Ovarian Carcinoma*

William M. Armstead, Department of Anesthesia, School of Medicine; *tPA and Hypoxic/Ischemic Brain Injury*

Rita Barnard, Department of English, Women's Studies Program, SAS; *Transatlantic Dialogues: South Africa, the United States, and the Pitfalls of Comparison*

Khalil Bdeir, Pathology and Laboratory Medicine, School of Medicine; *Neutrophil Defensin and Acute Lung Injury*

Julie A. Blendy, Department of Pharmacology, School of Medicine; *The Role of the Opioid System and Reward in Obesity*

Mark J. Butler, Department of Music, SAS; *Technologies of Improvisation in Electronic Dance Music*

Laurie Churchman, Department of Fine Arts, School of Design; *Shifting Typographic Conventions: Technology, Perception and Originality*

Douglas Cines, Pathology and Laboratory Medicine, School of Medicine; *Nuclear Translocation of Urokinase/nucleolin Complexes*

Joan K. Davitt, School of Social Work; *Racial Disparities in Access to Medicare Home Health Care: The Impact of Prospective Payment*

John Detre, Neurology & Radiology, School of Medicine; *Basic and Clinical Applications of Functional and Molecular Neuroimaging**

David L. Diefenderfer, Clinical Studies-Philadelphia, School of Veterinary Medicine; *Glucocorticoid Activation of BMP-Induced Osteogenesis in Human Marrow Stromal Cells: A Potential Strategy*

Ivan J. Dmochowski, Department of Chemistry, SAS; *Using Fluorescence Microscopy to Develop New MRI Contrast Agents and Photoactivatable Oligonucleotides*

Jan Eeckhout, Department of Economics, SAS; *Social Networks and the Production of Services*

Lois K. Evans, Family & Community Health, School of Nursing; *Geriatric Mental Health Nursing: State of the Future Conference**

Jeffrey Field, Department of Pharmacology,

School of Medicine; *Modeling p53 Mutagenesis*

Serge Y. Fuchs, Department of Animal Biology, School of Veterinary Medicine; *Regulation of Prolactin Receptor Proteolysis*

Feng Gai, Jeffery Saven, William DeGrado, Department of Chemistry, SAS; *U.S.-Japan Symposium on Protein Folding and Design**

Howard Goldfine, Department of Microbiology, School of Medicine; *Phospholipases in the Pathogenesis of Listeria Monocytogenes*

Benjamin Peter Horton, Department of Earth and Environmental Science, SAS; *Developing High Resolution Records of Relative Sea-Level Change Using a Foraminiferal Transfer Function*

John Dixon Hunt, Department of Landscape Architecture, School of Design; *Land Form & Use in the City of Venice*

Jerry A. Jacobs, Department of Sociology, SAS; *Family Friendly University Policies*

Shane Jensen, Department of Statistics, The Wharton School; *Integrating Multiple Data Sources to Improve Motif Discovery*

Firoozeh Kashani-Sabet, Department of History, SAS; *Border, Battles, and Cultural Bonds: A Historical and Political Perspective on Gulf Societies*

James M. Kikkawa, Department of Physics & Astronomy, SAS; *Acquisition of a 2.2 um Infrared Imaging System for Single Nanotube Optical Spectroscopy*

Robert Kurzban, Department of Psychology, SAS; *Cooperation in Networks: Experimental Proposals*

Vicki Mahaffey, Department of English, SAS; *The Joy of Everyday Life and Literary Modernism: An Introduction**

Steven Marcus and Daniel Polsky, School of Social Work; *Malpractice Premiums, the Supply of Obstetricians, and Their Impact on Maternal and Newborn Health*

Frank Matero, Graduate Program in Historic Preservation, School of Design; *Presenting the Past: The Conservation and Display of Archaeological Sites in the American Southwest*

Dewey G. McCafferty, Biochemistry and Biophysics, School of Medicine; *Biosynthesis of Teichoic Acid: Novel Targets for Combating Sepsis, Antimicrobial Resistance, and Microbial Pathogenesis*

Gerald A. McDermott, Department of Management, The Wharton School; *Institution Building, Network Restructuring, and Firm Upgrading in Emerging Markets*

Eric Meggers, Department of Chemistry, SAS; *Development of Photoreactive Protein Kinase Inhibitors*

Anthony Odibo and Joanne Quinones, OB-GYN/Maternal Fetal Medicine, School of Medicine; *Determining a Threshold for Defining Oligohydramnios at Term*

Eleanor S. Pollak, Pathology and Laboratory Medicine, School of Medicine; *Regulation of Expression of Human ADAMTS13*

Susan R. Ross, Department of Microbiology, School of Medicine; *Role of ITAM-mediated Signaling in MMTV-induced Breast Cancer*

Frederick F. Samaha, Department of Medicine, School of Medicine; *Inflammatory Response to Sleep Apnea in Obese Subjects, A Pilot Study*

Theodore G. Schurr, Department of Anthropology, SAS; *Analysis of Biocultural Diversity in Ethnic Populations of Afghanistan*

Heather J. Sharkey, Department of Near Eastern Languages and Civilizations (NELC), SAS; *Christian Evangelism and Western Imperialism in the Modern Middle East*

Hao Shen, Department of Microbiology, School of Medicine; *Cellular Immune Responses to Anthrax Immunization*

Regina M. Turner, Clinical Studies, New Bolton Center, School of Veterinary Medicine; *Anchoring of a Ca²⁺ Signaling Pathway in the Sperm Flagellum*

Cathrine Veikos, Department of Architecture, School of Design; *Material Effects: Lina Bo Bardi*

Doris Wagner, Department of Biology, SAS; *Regulation of the Switch to Reproductive Development in Arabidopsis*

Michael Weisberg, Department of Philosophy, SAS; *Greater Philadelphia Philosophy Consortium Philosophy of Science Conference, April 2, 2005: The Strategy of Model Building in Population Biology: 1966-2005**

David J. White, Department of Psychology, SAS; *The Social Inheritance of Adaptive Behavior in Cowbirds*

Dear Penn Faculty, Students and Staff:

Penn is a community that values diversity and seeks to foster an environment that is inclusive and eliminates patterns of unequal treatment, including sexual harassment. Penn publishes its policy on sexual harassment annually to remind members of the community of their rights and responsibilities. The policy also underscores that a wide array of resources are available for responding to and addressing complaints, and for providing information, education and support. The Offices of Affirmative Action and Equal Opportunity Programs, the Ombudsman, Human Resources and the Vice Provost for University Life are ready and willing to respond to any questions that you may have regarding the policy.

—Amy Gutmann,
President

—Peter Conn,
Interim Provost

—Craig Carnaroli,
Executive Vice President

Sexual Harassment Policy

I. Conduct

Our community depends on trust and civility. A willingness to recognize the dignity and worth of each person at the University is essential to our mission.

It is the responsibility of each person on campus to respect the personal dignity of others. We expect members of our University community to demonstrate a basic generosity of spirit that precludes expressions of bigotry.

Penn properly celebrates the diversity of its community. We come to Penn from many different backgrounds and include different races, religions, sexual orientations, and ethnic ancestries. Learning to understand the differences among us, as well as the similarities, is an important dimension of education, one that continues for a lifetime. Tolerance alone, however, is not enough. Respect and understanding also are needed. We should delight in our differences, and should seek to appreciate the richness and personal growth which our diversity provides to us as members of this community.

The University is committed to freedom of thought, discourse and speech, and the attainment of the highest quality of academic and educational pursuits and daily work. Policies and regulations implementing this commitment include the Statement on Academic Freedom and Responsibility, the Guidelines on Open Expression, and the Code of Academic Integrity.

The University also has established policies on behaviors that interfere with these freedoms. Foremost among these policies is the University's Statement on Non-Discrimination, which prohibits discrimination on the basis of race, color, sex, sexual preference, religion, national or ethnic origin, handicap or disability.

The University also has adopted the following policy concerning sexual harassment. The terms "harassment" and "sexual harassment" as used throughout are defined as a matter of University policy, and are not necessarily identical or limited to the uses of that term in external sources, including governmental guidelines or regulations.

II. Purposes and Definitions

A. Purposes

For many years the University has stressed that sexual harassment is not tolerated at Penn. As an employer and as an educational institution, the University is committed to eradicating sexual harassment.

Sexual harassment in any context is reprehensible and is a matter of particular concern to an academic community in which students, faculty, and staff must rely on strong bonds of intellectual trust and dependence.

B. Definitions

For the purposes of University policy, the term "sexual harassment" refers to any unwanted sexual attention that:

1. Involves a stated or implicit threat to the victim's academic or employment status;
2. Has the purpose or effect of interfering with an individual's academic or work performance; and/or;
3. Creates an intimidating or offensive academic, living or work environment.

The University regards such behavior, whether verbal or physical, as a violation of the standards of conduct required of all persons associated with the institution. Accordingly, those inflicting such behavior on others are subject to the full range of internal institutional disciplinary actions, including separation from the University. Likewise, acts of retaliation will be subject to the same range of disciplinary actions.

As noted in the *Handbook for Faculty and Academic Administrators, Policies and Procedures*, the *Academic Bulletin*, and other University publications, persons engaged in such harassment within the University setting are subject to the full range of internal institutional disciplinary actions, including separation from the institution.

Not every act that might be offensive to an individual or a group necessarily will be considered as harassment and/or a violation of the University's standard of conduct. In determining whether an act constitutes harassment, the totality of the circumstances that pertain to any given incident in its context must be carefully reviewed and due consideration must be given to the protection of individual rights, freedom of speech, academic freedom and advocacy.

III. Resources

School and administrative units should make known to all of their members the available resources and the informal and formal procedures for resolving complaints of sexual harassment within the unit or at the University level. These resources include the following:

A. Information, Counseling and Support

The following University resources are available to members of the University community who seek information and counseling about University policies on sexual harassment, standards of behavior, informal and formal mechanisms for resolving complaints and resources for complainants and respondents.

Deans and directors may also make referrals to these resource offices:

- Office of Affirmative Action and Equal Opportunity Programs
- African-American Resource Center
- Penn Behavioral Health Employee Assistance Program
- Lesbian Gay Bisexual Transgender Center
- Division of Human Resources, Office of Labor Relations
- Office of the Ombudsman
- Division of Human Resources, Office of Staff Relations
- Division of Public Safety, Special Services
- Penn Women's Center
- Student Health Services
- Counseling and Psychological Services
- Office of the Vice Provost for University Life

B. Informal Mechanisms for Mediation and Resolution

The Ombudsman, the Office of Affirmative Action, the Penn Women's Center, all other offices named as resource offices in this policy, the Office of Student Conduct, the Office of Residential Living, department chairs, deans and administrative directors, the provost, and the vice presidents are available to assist in the informal resolution of complaints.

(continued on page 9)

(continued from page 8)

C. Formal Mechanisms for Resolution and Adjudication

When informal resolution is not chosen or is unsatisfactory, complainants are urged to use appropriate formal mechanisms described below:

1. Complaints of sexual harassment against a faculty member, instructor, or teaching assistant may be brought by a student, staff or faculty member to the department chair or dean of the faculty member. The department chair or dean who receives a complaint is then charged with pursuing the matter. While the process depends on the particulars of the complaint, normally the department chair or dean interviews the faculty member. If the matter is not resolved informally, the department chair or dean either conducts an investigation or requests that the Ombudsman, the Office of Affirmative Action, the Office of Staff Relations or the Office of Labor Relations do so. If the results of the investigation persuade the dean or department chair that sanctions are warranted, he/she consults with faculty members—without disclosing the identity of the individuals involved—to aid in determining an appropriate sanction, including whether there is substantial reason to believe that just cause exists for suspension or termination. If it is determined that action should be taken to suspend or terminate, the dean should follow the procedures set out in Section II. E.16 of the *Handbook for Faculty and Academic Administrators* (see www.upenn.edu/assoc-provost/handbook/ii_e_16.html).

2. Complaints of sexual harassment against a staff member may be brought by a student, staff member or faculty member to the supervisor of the person complained against. The supervisor who receives the complaint is then charged with pursuing the matter. While the process will depend on the particulars of the complaint, normally the supervisor interviews the staff member. If the matter is not resolved informally, the supervisor either conducts an investigation or requests that the Ombudsman, the Office of Affirmative Action, the Office of Staff Relations, or the Office of Labor Relations do so. If the result of the investigation persuades the supervisor that sanctions are warranted, he or she consults with his or her colleagues or supervisor—without disclosing the identity of the individual(s) involved—to aid in determining an appropriate sanction. A staff member who believes that his or her rights have been violated directly by another staff member or administrator may file a grievance by contacting the Office of Staff Relations within the Division of Human Resources under the University of Pennsylvania Staff Grievance Procedure.

3. Complaints by students of sexual harassment may be made to the Office of the Vice Provost for University Life. Grievances associated with sexual harassment in student employment may also fall within the purview of the Vice Provost for University Life.

4. A complaint of sexual harassment may be brought against a student by filing a complaint under the Charter of the University Student Judicial System, or, if the respondent is a graduate or professional student enrolled in a school which has established a hearing board or other decision-making body, with that body.

5. A tenured or untenured faculty member, whether full or part time, who believes she or he has been subjected to sexual harassment by a faculty member or by an academic administrator may file a grievance under the Faculty Grievance Procedure, *Handbook for Faculty and Academic Administrators*, part II E. 12, (see www.upenn.edu/assoc-provost/handbook/ii_e_12.html) provided the complaint constitutes a grievance as defined in Section I of the Procedure. This procedure is administered by the Faculty Grievance Commission. The panel makes its recommendations to the provost. In cases that involve reappointment, promotion or tenure, and in which the provost has declined or failed to implement the recommendations of the panel to the satisfaction of the grievant, the grievant may obtain a hearing before the Senate Committee on Academic Freedom and Responsibility on the actions of the provost.

6. If the matter has not previously been referred to a different panel or committee, a student or staff member who believes that she or he has been subjected to sexual harassment by a faculty member, and whose complaint has not been resolved through the mechanisms listed above, may bring the matter to the Faculty Senate Committee on Conduct. This committee is a standing committee of the Faculty Senate. At meetings with the Committee, the student or staff member may be accompanied by an advisor who is a member of the University community (student, faculty or staff). The findings and recommendations of the Committee shall be advisory and shall be submitted to the provost for her or his decision and implementation.

D. Central Reporting of Sexual Harassment

1. The University's decentralized system of resources is designed to encourage the reporting and resolution of complaints of sexual harassment. However, in order to enable the Administration to identify patterns of sexual harassment in a particular location and the increased frequency of such incidents in a given area of the University, the Executive Director of the Office of Affirmative Action and Equal Opportunity Programs shall, on a semi-annual basis, convene a meeting of representatives from the offices and centers listed in paragraph (A) of this section to review and report on sexual harassment across the University based upon the reports or complaints of sexual harassment that they have handled formally or informally within their area. Such information can then be transmitted to the appropriate deans or administrative supervisors as appropriate. Any reports will protect the privacy of the complainants and responsible parties involved in each reported case of sexual harassment.

2. Based on the information shared at the semi-annual meetings discussed above, and any reports to deans or other administrative supervisors during the previous year, the Executive Director shall annually submit to the President, by September 15 of the academic year, a summary report describing the incidence of sexual harassment. This report may include recommendations based on the information as warranted. At the discretion of the President, the report may be shared with the University community early in the semester.

E. Education and Prevention

The prevention of sexual harassment and the establishment of effective procedures with due concern for all parties require a thoughtful educational program.

1. University resource offices will provide to the community information on: (a) available mediation and resolution resources; and (b) sources of support and information for victims and respondents.

2. Deans and heads of major administrative units are encouraged to discuss this policy and issues of sexual harassment at meetings of faculty and staff.

3. Training programs for residential advisors, senior administrative fellows, those who meet students in crisis situations and others serving in an advisory capacity to students will include training about referrals, resources and methods for handling instances of sexual harassment.

4. An overall educational program for students that addresses issues of peer sexual harassment and also provides information, definition, support and the identification of sexual harassment resources has been developed by the Office of the Vice Provost for University Life, the Office of Affirmative Action, and the Penn Women's Center in conjunction with the Office of Residential Living, the Council of College House Masters, and the Council of Senior Faculty Residents involved with the Freshman Year Program. Such an educational program is directed toward new undergraduate and graduate and professional students.

5. The University will publish annually the operative portions of this policy statement, including information about the resources available to advise, counsel and assist in the mediation of sexual harassment allegations. Information will explain how and where to contact University-wide and school-specific resources and will be posted in conspicuous locations. All members of the University should feel a responsibility to try to prevent sexual harassment whenever they observe it. Community members should report sexual harassment to appropriate University resources promptly for appropriate action.

F. Exit Interviews

Deans and administrative directors will periodically survey departing students, faculty and staff to measure the existence and frequency of reports of sexual harassment. Based on the data yielded by these surveys and the annual reports of the Executive Director of Affirmative Action and Equal Opportunity Programs, the University administration will determine, in consultation with the University Council, whether there is a need for further efforts to be taken on the issue of sexual harassment.

G. Implementation

Deans and administrative directors will be responsible for the implementation of this policy. The Provost and President will oversee the performance of deans and directors in the implementation of this policy.

2005 Performance and Staff Development Program: June 3

Open and effective communication is essential when it comes to enhancing performance and achieving goals. The Performance and Staff Development Program (the annual performance appraisal program) provides staff and supervisors with a formal process to open the lines of communication and promote a healthy work environment. The performance appraisal process provides benefits for both the staff member and the supervisor, such as:

- Providing documented feedback on job expectations, performance, and accomplishments from the past year
- Offering positive reinforcement as well as developmental feedback
- Providing substantive support for annual salary increases
- Allowing staff members to participate in goal-setting
- Setting performance expectations and goals for the upcoming year
- Encouraging open communication between staff and supervisors
- Promoting discussion of professional development opportunities

This year, performance appraisals for all eligible regular staff should be completed by June 3, 2005. It's especially important for supervisors to complete appraisals for all staff receiving annual salary increases to validate the level of increase awarded. The Performance and Staff Development Program materials for the 2005 appraisal cycle are available on the Human Resources website at www.hr.upenn.edu/staffrelations/performance/default.asp.

The Division of Human Resources is available to provide supervisors and staff with information, assistance, and training on the Performance and Staff Development Program. For more information or to find out about training, please contact Human Resources at (215) 898-6093.

—Division of Human Resources

From Arabic, anthropology and art, to basketball, tennis, soccer, volleyball and lacrosse as well as fencing, gymnastics, rowing, and swimming—these are some of the varied opportunities for summer fun. In addition to these programs and camps, below are additional offerings that have recently been announced. See www.upenn.edu/almanac/volumes/v51/n19/psc.html for the complete list.

More Athletic Camps and Academic Programs for Summer

Penn Girls Basketball Camp

2005 Penn Girls Basketball Camp—Elite (overnight) June 10-12 (\$425); Day Camp (9 a.m.-3 p.m.) July 18-22 (\$200) for girls ages 8-17; Discounts: Early Bird Special (by April 1) \$375 (Elite), \$170 (Day); Family (2 or more children) \$375 (Elite), \$170 (Day); University Employee \$375 (Elite), \$170 (Day); Team (5 or more campers) \$350 (Elite), \$150 (Day); Multi-Session (both sessions) \$340. Contact (215) 898-6257 or e-mail bstanch2@pobox.upenn.edu.

Nike Track & Field Camp

Nike Track and Field Camp, July 10-14, is co-ed and recommended for ages 12-18. Cost is \$615 for Resident Camp (overnight), and \$515 for Extended Day Camp (9 a.m.-9 p.m.). Registration information is available at www.usportscamps.com or by calling (800) 645-3226.

Leadership in the Business World

Leadership in the Business World (LBW) is a summer institute for a talented and select group of rising seniors in high school who want to learn about leadership in business. Sponsored by Penn's Wharton School, LBW features classes, trips, and activities designed to give students opportunities to learn about leadership in 21st century business organizations. The upcoming four-week program will take place July 3-30. Application deadline is April 1. Visit <http://undergrad.wharton.upenn.edu/precollegelbw.cfm> for further details.

Institute: Business & Technology

Summer Institute in Business and Technology (SIBT) is a four-week program (July 8-August 7) for undergraduates enrolled full-time in universities abroad, as well as international students studying full-time in the U.S. The program will offer two courses (each 3 semester hours of credit), site visits to companies, visits from corporate representatives, guest lectures, optional coaching on improving oral and written communication (in English) and co-curricular activities designed to enhance the overall experience of the visiting students. Participants will reside in a Penn residence hall. Applications are due by April 15. Visit www.seas.upenn.edu/sibt/ for more information.

Management & Technology Institute

The Management & Technology Summer Institute (M&TSI) is a for-credit summer program for rising high school seniors who want to learn about the integration of technological concepts and management principles. Sponsored by The Jerome Fisher Program in Management and Technology, the School of Engineering and Applied Science, and the Wharton School, M&TSI features classes taught by faculty and entrepreneurs, lab experience, field trips to companies and R&D facilities, team projects, and other activities designed to give students the opportunity to learn about the principles and practice of technological innovation. This three-week program will take place July 10-30. For details, visit: www.mandt.wharton.upenn.edu/mtsi.htm.

LEAD

The Leadership Education and Development (LEAD) Program at Wharton introduces some of the nation's brightest rising high school seniors to the world of business. Developed at Wharton in 1980, the four-week program, July 5-30, attracts 30 students from across the U.S. to campus. Participants attend lectures by Wharton faculty and corporate executives, engage in challenging team-based assignments, and visit corporations in Philadelphia, Washington, D.C., and New York City. The host companies engage LEADers in interactive case discussions, team presentations, business simulations, and technology updates. For information, see <http://undergrad.wharton.upenn.edu/precollegellead/lead.cfm>.

Applied Science and Technology

The Summer Academy in Applied Science and Technology (SAAST) offers highly motivated and talented high school students the chance to earn college credit in one of four three-week programs: Computer Graphics, Nanotechnology, Biotechnology, and Robotics. The programs in SAAST combine sophisticated theory with practical experience working in Penn's laboratories. Coursework includes collaboration on group projects and visits to high tech research and corporate labs in the area. This Academy runs July 10-30; the application deadline is April 15. For information, see www.seas.upenn.edu/saast.

Update

March AT PENN

CONFERENCE

4/25 Penn Summit on Global Issues in Women's Health: Safe Womanhood in an Unsafe World; 8 a.m.-5 p.m.; Zellerbach Theatre, Annenberg Center; register by March 22; for info see www.nursing.upenn.edu/summit/ (Nursing). Continues April 26.

EXHIBIT

Now Deccan Traverses: From Naked County to Garden City; on-going transformation of Bangalore, India through prints, paintings, maps and digital images; Lower Gallery, Meyerson Hall. Through April 2.

FILMS

22 Clerks; 5 p.m.; followed by Reefer Madness, 7 p.m.; Bridge Cinema de Lux (Cinema Studies).

FITNESS/LEARNING

Office of Community Housing

Classes are held at 4046 Walnut St. at noon and 1 p.m. Register: laedonal@pobox.upenn.edu.

23 First Time Homebuyers.

31 Credit Counseling & Repair.

ON STAGE

17 The Glee Club's 143rd Annual Production: Pennsylvania Jones and the Tempo of Doom; 8 p.m.; Zellerbach Theatre, Annenberg Center; \$10/\$6 advance sale with PennCard/freshmen free. Continues March 18, 19.

19 13th Annual Spring Cultural Show—The Big Kahani: A Desi Tale; 7 p.m.; Irvine Auditorium; tickets on sale on Locust Walk; info: swati@sasboard.org (South Asia Society).

READING/SIGNING

18 Valerie Wilson Wesley—Playing My Mother's Blues; 1 p.m.; Penn Bookstore.

SPECIAL EVENTS

17 Third Annual Penn Arts Day; luncheon and workshops for the Arts & Culture Boards of Overseers members and volunteers; speakers: John Zeller, vp for development; Al Filreis, English; Paul Meyer, Morris Arboretum; Arthur Cohen, ICA Board; noon-5 p.m.; Arthur Ross Gallery & Van Pelt-Dietrich Library. Reservations required, call (215) 898-7005. (Office of the Secretary; Office of the Provost; Provost's Council on Arts and Culture).

18 Friday Night at the Oasis; food, dance and music of the Middle East; 6 p.m.; International House; \$6, \$3/children 12 and under (I-House).

21 Navruz Celebration; spring festival celebrated by Zoroastrians from India and the New Year for Iranians; lunch and talk by Brian Spooner, anthropology; noon; Golkin Room, Houston Hall; \$6; RSVP by March 18 to (215) 898-6341 (Penn Zoroastrian Association).

TALKS

16 On Kenji Mizoguchi's "Utamaro"; Julie Davis, history of art; 6 p.m.; rm. B1, Vance Hall (Cinema Studies).

17 The Indian Constitution and the Problem of History; Uday Mehta, Amherst College; 4:30 p.m.; rm. 345, Penn Museum (Enthnohistory).

21 Shifting Consent Rates: How the Study of Presumptive Approach Changed Organ Donor Requesting; Sheldon Zink, Center for Bioethics; noon;

(continued on page 11)

Update

(continued from page 10)

Auditorium, Center for Bioethics (Bioethics).

23 *What's the Matter with You? The Crime of Torture, the Role of Lawyers and the Importance of Abu Ghraib*; Lisa Hajjar, U.C. Santa Barbara; Joseph Lowry, Arabic and Islamic studies; noon; 3rd floor Seminar Room, Asch Center; RSVP: spillman@sas.upenn.edu (Middle East Center).

Wither the Rule of Law? Abu Ghraib, Torture, and the Future of U.S. Democracy; Lisa Hajjar, U.C. Santa Barbara; 7 p.m.; Terrace Room, Logan Hall (Middle East Center).

Deadline: The deadline for the April AT PENN calendar is today, *March 15*. For information see www.upenn.edu/almanac/calendar/caldead-real.html.

CLASSIFIEDS—PERSONAL

FINANCIAL PLANNING

Narayan Capital Management. Fee Only Financial Planning. Unbiased, honest financial advice is hard to find. Call us. Registered Investment Advisor. Penn '91, WG '98. www.narayan-capital.com. (770) 456-5722. (404) 841-2376.

HELP WANTED

Vice President for Academic Affairs The Wistar Institute, the nation's first biomedical research facility, located on the campus of the University of Pennsylvania, has an opening for its Vice President for Academic Affairs. The chosen candidate will serve as the senior administrator responsible for faculty affairs and scientific operations at the Institute. Primary duties include faculty affairs, recruitment and promotion of faculty, policy development, and strategic and scientific planning. The successful candidate will have a Ph.D., M.D. or D.V.M. degree with a record of significant research achievement and senior administrative experience in an academic medical center or research institute, preferably with respect to academic or faculty affairs. We offer a competitive salary and comprehensive benefits package, including health/dental insurance and tuition assistance. Send resume to Director, Human Resources, The Wistar Institute, 3601 Spruce St., Philadelphia, PA 19104. EOE/AA/M/F/D/V.

Almanac is not responsible for contents of classified ad material.

For information call (215) 898-5274.

Open Invitation to the Models of Excellence Awards Ceremony

The entire campus is invited to join us on *Tuesday, March 22* for the 2005 Models of Excellence Awards Ceremony and Reception. This celebration of staff members' achievements will be held from 4:30 to 6:30 p.m. in the Annenberg Center's Zellerbach Theater. All are welcome to attend as we learn about some of the remarkable accomplishments that have taken place on campus this year, and meet the individuals whose creativity, tenacity, and leadership made them possible. We hope you can be there to help us congratulate this year's winners.

If you would like to attend, please contact Sunny Sunwoo in the Quality of Worklife Office at ssunwoo@hr.upenn.edu or (215) 898-1012. If you have any questions about the program or award ceremony and reception, please go to the Models of Excellence website at www.hr.upenn.edu/quality/models/default.asp, or contact Sunny as listed above.

—Division of Human Resources

Health Quest Live

The Penn-Cheyney EXPORT Center and (UPHS) and are pleased to support Health Quest with faculty from UPHS addressing health topics important to the African-American community. For more information call 1-800-789-PENN or see www.pennhealth.com. Tune to station WURD Radio-900 on your AM dial from 11 a.m.-noon on the following date.

Date	Topic	Speaker
Wednesday, March 16	Africana Social Work	Dr. John Groce

CLASSIFIEDS—UNIVERSITY

RESEARCH

Want to lose weight? The University of Pennsylvania's Weight and Eating Disorder Program is looking for participants who will receive 1 year of weight loss treatment. The study involves a customized weight loss program based on participants' resting metabolic rate. This will be combined with the use of nutrition software and regular meetings for nutrition counseling. Overweight men and women aged 18-65 are encouraged to call The SMART Study at (215) 746-1747 ext 4.

Volunteers Needed for **Osteoporosis Study.** The University of Pennsylvania Health System/Department of Radiology seeks women 60 years or older. Eligible volunteers would receive a magnetic resonance (MRI) and a dual energy X-ray exam (DEXA) to measure bone density. Participants will be compensated. Please contact Louise Loh or Helen Peachey at (215) 898 5664 for more information.

PMS? PMDD? Do your premenstrual symptoms interfere with daily activities? Women between ages 18-45 needed to participate in research studies in the PMS Program, University of PA. Compensation available to eligible candidates. Call (215) 662-3329.

Almanac is not responsible for contents of classified ad material.

Is your **Blood Pressure Borderline High?** Would you like to control it naturally with lifestyle changes such as diet or yoga? Researchers at the University of Pennsylvania are beginning a new research study examining the effects of yoga and nutrition on lowering blood pressure. Qualified participants will receive at no cost:

- Study related exams and lab tests
 - Study related classes and instruction
 - Compensation will be provided for time & effort
- If you are not currently on a blood pressure medication and over 18 years of age please call the Study Coordinator, Carl Shaw at: (215) 898-4516.

Researchers at The Children's Hospital of Philadelphia are seeking **families/individuals with high myopia** (nearsightedness) for a study to identify the hereditary factors that may cause the condition. To participate in this study, participants must have had onset of myopia before 12 years of age, and a refractive prescription of 5.00 diopters or more. A free eye examination for glasses may be provided. We will compensate you for travel and parking expenses. For more information about the study, contact Valerie Savage at savagev@email.chop.edu or (267) 426-5380.

For Members and Non Members—Faculty Club Survey

Whether you're not a member of the Faculty Club, or you're approaching your 20th anniversary—your opinion counts! Please share your thoughts on the way you think the Faculty Club should serve the Penn Community. You'll have a chance to win a set of four free lunch passes just for participating!

—Business Services



Almanac

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The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the PennWeb) include HTML and Acrobat PDF versions of the print edition, and interim information may be posted in electronic-only form. Guidelines for readers and contributors are available on request and online.

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The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, gender identity, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic, or other University administered programs or employment. Questions or complaints regarding this policy should be directed to Jeanne Arnold, Executive Director, Office of Affirmative Action, 3600 Chestnut Street, 2nd floor, Philadelphia, PA 19104-6106 or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

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 **February 28-March 6, 2005**. Also reported were 6 Crimes Against Property (including 6 thefts). Full reports are on the web (www.upenn.edu/almanac/volumes/v51/n24/creport.html). Prior weeks' reports are also online. —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 **February 28-March 6, 2005**. The University Police actively patrol 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.

03/03/05	2:43 PM	3925 Walnut St	Writing checks on inactive account
03/05/05	3:52 PM	3731 Walnut St	Male passing a bad check/Arrest
03/05/05	6:47 PM	3915 Walnut St	Driver driving under the influence/Arrest

18th District Report

4 incidents and 1 arrest (including 3 aggravated assaults and 1 robbery) were reported between **February 28-March 6, 2005** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

02/28/05	7:29 PM	4630 Chestnut St	Aggravated Assault
03/02/05	1:39 PM	200 49th St	Aggravated Assault
03/02/05	3:39 PM	5100 Irving St	Aggravated Assault/Arrest
03/06/05	7:00 PM	5199 Market St	Robbery

Miniaturized Lab Permits Saliva Screening on the Go

A team of scientists and engineers led by Dr. Daniel Malamud, professor of Biochemistry at the School of Dental Medicine, has developed a robust means of analyzing oral samples. They believe their work will lead to a kit, not much bigger than a credit card, which could detect exposure to a variety of substances, from narcotics to anthrax to common bacteria and viruses. Their plan would increase ease of detection and accelerate response time whether it was used in the middle of a public health incident or in a busy doctor office.

At the Annual Meeting of the American Association for the Advancement of Science, Dr. Malamud presented their work on creating a prototype oral swab kit that detects HIV and *Bacillus cereus*, a bacterium closely related to *B. anthracis*.

Research has shown that fluids in the mouth contain ions, drugs, bacteria, viruses, hormones, antibodies, growth factors, DNA and RNA. While some rapid saliva tests are already in use, such as alcohol and drug tests that can be performed on the spot by police, to replicate other tests, such as the presence of anthrax, would require an entire laboratory. Dr. Malamud and his colleagues are striving to, in essence, reproduce a laboratory in a small device that could be used in any setting and that would produce results in less than an hour.

One particular breakthrough was made by the laboratory of Dr. Haim Bau, professor in MEAM in SEAS in miniaturizing PCR, the technique of amplifying trace amounts of DNA or RNA to detectable levels.

"Normally, PCR involves a thermocycler device about the size of a toaster oven that heat and cools a sample through a series of reactions," Dr. Malamud said. "Bau and his wizards were able to duplicate the entire process in a loop just a few centimeters long that carries out the process in a fraction of the time."

In the device that Dr. Malamud and his colleagues are working on to detect HIV or *B. cereus*, a sample is taken with a small sponge. The user then would insert the swab into a small device to squeeze out the contents of the sponge. The liquid could then be analyzed through a series of reactions that could determine the presence of antibodies, antigens, RNA or DNA that correspond to bacteria or viruses.

"Such a system could make a difference when tests are needed on the scene," Dr. Malamud said. "This might be obviously necessary when it comes to a potential bioterrorism incident or an accident of exposure, but it could also make the difference in the doctor office or emergency room, when you would need to know whether or not to administer antibiotics."

Nano-Sized Probes Allow Researchers to See Tumors

Nano-sized particles embedded with bright, light-emitting molecules have enabled researchers to visualize a tumor more than one centimeter below the skin surface using only infrared light. A team of chemists, bioengineers and medical researchers based at Penn and the University of Minnesota has lodged fluorescent materials called porphyrins within the surface of a polymersome, a cell-like vesicle, to image a tumor within a living rodent. Their findings, which represent a proof of principle for the use of emissive polymersomes to target and visualize tumors, appear in the February 7 online early edition of the *Proceedings of the National Academy of Science*.

"We have shown that the dispersion of thousands of brightly emissive multi-porphyrin fluorophores within the polymersome membrane can be used to optically image tissue structures deep below the skin—with the potential to go even deeper," said Dr. Michael J. Therien, professor of chemistry at Penn.

This work takes advantage of years of effort in Dr. Therien laboratory focused on the design of highly fluorescent compounds. Polymersomes, which were developed by Penn professors Dr. Daniel A. Hammer, professor and chair of bioengineering and professor of chemical engineering, and Dr. Dennis Discher, associate professor of chemical biomolecular and bio-engineering and IME, in the mid-1990s, function much like the bilayered membranes of living cells. Whereas cell membranes are created from a double layer of fatty phospholipid chains, a polymersome is comprised of two layers of synthetic co-polymers. Like a living cell, the polymersome membrane has a hydrophobic core. The study shows that the fluorophores evenly disperse within this core, giving rise to a nanometer-sized light-emitting structure.

In their study, the researchers demonstrate how they can use these emissive polymersomes to target markers on the surface of a specific type of tumor cell. When exposed to near-infrared light, which can travel through tissue, the fluorophores within the polymersome respond with a bright near-infrared signal that can then be detected.

According to Dr. Therien, there is keen interest in developing new technology that will enable optical imaging of cancer tissue, as such technology will be less costly and more accessible than MRI-based methods and free of the harmful side effects associated with radioactivity. In this imaging system, the fluorophores can also be tuned to respond to different wavelengths of near-infrared light. This sets the stage for using emissive polymersomes to

target multiple cancer cell-surface markers in the body simultaneously.

Emissive polymersomes perform much like *in vivo* imaging systems that use semiconductor-based "quantum dots." These quantum dots, however, are hard matter, which could collect within the circulatory system, potentially causing a stroke. According to the Penn researchers, brightly emissive polymersomes define the first nanotech optical imaging platform based on non-aggregating "soft matter" (polymers and porphyrins) and hence have enormous potential in biomedicine.

Defining Who We Are When We Work Together

Whether it is barn-raising or crafting a business plan, humans are among the few creatures that are able to work well cooperatively. According to Dr. Robert Kurzban, an evolutionary psychologist at Penn, our success in cooperation results from three distinct personality types.

"In any given group of people, you'll find three kinds of people: Cooperators, Free Riders, and what we call Reciprocators. Cooperators do the most work and Free Riders do as little as possible, but most of us are Reciprocators. We hold back a bit to determine the chances of success before devoting our full energy to a project," said Dr. Robert Kurzban, an assistant professor in the department of psychology. "We found that these traits remained fairly stable among people, and you could reliably predict how a group might perform if you know the percentage of each type of person in that group."

Dr. Kurzban and Dr. Daniel Houser of George Mason University present their findings in the January 21 online early edition of the *Proceedings of the National Academy of Sciences*. The researchers used a computer-based experiment to assess the range of cooperative behaviors among people. While they cannot offer a complete explanation of how these traits might have evolved, they point to reciprocity as an important motive in human social behavior. According to Dr. Kurzban, it could also provide a simple lesson on the power of internal communications to managers and group leaders.

More than 80 subjects participated in the experiment in which they were given 50 tokens that they could choose to keep or place in a group pool. Tokens placed in the group pool doubled in value and, at the end of the time period, were distributed equally among members. About 17 percent of the participants could be classified as Cooperators, taking the most risk almost immediately. Free Riders, who prefer not to cooperate, made up 20 percent.

Enzyme Shown to Help Protect Genomic Stability

Genomes throughout the animal kingdom and beyond are characterized by extensive segments that are inactive, lengthy stretches of DNA containing multiple genes that are closed to gene transcription. Scientists believe one reason for this broad gene silencing is the vital need for genomic stability, for protection against unwanted recombinations of genetic material or other disruptions of the genome's integrity.

Genomic instability, particularly in the regions at the ends of the chromosomes known as telomeres, has been linked to aging in humans and an elevated risk for aging-related diseases, the most prominent of which is cancer. For this reason, insights into the mechanisms of gene silencing could provide important guideposts for new approaches to retarding aging or treating cancer.

Now, an investigation led by researchers at The Wistar Institute has shown that an enzyme known as Ubp10 plays a vital role in protecting the telomeric regions of the genome from potential destabilizing molecular events. The enzyme helps to keep the genome structurally closed, unavailable for transcription and possibly protected from dangerous genetic recombinations with other regions of the genome. A report on the research, appeared in the February 18 issue of *Molecular Cell*.

"There are regions of the genome that have to be inaccessible," says Dr. Shelley L. Berger, the Hilary Koprowski Professor, in the gene expression and regulation program at Wistar and senior author on the study.

The Ubp10 enzyme acts on histones, molecules that have attracted increasing attention from scientists as they move beyond sequencing the human genome to trying to better understand how DNA is managed and its activity regulated. Histones are small proteins around which DNA is coiled to create structures called nucleosomes. Compact strings of nucleosomes, then, form into chromatin, the substructure of chromosomes. In many cases, when the DNA is tightly wrapped around the histones, the genes cannot be accessed and their expression is repressed. When the coils of DNA around the histones are loosened or the histone molecules are altered, the genes become available for expression.

It is the complex activity governing this process to which Ubp10 contributes. Enzymatic modifications to histones control DNA activation or silencing through the addition or removal of acetyl, methyl, and ubiquitin molecules in prescribed sequences and patterns.

Ubp10 appears to work similarly and in concert with another enzyme called Sir2, which removes acetyl molecules from histones. Sir2 has also been associated with promoting genomic stability, and some studies have linked it intriguingly to the aging process. Some studies, have suggested that low-calorie diets that extend life also boost Sir2 activity dramatically.