

UNIVERSITY OF PENNSYLVANIA *Almanac*

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Photo by Kyle Cassidy



Vincent Price



Larry Gladney



Sherrill Adams

Faculty Senate Leadership: 2007-2008

The Faculty Senate announces its leadership for the upcoming academic year (*left to right*). Dr. Vincent Price, Past-Chair, the Steven H. Chaffee Professor of Communication and Political Science, Annenberg School for Communication.

Dr. Larry Gladney, Chair, professor, department of physics and astronomy, School of Arts and Sciences.

Dr. Sherrill Adams, Chair-Elect, professor and chair of biochemistry, School of Dental Medicine.

See page 2 for the agenda of the final Senate Executive Committee meeting of the spring semester.

See the Faculty Senate website, www.upenn.edu/faculty_senate/ for more information about the Senate leadership and upcoming meetings.

School of Social Policy & Practice Teaching Awards

The 2007 recipients of the School of Social Policy & Practice's Excellence in Teaching Awards are Dr. Mark Stern, for the standing faculty and Dr. Mary M. Cavanaugh, for the part-time faculty. Recipients of these awards are selected by graduating students and must demonstrate a high level of scholarship in the courses taught; a teaching style that stimulates the students' interest; a commitment to student learning; respect for students' personal differences; and a significant and lasting impact on the professional development of students. The awards will be presented at the school's commencement ceremony on May 14.

Dr. Mark J. Stern is professor of social welfare and history and co-director of the Urban Studies program. Before joining the School of Social Work's faculty in 1980, he received his Ph.D. in history from York University (Canada). He collaborated with professor emeritus Dr. June Ax-
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Mark Stern

Political Science Professor to Madan Lal Sobti Chair

Dean Rebecca Bushnell has announced that Dr. Devesh Kapur, of the department of political science, has been named the Madan Lal Sobti Associate Professor for the Study of Contemporary India. Dr. Kapur is the Director of the Center for the Advanced Study of India (CASI).



Devesh Kapur

Dr. Kapur's research focuses on human capital, national and international public institutions, and the ways in which local-global linkages affect developing countries. His scholarship has a particular focus on India, examining how India's institutions and migration are affecting the country. He is completing a book, *Democracy, Death and Diamonds: The Impact of Migration from India on India*. Prior to arriving at Penn, Dr. Kapur was associate professor of government at the University of Texas at Austin, and before that the Frederick Danziger Associate Professor of Government at Harvard. He received his Ph.D. from the Woodrow Wilson School at Princeton in 1994.

The Madan Lal Sobti Chair for the Study of Contemporary India was established in 2003 through the generosity of numerous alumni, parents and friends of the University, including P.C. Chatterjee; Raman Kapur, PAR '07; Sreedhar Menon; Sunil Mittal; Dalip Pathak, W '78; Rajiv Sobti, Gr '84; and Sanjiv Sobti, W '85, G '86. The chair is named in honor of the Sobtis' father, Madan Lal, and supports in perpetuity a professorship held by the director of CASI.

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School of Engineering and Applied Science Teaching Awards

The 2007 School of Engineering and Applied Science Teaching Awards were presented on April 25 at the Annual Awards Recognition Dinner.

Dr. John C. Schotland, associate professor of bioengineering and electrical and systems engineering, was awarded the School's highest teaching honor, the S. Reid Warren, Jr. Award. The award is presented annually by the undergraduate student body and the Engineering Alumni Society in recognition of outstanding service in stimulating and guiding the intellectual and professional development of undergraduate students in SEAS. Dr. Schotland received both his M.D. and Ph.D. from Penn and joined the faculty of Penn Engineering in 2002. He is a member of the Nano/Bio Interface Center and the Institute for Medicine and Engineering. A student writes, "Dr. Schotland challenges students to re-open math and physics textbooks to review everything from Bessel functions to multi-dimen-
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John Schotland

School of Veterinary Medicine Teaching Awards

The Student Chapter of the American Veterinary Medical Association's Teaching Awards Ceremony was held on April 23, at the Vernon and Shirley Hill Pavilion, followed by a reception. Hundreds of students, faculty and staff applauded the award recipients, selected by the student body.

Dr. David Holt, chief of the Ryan Veterinary Hospital's Section of Surgery and professor of surgery, was awarded the Carl Norden-Pfizer Distinguished Teacher Award. Dr. Holt's research interests include hypoxic pulmonary vasoconstriction and hyperthyroidism. The award was established in 1963 to "recognize outstanding teachers who, through their ability, dedication, character and leadership, contribute significantly to the advancement of the profession." Dr. Holt also was the recipient of a 2007 Lindback Distinguished Teacher Award (*Almanac* April 17, 2007).

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David Holt

The following agenda is published in accordance with Faculty Senate Rules. Any member of the standing faculty can attend SEC meetings and observe. Questions may be directed to Sue White, executive assistant to the Senate Office either by telephone at (215) 898-6943, or by e-mail at senate@pobox.upenn.edu.

Faculty Senate Executive Committee Agenda

Wednesday, May 16, 2007

2:30–5 p.m.

College Hall, Room 205

1. Approval of the Minutes of April 18, 2007 (2 minutes)
2. Chair's Report (10 minutes)
3. Past-Chair's Report on Academic Planning and Budget & Capital Council (3 minutes)
4. Temporary Exclusion Revision (60 minutes)
5. Committee Reports (45 minutes)
6. Proposed Resolution on Economic Status of the Faculty Data (10 minutes)
7. Vote for University Council Steering faculty members (5 minutes)
8. New Business

Grievance Commission—Annual Report (May 2007)

The Grievance Commission of the University of Pennsylvania is an independent committee consisting of three faculty members appointed by the Faculty Senate Executive Committee. The Grievance Commission is available to the Penn faculty and academic support staff to handle alleged actions against them that are not in compliance with University procedures, policies, and regulations. In AY 2006–2007, the commission was composed of Haim H. Bau (SEAS, Past-Chair), and Jennifer Pinto-Martin (Nursing and Medicine, Chair) and Joan Goodman (GSE, Chair-Elect).

In AY 2006–2007, the commission was approached by two members of the faculty. In one case, it was determined that the individual did not meet the criteria for affiliated faculty and thus was not eligible to use the services of the Grievance Commission. The Grievance Procedure guidelines stipulate that the grievant must be: "any member of the standing faculty, standing faculty-clinician-educator, associated faculty, academic support staff, or compensated emeritus faculty at the University of Pennsylvania." In the second case, the issue raised was a complaint that laboratory space was not provided in a timely manner upon arrival at Penn, resulting in a delay in publications and grant funding and ultimately leading to a denial of support for tenure by the home department.

The commission advised the grieving faculty member that the grievance procedure (www.upenn.edu/assoc-provost/handbook/ii_e_12.html) requires the complainant first to send a letter to his/her dean explaining the nature of the complaint and the remedy sought, and requesting the reasons for the actions that are the subject of the complaint. If the faculty member does not receive a satisfactory resolution of the complaint in the time allotted in the grievance procedure, the faculty member can file a grievance with the Grievance Commission. This has yet to be initiated with the second case, although it may occur in the future.

Thus, to date, there have been no formal grievance complaints filed in AY 2006–2007. Subsequent to a grievance filing, the commission attempts to determine whether there are sufficient grounds for the grievance and when appropriate, the commission attempts to mediate among the concerned parties.

In AY 2007–2008, the commission will be composed of Joan Goodman (GSE, Chair), Jennifer Pinto-Martin (Nursing and Medicine, Past-Chair), and a not-yet identified Chair-Elect.

—Jennifer Pinto-Martin (Grievance Commission Chair, 2006–2007)

USPS Postal Rates to Increase: Monday, May 14, 2007



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Penn Mail Services would like to inform the University community that effective Monday, May 14, the United States Postal Service (USPS) will increase all postal rates and fees. This includes increases to bulk and non-profit mail rates. The rate for single-piece first class mail will go from 39 cents to 41 cents. The postcard rate will also increase, from 24 cents to 26 cents.

For more information on these and other rate changes, please visit the USPS website at: www.usps.com/ratecase/welcome.htm.

At left, the new Forever stamp issued by USPS, will always be valid as First-Class postage on standard envelopes weighing one ounce or less, regardless of any subsequent increases in the First-Class rate. The stamp art features a computer-generated image of the Liberty Bell by nationally acclaimed artist Tom Engeman of Brunswick, Maryland.

To the Penn Community:

Commencement Invitation

Penn's Commencement is a wonderful opportunity to gather together in celebration of the impressive accomplishments of our students. On behalf of the Trustees, Officers, and Deans and their faculties, we would like to invite all members of the Penn community to attend the University's 251st Commencement on Monday, May 14, 2007.

The Academic Procession steps forth from the Annenberg Center at 9 a.m., then pauses for approximately 45 minutes in front of College Hall to applaud the graduating students as they pass through our ranks. The procession then proceeds to Franklin Field where the ceremony begins at 10:15 a.m. If you wish to attend the festivities, please seek advance approval from your supervisor to assure that the business needs of your department will continue to be met. Whether you wish to join the festivities around Locust Walk and College Green, or come to the ceremony itself (tickets are not necessary), we very much hope that you will join us in this University-wide culmination of the academic year.

—Amy Gutmann, President

—Ron Daniels, Provost

—Leslie Laird Kruhly, Secretary

Corrections

In the 2007 Penn Professional Women's Network Awards published in the April 24, 2007 issue, the write-up for Dr. Sherrill Adams, winner of the Robert E. Davies Award, should have included this description of her accomplishments, Dr. Sherrill Adams, professor and chair of the biochemistry department, School of Dental Medicine, was recognized for her "passionate commitment to enhancing the success of women faculty and students by addressing areas of institutional culture, support structures, mentoring and work-life balance." She was also nominated to attend the HERS Bryn Mawr Summer Institute for Women in Higher Education in 2003.

In that same issue, Dr. Renata Holod's title was incorrectly stated in the Honors & Other Things section. It should have read, Dr. Renata Holod, professor of the history of art and curator, Near East Section, Penn Museum.

We regret the errors.

—Eds.

Countdown to Summer

The May 22 issue of *Almanac* is the last to be published this semester. The deadline for that issue is May 15. Today is the deadline for the Summer AT PENN calendar—including June, July and August events—which will appear in the May 22 issue, along with Commencement coverage.

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 sent via e-mail record@ben.dev.upenn.edu.

Since 1991, the University has had a policy permitting standing faculty to take a reduction in duties of up to 50% for a period not to exceed six years. The policy currently in effect takes into account the impact of a reduction in duties on the length of the probationary period, but requires a substantial reduction in duties before an extension is granted. For junior faculty in their probationary period, a reduction of duties of 50% for two years qualifies them for an extension by one year of the probationary period. Seeking more flexibility in managing their work-life balance, some junior faculty members expressed the desire to take a more modest reduction in duties over a longer period of time, for instance a 20% reduction over five years, and still be able to qualify for an extension of the probationary period. In response, Deputy Provost Janice Bellace convened a group of associate deans to draft a proposal, and initiated a consultation process that included the Council of Deans, the Academic Planning and Budget Committee, and the Faculty Senate Committee on Administration. The process culminated in the re-drafting of the reduction in duties paragraphs in section II.E.2 of the *Faculty Handbook*. (One reason for a total redraft was simply to provide an easily comprehensible description of the policy). The main substantive change relates to the greater flexibility in qualifying for an extension of the probationary period. The revision also lists some "good and sufficient" reasons for a reduction in duties, as the Provost's Office has become aware that many faculty do not realize that reasons such as elder care qualify. The policy on reduction in duties in anticipation of retirement is found in section II.E.9, on Phased Retirement. Faculty wanting more than a 50% reduction in duties for personal reasons should consider taking the leave of absence as described under section II.E.2.

The following is the new policy, which will take effect as of *July 1, 2007*, and will replace the current reduction in duties paragraphs in section II.E.2.

II.E.2. Faculty Leaves of Absence Reduction in Duties

(Source: *Provost's Memorandum January 23, 1991;*
revised January 2006, April 2007)

Members of the standing faculty, the research faculty and Academic Clinicians may request a reduction in duties for a period not to exceed six years. Such a reduction is granted only for whole years and requires Provost approval prior to the start of a reduction in duties. The Provost's approval of a reduction in duties is for renewable terms of one year, although faculty who are aware they will require a reduction in duties of more than one year should indicate the anticipated period of reduction in their initial request. A reduction in duties will generally be granted for good and sufficient reason such as serious illness or injury, care of an ill family member, care of dependent children, or elder care. A reduction in duties is for a percentage of full duties not to exceed 50%. Reduction in duties is always accompanied by a proportional reduction in salary and in those benefits, such as life insurance and retirement contributions, that are salary-based.

For untenured members of the standing faculty on the tenure track, assistant professors on the clinician-educator track, and assistant professors on the research track, the probationary period will be extended, subject to Section II.E.3 Policy on Extension of the Probationary Periods, as follows:

1) a reduction of duties of 50% for two years results in the extension of the probationary period by one year; or

2) a reduction of duties of less than 50% (.50) may result in extension of the probationary period if the sum of the proportion of reduction multiplied by the number of years for which reduction is taken equals or exceeds 1.

For example, all of the following would allow a one year extension: 33% (0.33) reduction for three years; 25% (0.25) reduction for four years; 40% (0.40) reduction for three years; 30% (0.30) for four years; and 40% (.40) for one year and 30% (.30) for two years. An extension of the probationary period by one year does not take effect until the reduction taken equals 1. The timing of any scheduled reappointment review will be adjusted as appropriate, subject to the approval of the Provost.

[Other related Provisions: Section II.E.9 pertaining to faculty contemplating move to emeritus status. Section II.E.2, pertaining to personal leaves for child care or elderly care.]

The following year-end report was summarized at the April 25 Council meeting by committee chair, Dr. David Freiman.

2006-2007

Personnel Benefits Committee Report

The Committee will have met six times this year. Supplemental Long-term Disability, Behavioral Health, Medical Coverage for Faculty and Staff When Traveling and Prescription Drugs were the dominant topics discussed. The Committee also discussed the Condition Management Program with Caremark and the Employee Benefits Budget.

1. *Supplemental long term disability insurance.* In a short period of time, essentially over the summer of 2006, HR administration developed a plan to allow employees to post-tax money to buy guaranteed issue Supplemental Long-term Disability Insurance. In addition to responding to requests from employees this is another tool for Penn to compete with comparable institutions for faculty and staff. The response rate has been close to 10% of eligible participants so far.

2. *Health care options for faculty and staff who travel.* We were informed that in this country, the Independence Blue Cross (IBC) type plans appear to be a workable solution. IBC presented options available to faculty and staff traveling within the country and internationally, including the primary advantages and major differences between the IBC Personal Choice, POS and HMO benefits. While the PPO Network consists of 660,000 physicians and 5,600 hospitals nationally, there are 31,000 physicians and specialists and 100 hospitals under the POS and HMO coverage with referred-care plans. For world-wide travel, participants in all plans may call 1-800-810-BLUE (2583) to obtain information on participating doctors and hospitals around the world. However, a referred-care participant is eligible for only emergency and urgent care outside the preferred area.

3. *Prescription Drug Program:* Caremark, Penn's prescription drug provider, presented to the Committee and explained the key components/elements of the prescription drug program: steering towards generics, change in maximum out of pocket costs and aligning retiree coverage with actives. The cost savings were detailed in the iBenefit Statements which inform participants about the savings to them when electing generic alternatives.

4. *Medical and Dental Rates for Active Employees.* The methodology and assumptions used for calculating these rates were presented and discussed at the meetings.

5. *Review part-time employee benefits.* Due to the absence of data on part-time faculty, the Provost's Office has requested that a review of this program be deferred.

6. *Follow up issues raised in last year's committee reports.*
a. Behavioral health issues. In our last two meetings (April and May) we will focus on mental health with presentations by Penn Behavioral Health staff on our current benefits utilization, plan design and parity issues.

b. Examine tuition assistance program for staff pursuing coursework outside the University.

7. *Initiatives for Fiscal Year 2008.* Will be determined at our May meeting but will undoubtedly include behavioral health provider and parity issues.

It is a pleasure to acknowledge the support provided to the committee by the Human Resources staff, in particular by Leny Bader, Executive Director of Benefits; Helena Gibbons, Senior Benefits Specialist; Janice Gaspari, Secretary; and Geri Zima, Manager of Benefits Administration who provided staff support to the Committee and the sage advice and council of John Heuer, VP of Human Resources.

2006-2007 Committee Members

Chair: David B. Freiman (radiology/med); **Faculty:** Erling Boe (GSE), Patricia Danzon (Wharton/healthcare), Howard Goldfine (microbiology), Andrew Metrick (Wharton/fin), Gerald Porter (math), Mark Tykocinski (path/lab), Ingrid Waldron (biology); **PPSA:** Valerie Dorn (SEAS), Anna Loh (Wharton/HR), Pat Rose (Career Services); **WPSA:** Candice Cozart (Affirmative Action), Sandra Masiak (CCEB), Doris Showers (GSE); **Ex-officio:** Elenita Bader (Dir, Benefits), Janice Bellace (Assoc. Provost), John Heuer (VP, Human Resources).

(See the next page for the year-end report from the Council Committee on Diversity & Equity, formerly known as the Pluralism Committee)

2006-2007 Final Report Committee on Diversity & Equity

General Committee Charge

The Committee on Pluralism shall advise the Offices of the President, Provost, the Executive Vice President, and the Vice Provost for University Life on ways to develop and maintain a supportive atmosphere on campus for the inclusion and appreciation of pluralism among all members of the University community. The Committee will also address specific diversity issues that may arise on campus.

2006-07 Specific Charges

1. Meet with Vice President Joann Mitchell to explore overlap with the Affirmative Action Council and make recommendations, including possible means of cooperation.
2. Continue to monitor the implementation of recommendations of the Minority Equity Report.
3. Review the results of the USCAR survey and discuss next steps with the Office of the Provost.
4. Review and discuss the committee's general charge and identify two or three issues that should be given highest priority for the committee's work in AY 2007-08.

Actions in 2006-07

The Committee met six times this year. A brief review of their deliberations and recommendations follows.

- The Committee recommended to University Council's Steering Committee the merger of the President's Affirmative Action Council (AAC) and the University Council Committee on Pluralism (Pluralism) into a single advisory body whose work would be reflective of the charges of both Committees. University Council Steering Committee approved the recommendation and a proposed change to the Council's bylaws creating a new Committee was approved at its February 28 meeting. The new advisory body, the Committee on Diversity & Equity, was established effective immediately with Dr. Bennett Johnson as its Chair and Dr. Judy Shea as its Interim Chair.

- Members agreed that diversity in the curriculum would continue to be a priority. Associate Provost Andy Binns and Associate Director of the Provost's Office for Education Rob Nelson joined the January 24 Committee meeting to lead a discussion of efforts related to undergraduate and graduate education related to pluralism and solicit input. The topics discussed included: "segregated diversity" in and out of the classroom and the importance of increasing interactions across groups and encouraging students to "mix it up more"; pipeline issues for underrepresented minorities; a "Diversity Initiatives" tab which will become part of the Provost's Office website to highlight our efforts including course offerings, extra-curricular (including residential) programs, special events, and lectures that are related to diversity and inclusion.

- Members agreed that, as was the case last year, a survey of campus climate continues to be a high priority. A Subcommittee on Campus Climate was established to consider methods of assessing campus climate, such as conducting focus groups, reviewing the results of recently administered surveys, analyzing the results of exit interviews conducted by cultural resource centers, and reviewing the results of a climate survey conducted by Dr. Camille Charles. The Subcommittee agreed to focus its efforts on students (undergraduate, graduate and professional) for the near term.

- A Subcommittee on Affirmative Action issues was also formed to follow-up on items that were outstanding from the 2004-05 report of the AAC.
 - *Websites:* The Office of Affirmative Action and Equal Opportunity Programs will develop a mechanism for monitoring departmental websites and other publications to ensure that they include the appropriate equal opportunity or nondiscrimination language.

- *Revision of the EEO Policy:* The AAC had recommended revising the Equal Opportunity Policy to make it more aspirational and to indicate that Penn is not able to fully realize its commitment to nondiscrimination based on sexual orientation because of the Solomon Amendment.

- *Gender Identity:* The AAC's work in developing recommendations for further evidencing Penn's commitment to nondiscrimination based on gender identity will serve as a starting point for future deliberations.

- A review of the issues that were outstanding from the Committee's work over the last several years was undertaken by Bob Schoenberg. He identified three items that were outstanding and recommended next steps.

- *Annual Reports on Pluralism Trends (2003-04 and 2004-05).* It had been recommended that the Director of Institutional Research publish reports periodically on indices of progress in making the campus more diverse and inclusive. Once a new leader of that Office has been appointed, this matter should be raised with him or her.

- *Campus Climate Survey (2003-04).* A campus climate subcommittee was formed to develop recommendations whose work was described in the first full bullet on this page.

- *Social Interaction (2000-01, 2003-05).* The Committee recommends that additional follow-up be undertaken with Offices such as Athletics, Religious Life, and VPUL to explore ways of increasing interaction across and among groups.

- The Committee was charged with monitoring the implementation of recommendations contained in the Minority Equity Report. Deputy Provost Janice Bellace and Assistant Provost for Gender and Minority Equity Issues Loretta Sweet Jemmott made a presentation on minority faculty recruitment and retention initiatives at the Committee's March 13th meeting. They summarized the University's goal as being one to take a thoughtful and innovative approach to finding ways to strengthen Penn by enhancing our diversity in all areas. They highlighted some of the initiatives that are underway to aid us in realizing those aims, including:

- During the Dean's annual performance evaluations they are asked to report on efforts to support and enhance diversity which each School has identified as a high priority.

- Information regarding successful strategies as well as challenges to be addressed in recruiting and retaining underrepresented faculty and students has been distributed to deans and department chairs. At the Committee's request, Dr. Bellace has agreed to follow-up on the question of the manner in which pre-freshman and student initiatives are evaluated. Further, Dr. Bellace agreed to follow-up on the suggestion of orienting new faculty members, especially minority faculty members, to Penn and providing information about mentoring and other resources available.

- A new faculty information system is being installed to allow for more effective and efficient monitoring of faculty recruitment, retention, promotion, and departures across the University and to evaluate our progress. In addition, planning is underway to install an automated system for faculty recruitment and applicant tracking.

The final meeting of the year, facilitated by Michele Goldfarb, was devoted to discussing possible agenda items for the next academic year. The Committee reached consensus that the following topics might be on the agenda, though exact methods of carrying out the ideas and the priorities were not established. Those suggestions include:

- Developing a proposal for an appropriate mechanism(s) to increase the effectiveness of the University's diversity efforts. This would include considerable data gathering and exploration of models used at other institutions (e.g., bringing in consultants and/or visiting other campuses, etc.).

- Bringing closure on the revision of the University's Equal Opportunity Policy

- Assessing/compiling the initiatives, offices, and other mechanisms currently in place to support the University's aims regarding diversity

- Identifying means of strengthening the support and mentoring of graduate students of color

- Surveying the campus to gather information regarding issues to be addressed in the area of campus climate

- Creating a more robust presence on the University homepage of diversity and related issues

- Engaging alumni in supporting efforts to enhance campus climate and to aid in strengthening diversity initiatives.

Thank you to all members of the Committee and invited guests for their constructive participation in this year's discussions. We are grateful for their exceptional contributions and hope we can count on their continued support even after some members leave the Committee.

2006-2007 Members

Chair: Bennett Johnson (dermatology/med); **Interim Chair:** Judy Shea (medicine); **Faculty:** Camille Charles (sociology), Howard Stevenson (education), Rosalyn Watts (nursing), Irene Wong (social policy and practice); **Students:** Shakirah Simley, Jerome Wright, Mahlet Mesfin, Susana Ramirez; **PPSA:** Marina DeScenza Walker, Karen Ringlaben; **WPSA:** Karima Williams, Mary Jones-Parker.

2007 School Teaching Awards

School of Engineering and Applied Science Teaching Awards (continued from page 1)

sional Fourier transforms.” Another student notes that “outside of class, Professor Schotland devotes countless hours advising students on graduate school. With both an M.D. and a Ph.D., Professor Schotland is equipped to openly discuss each program, thereby helping students to decide which track best fits their personalities and career goals.”

Dr. Thomas A. V. Cassel, practice professor of mechanical engineering and applied mechanics and the director of the Engineering Entrepreneurship Program, was awarded the Ford Motor Company Award for Faculty Advising. The award recognizes dedication to helping students realize their educational, career and personal goals. Dr. Cassel received a B.Sc., M.Sc., and Ph.D. from the University of Pennsylvania and currently teaches courses in engineering entrepreneurship. In the words of a student, “Dr. Cassel bridges the gap between engineering and business. His personal mentorship has helped me to determine my future career goals.” Dr. Cassel is a previous recipient of the S. Reid Warren, Jr. Award, has been named a “Perfect Professor” by the *Penn Course Review*, and received the Provost’s Award earlier this year (*Almanac* April 17, 2007).



Thomas Cassel

School of Veterinary Medicine Teaching Awards (continued from page 1)



Jean-Pierre Saint-Jeannet



Tom Parsons



David Diefenderfer



Kathryn Wotman



Kenneth Drobotz



Eric Birks



Robert Gilley



Olena Jacenko

Dr. Jean-Pierre Saint-Jeannet, associate professor of developmental biology, received the Dean’s Award for Leadership in Basic Science Education. Dr. Saint-Jeannet’s laboratory works to define the molecular processes involved in specification and diversification of neural crest cells during the development of *Xenopus laevis*, a tongueless frog native to Africa.

Dr. Tom Parsons, associate professor of swine production medicine, New Bolton Center, received the Dean’s Award for Leadership in Clinical Science Education. Dr. Parsons’s research interests include cellular and molecular mechanisms of neurotransmitter release.

The four classes honored the faculty members they considered to be outstanding teachers:

The Class of 2007 presented awards to *Dr. David Diefenderfer*, V ’81, research associate and orthopaedic surgeon in the department of clinical studies, Philadelphia, and *Dr. Kathryn Wotman*, lecturer in medicine at New Bolton Center.

The Class of 2008 presented awards to *Dr. Kenneth Drobotz*, director of the Ryan Veterinary Hospital’s Emergency Service, and *Dr. Eric Birks*, assistant professor of exercise physiology at New Bolton Center.

The Class of 2009 presented an award to *Dr. Robert Gilley*, assistant professor of surgery.

The Class of 2010 presented an award to *Dr. Olena Jacenko*, associate professor of physiology.

More Teaching Awards from the Law School, School of Design and School of Dental Medicine will be published in the May 22 issue. (There is no issue May 15.)

New Awards Program at Penn Veterinary Medicine

The School of Veterinary Medicine announced a new awards program on April 23 designed to recognize innovation, creativity and leadership in the veterinary profession. “I am delighted to announce the Penn Vet World Awards, a unique recognition for both members of the veterinary profession and students,” said Dr. Joan C. Hendricks, the Gilbert S. Kahn Dean of Veterinary Medicine. “These awards will encourage and reward visionary thinking and life-changing accomplishment in our profession while emphasizing the importance of veterinary medicine to society. Nothing like it currently exists in the world, and we are honored to be the first school of veterinary medicine to make such an enduring statement in support of our profession and our students.” The program offers two awards:

- The World Leadership in Animal Health Award will be presented to a veterinarian who has dramatically changed the practice and image of the profession and substantially influenced the lives and careers of others.

- The Penn Vet Student Inspiration Awards will be presented to two currently enrolled Penn Vet students who demonstrate the potential to significantly advance the frontiers of veterinary medicine. Penn Vet graduates earn the unique and prestigious Veterinariae Medicinae Doctoris (VMD) degree, which recognizes the School’s roots in Penn’s School of Medicine.

Each of the awards provides \$100,000 in unrestricted funding to the recipient, who will be selected by an awards committee chaired by Dr. Alan M. Kelly, dean emeritus of the Penn Vet.

The awards program has been established with a major gift from the Hill Family Foundation. “My wife and I are excited to underwrite these prestigious awards, which will have a lasting and far-reaching impact,” said Vernon Hill. “The Penn Vet World Awards will help transform veterinary medicine by promoting the same visionary thinking Commerce Bank has championed to reinvent the delivery of financial services and legendary customer service.”

Vernon W. Hill II, W ’67, is the founder and chairman of Commerce Bancorp, Inc. Headquartered in Cherry Hill, NJ, Commerce Bank has assets exceeding \$47 billion. Shirley Hill is the founder and president of InterArch, an architecture and design firm in Mt. Laurel, NJ.

Detailed instructions for nominations and applications will be available online at www.vet.upenn.edu/worldaward/awards.html. The Penn Vet Student Inspiration Awards application materials will be available online by June 2007 and the World Leadership in Animal Health Award will be available online by September 2007.

Honors & Other Things

Fellows of the American Academy of Arts & Sciences

Two Penn School of Medicine faculty members have been named Fellows of the American Academy of Arts and Sciences. They are: Dr. Aaron T. Beck, University Professor Emeritus of Psychiatry - one of this year's Honorary Degree recipients - and Dr. Haig H. Kazazian, Jr., Seymour Gray Professor of Molecular Medicine in Genetics. Founded in 1780, the American Academy of Arts and Sciences is an independent policy research center that conducts multidisciplinary studies of complex and emerging problems. The Academy's elected members are leaders in the academic disciplines, the arts, business, and public affairs.

Dr. Barr: Biomedical Research Award

Dr. Frederick G. Barr, associate professor of pathology and laboratory medicine, has been selected to receive a Hartwell Individual Biomedical Research Award for his work on the "Role of Overexpressed MicroRNAs in the Pediatric Cancer Alveolar Rhabdomyosarcoma." The Hartwell Award provides funding to individual researchers at eligible research institutions in the U.S. and offers support to each investigator for three years at \$100,000 direct cost per year. The Hartwell Foundation provides financial support "to stimulate discovery in early-stage biomedical research that it hopes will benefit children."

President-Emeritus Meyerson: Lifetime Achievement Award

Penn President Emeritus Martin Meyerson was honored with a Lifetime Achievement Award by the American Planning Association. He received the award on April 17 as part of the 99th National Planning Conference in Philadelphia. The award



Martin Meyerson

recognizes and honors his 60 years of work in city and regional planning. Amongst his other honors, he is the first city planner to head two research universities (University of California-Berkeley and Penn), has held advisory positions worldwide on metropolitan development, and has a Penn building bearing his name—Meyerson Hall.

Professor Lerner: Bellow Scholar

Professor Alan Lerner, practice professor of law, was named a Bellow Scholar by the Committee on Lawyering in the Public Interest of the Association of American Law Schools for his (and colleagues') submission, "Identifying the Red Flags of Child Neglect to Facilitate Evidence-Based Focused Responses." The Bellow Scholars Program is designed to honor the work of activist lawyer Gary Bellow, and to focus on innovative anti-poverty or access to justice projects that encourage collaboration and empirical analysis.

Penn IUR Urban Leadership Award

Each year the Penn IUR Urban Leadership Award Forum honors public servants who have excelled in a particular area of urban leadership. This year the focus was urban design and sustainability, and Mayor Joseph Riley of Charleston, SC, and Michael DiBerardinis, the Pennsylvania Secretary of Conservation and Natural Resources, were honored.

Dr. Oslin: Director of MIRECC

Dr. David Oslin, associate professor of psychiatry, School of Medicine, has been appointed the new director of the Mental Illness, Research Education and Clinical Center (MIRECC) of the VA's Stars & Stripes Network. The MIRECC, which is a VA Center of Excellence, focuses on improving treatment of veterans with psychiatric disorders and comorbid substance abuse and/or medical disorders.



David Oslin

Six More Penn-made Presidents

The following five Penn-made Presidents received their executive doctorates in higher education management from Penn GSE: Dr. Paul Hennigan, GSE '05, president of Point Park University, Pittsburgh, PA; Dr. Dan Martin, GSE '06, president of Mount Vernon Nazarene University, Mount Vernon, OH; Dr. Michele Perkins, GSE '07, interim president of New England College, Henniker, NH; Dr. Tim Ryan, GSE '03, president of the Culinary Institute of America, Hyde Park, NY; Dr. Jo Ann Rooney, GSE '05, president of Spalding University, Louisville, KY.

Also, Dr. Al-Hassan Conteh, who received his Ph.D. in demography and regional science from Penn in 1993, is president of the University of Liberia, Monrovia, Liberia, West Africa.

For a list of many other Penn-made presidents, visit www.upenn.edu/almanac/v47/n22/presidents.html.

AICP Student Project Award

Ten students and lecturer Janes Kise in the department of city and regional planning, were awarded the American Institute of Certified Planners' Student Project Award in the applied research category for their project, "Changing of the Guard: A New Vision for Fort Monmouth." The team members are: Peilin Chen, Yiun Lin Chong, Nicole M. Clare, Thomas Hastings, Geoffrey W. Long, Elizabeth Ann McQueen, Michael Smart, Julia A. Taylor, Jocelyn Torio, Melinda G. Watts. Fort Monmouth was one of the military bases closed by the U.S. Department of Defense in fall 2005. The project includes plans with "recommendations for environmental and historic preservation, the creation of vibrant live-work-play centers for each host community, and important social and transportation connections between the new development and the region."

Penn: Top Green Power-Purchaser

Penn's purchasing of green power has earned it a top honor as the Ivy League Conference Champion of the EPA's College and University Green Power Challenge for 2006-2007. The Ivy League Conference won top honors nationwide, and Penn lead the conference. The competition is part of the EPA's Green Power Partnership, which encourages organizations such as Fortune 500 companies, small businesses, government institutions, and colleges and universities to buy green power and reduce the environmental detriment due to the use of fossil fuels.

Exceptional Commitment to Graduate & Professional Student Life

Graduate and Professional students Cay Bradley, GSE/SP2, Scott Brodsky, SAS/Fels, Lela Jacobsohn, ASC, Kevin Jude, SAS/Chemistry, and Joung Lee, SAS/Fels, all of whom have completed their degrees in 2007, were awarded the President and Provost's Citation for Exceptional Commitment to Graduate and Professional Student Life. The award is presented to graduate or professional students who have been catalysts for transformative and lasting new developments that have enhanced graduate and professional student life at Penn. A reception to honor the student leaders will be held on May 9, from 4:30-6 p.m. in the Graduate Student Center Common Room. All members of the University community are invited to attend.

Wharton Business Plan Winners

The student team NP Solutions won the \$20,000 grand prize as part of activities at the annual Wharton Venture Finals on April 24. The team developed RejuvaDisc™, an injectable hydrogel treatment to alleviate back pain. The winning innovation is awarded for being less invasive and more effective, with fewer side effects than existing treatments. The second-place prize went to Nantronics, the first flash memory company based in China with the advantage of providing a low cost higher performance product for a growing segment of the electronics space. Third place went to Energetica for its efficient and cost-saving biogas processing model. The teams claimed over \$70,000 in combined cash and in-kind prizes. For more on the WBPC winners see www.bpc.wharton.upenn.edu.

Penn Alexander: Environmental Award

The Sadie Tanner Mossell Alexander University of Pennsylvania Partnership School has been awarded the Environmental Community Service award. As part of the award, the school will receive a \$5,000 grant to further its studies in the competition's theme, "Connection to the Community." Penn Alexander won the middle-school region-wide competition with 45 schools in Delaware, New Jersey, and Pennsylvania with their project to restore the grounds around the school on a 4.3-acre urban arboretum. The school has worked to create an outdoor classroom to study storm water management, as well as provide a resource to the their West Philadelphia neighborhood.



Penn Alexander students in their 4.3-acre 'outdoor classroom' learn about their environment.



The 2007 Ivy Stone was designed by *Di Hu*, C '07. Made of granite, the stone will be located on the southside of College Hall, near the entrance to the Admissions Office. A photographic archive of Ivy Stones from 1873 to 2004 is online at www.library.upenn.edu/exhibits/pennhistory/ivystones/ivystones.html.

Model Supervisor Award Winner

At the recent Models of Excellence Awards Ceremony, President Amy Gutmann announced the 2007 Model Supervisor Award Winner and Finalists. As the Model Supervisor, Rosemary Lombardi receives a symbol of appreciation and a \$500 cash award. Joann Desiderio and Pamela Lampitt, the finalists, also receive a symbol of appreciation and a \$250 cash award. For information about the Models of Excellence Program, see www.hr.upenn.edu/quality/models/default.asp.

Rosemary Lombardi, is the head nursing supervisor for the Matthew J. Ryan Veterinary Hospital, School of Veterinary Medicine. She supervises 20 nurses and five nursing assistants and helps mentor new supervisors in the nursing department. At the Intensive Care Unit, she is responsible for scheduling and managing operations that run 24/7. "No words can describe the amazing contribution that Rosemary Lombardi has given to VHUP in her 16 years of service. She has a gift to lead that can't be matched by any other person on staff." "She helps her staff not only realize their goals, but to achieve them as well. She mentors us through personal and professional challenges. She teaches us so that we understand." "She demands high quality and hard work and at the same time inspires pride and a sense of accomplishment amongst her staff." "Her soft quiet voice and manner fills our hearts with compassion and trust...But make no mistake that soft quiet voice and manner are a power house that reaches the very soul of the many egos that dwell within a hospital environment."

Model Supervisor Finalists

Joann Desiderio is the director of delivery and operations, Wharton Executive Education, the Wharton School. She is responsible for 34 staff members, 18 as direct reports. Together, they implement some 225 executive education programs involving around 8,000 participants a year. "[She] treats everyone with respect, grace and intelligence. She handles difficult situations with diplomacy, integrity and optimism."

Pamela Lampitt, general manager, Conference Services, Business Services Division. She supervises six staff members and during the summer, oversees an additional six full-time staff and 40 students. "Pam has a talent for motivating members of her staff to perform at their best. She is supportive and instills a team spirit with authenticity and verve."

Ivy Day Award Recipients

Senior Honor Awards

Althea K. Hottel Award:

Catherine C. Mark, W '07

Gaylord P. Harnwell Award:

Kate E. Liberman, C '07

David R. Goddard Award:

Caroline G. Gammill, C '07

R. Jean Brownlee Award:

Alexis Ruby Howe, C '07

Spoon Award:

Andrew T. Kaplan, W '07

Bowl Award:

Zachary W. Coopersmith, W '07

Cane Award:

Stefon Q. Burns, W '07

Spade Award:

Ezra L. Billinkoff, C '07

Leadership Awards

Association of Alumnae Fathers' Trophy:

Elizabeth Schlossberg, C '07

Class of 1915 Award:

Stephen D. Danley, C '07

James Howard Weiss Memorial Award:

Elaine C. Khoong, W '07, Eng '07

Penn Student Agencies Award:

An My Nguyen, Eng '07

Penn Alumni Student Awards of Merit:

Veyom Bahl, C '07

Tamara B. Bockow, C '07

Max J. Dubin, C '07

Stephen J. Goldstein, W '07

Shannon Hedvat, Eng '07

James Brister Society Student Leadership Award:

Kristal Elliston, C '07

Association of Latino Alumni Student Award:

Raimundo J. Guerra, W '07

Association of Native Alumni Award:

Elaine A. Bretschneider, C '07

Black Alumni Society Student Award:

Ewurama E. Sackey, C '07

University of Pennsylvania Asian Alumni Network Award:

Elaine C. Khoong, W '07, Eng '07

Lesbian Gay Bisexual Transgender Alumni Association Award:

Alexis Ruby Howe, C '07

Trustees' Council of Penn Women Leadership Award:

Katie E. Burkhart, C '07

William A. Levi Kite & Key Society Award for Service & Scholarship:

Shannon Hedvat, Eng '07

Sol Feinstone Undergraduate Awards:

Elaine A. Bretschneider, C '07

Brendan O. Darrow, C '07

Dominique C. De Armond, C '07

Ann L. Knuckles, W '07

Sara N. Strickland, C '07

(Honors continue on next page)

Penn Prize for Excellence in Teaching by Graduate Students

The Penn Prize for Excellence in Teaching by Graduate Students was established in 2000 to recognize excellence in teaching by graduate students from across the University. There are many other graduate student teaching awards given by the individual schools at Penn, but this is the only one that is University-wide. Unlike so many other teaching awards where faculty nominate the graduate student, this award is based on nominations that come from the undergraduates. They are asked "who was your best TA?" A reception was held April 30 at the Graduate Student Center. This year more than 268 undergraduates responded recommending 188 TAs, some with a few short sentences, some with long, glowing accounts.

The 2007 awardees are:

Ricardo Howell, history

Daniella Fera, chemistry

Asher Auel, mathematics

Agnieszka Marczyk, history

Gregory Cooper, law

Efstratios Minakakis, music

Constantine Nakassis, anthropology

Kerry Wallach, German

Roberto Salguero Gomez, biology

Rory Kramer, sociology

Dan Harris-McCoy, classics



From left to right: Ricardo Howell, Daniella Fera, Asher Auel, Agnieszka Marczyk, Gregory Cooper, Efstratios Minakakis, Associate Provost Andrew Binns, Constantine Nakassis, Kerry Wallach, Roberto Salguero Gomez, Rory Kramer and Dan Harris-McCoy.

Vittorini Prizes

The Vittorini Fund was established in honor of the memory of Professor Domenico Vittorini, a long-time member on the faculty of the department of Romance Languages faculty, to offer prizes for outstanding achievement in Italian course work at Penn. The prizes are intended to encourage undergraduates students in the pursuit of majors and minors, and perhaps even careers, centering in Italian culture.

Two prizes are awarded for excellence in the first year of study of the Italian language both for outstanding achievement in ITAL 112—Accelerated Elementary Italian: *Franky Lee*, Senior, Finance; *Ethan Levine*, Sophomore, Linguistics.

A prize is awarded for excellence in the second year of the study of Italian language to: *Paul Lehair*, Exchange Student.

A prize is awarded to the student who has demonstrated the most significant achievement in advanced Italian courses to: *Samantha Shiells*, Senior, Economics, receives the prize for her outstanding achievement in course ITAL 208—Business Italian and ITAL 210—Italia Viva Voce.

Two prizes are awarded and an honorable mention is given for the best essay written during the academic year for an Italian literature or an Italian cinema course, whether in Italian or in English to: *Michelle Marcus*, Senior, Psychology for her paper on Fellini's *Notti di Cabiria* in ITAL 080—Introduction to Italian Cinema course; *Mia Lukic*, Junior, Italian Studies for

her essay on *Trieste's Invisible Cities* in ITAL 380—Visible Cities course. *Stephen Pezzi*, Sophomore, PPE—Philosophy, Politics, and Economics, receives honorable mention for his paper on Fellini's *La dolce vita* in ITAL 080—Introduction to Italian Cinema.

Wharton Programs for Working Professionals: June 13

Wharton Programs for Working Professionals, will host an Information Session on Wednesday, June 13, 5:30-7 p.m., Jon M. Huntsman Hall, 3730 Walnut Street. Check-in begins at 5 p.m. A light dinner will be served. RSVP by June 11. Call (215) 898-2888, or www.wharton-workingprofessionals.com/.

Wharton offers individual business courses and post-baccalaureate certificate programs in the evenings in Business Essentials, Entrepreneurship, Finance and Accounting, Human Resource Management and Marketing. Ask about our Saturday course offerings.

WPWP tuition is covered by the employee Tuition Assistance Program, depending upon eligibility. Partners and spouses of employees may also qualify for tuition assistance through the Scholarships for Spouses plan.

Dr. Dinges: NASA Medal



David Dinges

Dr. David Dinges, professor of psychology in psychiatry and chief of the Division of Sleep and Chronobiology, received the NASA Distinguished Public Service Medal (non-Government personnel). According to NASA, this award is, "The highest honor NASA awards to anyone who was not a Government employee when the service was

performed. The award is granted only to individuals whose distinguished accomplishments contributed substantially to the NASA mission. The contribution must be so extraordinary that other forms of recognition would be inadequate."

SP² Teaching Awards

(continued from page 1)

inn in developing the required history and philosophy course in the master's of social work curriculum. Drs. Axinn and Stern co-authored *Social Welfare: A History of the American Response To Need* which is now in its sixth edition. Dr. Stern has authored or co-authored five books, most recently with Dr. Michael Katz, the Walter H. Annenberg Professor of History, *One Nation Divisible: What America Was and What It Is Becoming* (Russell Sage Foundation Press, 2006). In addition to his work on American social history and the history of social welfare, Dr. Stern and his wife, Susan Seifert, direct the Social Impact of the Arts Project which examines the role of community arts and cultural programs in revitalizing urban neighborhoods.

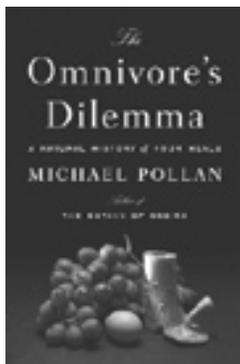
Dr. Mary M. Cavanaugh, a part-time faculty member, is also the associate director of the Ortner-Unity Program on Family Violence in the School of Social Policy & Practice. She has taught courses in research methods, intimate violence, and social policy. Her primary research focus is on the theoretical foundations of intimate partner violence, with a particular interest in examining the origins of violent behavior in male and female offenders, and in designing and testing interventions to deter violence in intimate relationships. She has authored and co-authored a number of articles and book chapters on intimate partner violence, a text with Dean Richard J. Gelles, *Current controversies on family violence*, and currently has two texts under contract with Oxford University Press: *Intimate violence and abuse in families* with Dr. Gelles, and *Designing, developing, and implementing randomized control trials for Social Work*, with Dr. Phyllis Solomon. Dr. Cavanaugh was also the recipient of the School of Social Policy & Practice 2004 Excellence in Teaching Award. She has recently completed a joint doctoral degree in social welfare and criminology at Penn and has accepted a faculty position at University of California—Berkeley, for fall 2007.



Mary Cavanaugh

**2007-2008 Penn Reading Project—
The Omnivore's Dilemma: A Natural History of Four Meals**

The Provost, the Council of Undergraduate Deans, and the Office of College Houses and Academic Services (CHAS) are pleased to announce that Michael Pollan's *The Omnivore's Dilemma: A Natural History of Four Meals* will be the text for the 2007-08 Penn Reading Project (PRP). On the afternoon of Sunday, September 2, 2007, groups of first-year students and faculty leaders will join together to discuss the book as part of New Student Orientation for the Class of 2011.



The Omnivore's Dilemma confronts what its author terms a "national eating disorder" that we have so many choices—and those choices can be so important to our health, and so emotionally fraught—that every meal can be a source of anxiety. Michael Pollan confronts this anxiety by exploring the history of four different meals, from the origins of their ingredients through preparation and consumption. The journey of these four meals takes us from farms to laboratories, from hunting grounds to fast food restaurants.

Structurally, one might describe *The Omnivore's Dilemma* as a book about economics and nutrition; Mr. Pollan often weighs the actual cost of food against the long-term costs, both financial and physical, of our health. But it is equally a book about American history, agriculture, anthropological traditions, and psychology. In fact,

Penn professor of psychology Dr. Paul Rozin originally coined the term "the omnivore's dilemma." The breadth of the book's subject matter lends itself ideally to the PRP. CHAS plans to follow up with additional programming on the subject of food and its place in our culture.

The Omnivore's Dilemma was one of *The New York Times'* Best Books of 2006. Michael Pollan's previous books include *The Botany of Desire* (2001) and *A Place of My Own* (1997). His writing on food and agriculture has received numerous commendations, including the James Beard Award. Mr. Pollan is the Knight Professor of Journalism at the University of California—Berkeley. For more information about the author and his book see: www.michaelpollan.com/omnivore.php.

PRP, now in its 17th year, was created as an introduction for incoming freshmen to academic life at Penn. Past PRP books include Lawrence Lessig's *Free Culture*, Benjamin Franklin's *Autobiography*, *The Quiet American* (Greene), *Things Fall Apart* (Achebe), *Candide* (Voltaire), *Metamorphosis* (Kafka), *The Woman Warrior* (Kingston), *Frankenstein* (Shelley), *Arcadia* (Stoppard) and *The Tipping Point* (Gladwell). Information about the Penn Reading Project and its history can be found at: www.collegehouses.upenn.edu/prp/.

Faculty Discussion Leaders

Faculty members in all 12 schools are invited to take part as PRP discussion leaders. A copy of the text will be sent to discussion leaders and students in July, along with additional information about the Reading Project.

For more information, and to volunteer as a leader, contact: David Fox, director, Penn Reading Project, (215) 573-5636, dfox@english.upenn.edu.

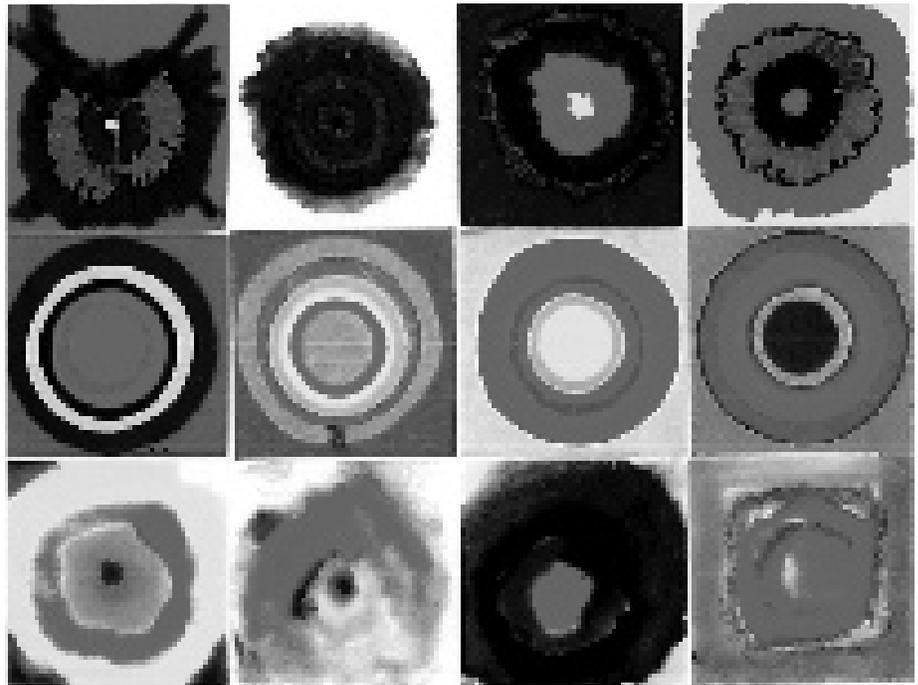
Mural Arts Program Exhibit at Rotunda

The Mural Arts Program (MAP) Annual Spring Exhibit is an exhibition and sale featuring works created by youth from the Mural Arts Program Art-Works!, Adolescent Violence Reduction Partnership (AVRP), and ARTscape Art Education programs. The proceeds from the artwork sales will go directly to the young artists.

The opening reception, on Monday, May 21, 4–6 p.m. at The Rotunda, 4014 Walnut Street, will feature a special performance by live performance artist, Flip. Students who created the art work will be present, along with the Mural Arts Program staff and artists who helped guide their process, alongside the varied and beautiful work.

The ArtWorks! Program provides year-round workshops in mural training and art education opportunities for chronically truant youth. AVRP provides on-going sessions for at risk youth to work on anti-violence mural making projects. This year, youth worked on the “Cops and Kids, Turning the Corner” Project. ARTscape offers adjudicated youth the opportunity to complete their community service requirements by participating in public art projects. All these programs are made possible by the City of Philadelphia Department of Human Services and the Robert Wood Johnson Foundation. This gallery show and sale is an integral part of these art education programs, providing an ideal opportunity to celebrate the Mural Arts Program students’ individual achievements.

Gallery hours: Monday and Thursday, noon-6 p.m. and by appointment. The exhibit runs through Thursday, June 28. For more information: (215) 685-0750 or www.muralarts.org.



Above, *Untitled*, 2006 by Taufiqq, AVRP ArtWorks! Program one of the works in the MAP show.

Works by Master Printmaker Hitoshi Nakazato at Arthur Ross Gallery

The exhibition *Hitoshi Nakazato: Print Series* at the Arthur Ross Gallery, May 12 through July 1, will celebrate an artist and master printmaker, who has worked and taught for nearly 40 years at Penn’s School of Design.

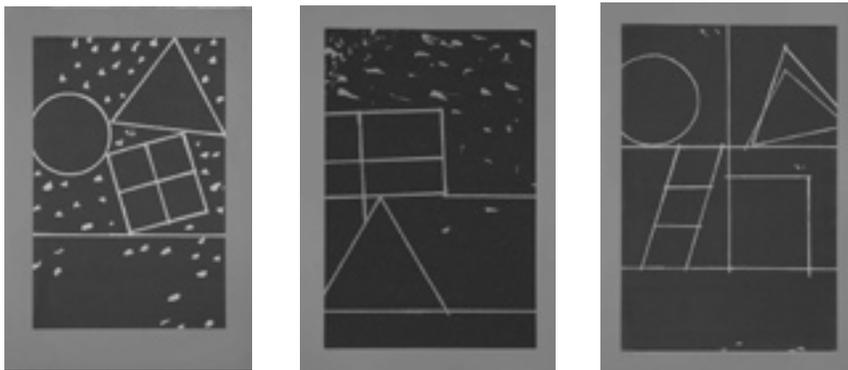
“*Print Series* is a rare opportunity to see the characteristic procedure that has led the artist to work in series rather than with the intention of producing multiples of any one print,” said Dr. Dilys Winegrad, Arthur Ross Gallery director and curator.

The *Print Series*, rarely exhibited together, includes a variety of techniques the artist has utilized and which he continues to develop: dry point, collograph, stone lithograph, sand serigraph, aquatint, intaglio with chin collé, viscosity color etchings, mono print and two-color mono print series, among others.

“I have always stated my lack of interest in focusing on the end result,” Hitoshi, as he is universally known, said. “For me, the process itself results in some kind of imagery, always allowing an element of chance to decide the final outcome.”

Dean Gary Hack praised the artist’s “remarkable exploration of form through media on paper as a master printmaker who has transformed the art through his extraordinary skills in attaching ink, paint, grains and objects to paper. His prints probe the power of elemental forms, offered in almost infinite combinations, often rendered with startling colors and textures. They speak about absence and presence, stability and motion and relationships on and off paper.”

The Arthur Ross Gallery is open Tuesday-Friday, 10 a.m.-5 p.m., and Saturday-Sunday, noon-5 p.m. All exhibitions are free and open to the public. Additional information about the exhibition is available at (215) 898-2083 or www.upenn.edu/ARG/.



Above, *Torso and Head*, *Gloucester II*, and *Nautical Shapes* from the exhibit, *Hitoshi Nakazato: Print Series* opening on May 12 at the Arthur Ross Gallery. Through July 1.



Above, *RN Sang Soo Yousef with patient, Sherry Williams and her children*, from *Just a Nurse*.

HUP Photo Exhibit: *Just a Nurse*

An award-winning writer and photographer team with Penn Medicine to highlight the critical role—and need—of nurses with *Just a Nurse*—an exhibit of nearly 100 photographs that capture the rigors and rewards of nursing, at the Hospital of the University of Pennsylvania (HUP). The exhibit coincides with National Nurses Week. It features the work of photographer Earl Dotter and writer Suzanne Gordon, journalists renowned for their ability to chronicle “on the job” heroism and sacrifice. Nurses from all 40 HUP units were photographed and interviewed through the fall and winter. The exhibit illustrates the wide range of roles and responsibilities nursing entails, and the intense day-to-day pace at a major, 772-bed urban academic medical center.

Just a Nurse continues through May 18 in the Mezzanine of HUP. It can be viewed daily from 7:30 a.m. to 7:30 p.m. and admission is free. More information is available at (215) 662-2560 or www.uphs.upenn.edu/news/News_Releases/index.shtml. More photos are on Almanac’s website at www.upenn.edu/almanac/volumes/v53/n33/hup-photo.html.

Are You Eligible for a Tax Credit?

If you're currently saving under the University's retirement plans, you may be eligible for a tax credit! If you meet certain income limits (see table below), up to \$1,000 of your retirement savings could be returned as a tax credit—a dollar-for-dollar reduction in the amount of taxes that you owe.

There are limitations, however. The credit only offsets taxes you owe, so if you don't owe taxes, you can't get the credit. Any taxable withdrawals from your plan within two years can also count against the credit.

Example: Kathy joins her employer's savings plan and contributes \$2,000 for the calendar year. Because she's single and her modified adjusted gross income is less than \$15,500, she is eligible for a \$1,000 tax credit. This credit reduces the amount of tax that she owes by \$1,000 at tax-filing time.

Saver's Tax Credit for Calendar Year 2007

Modified Adjusted Gross Income			Credit %	Maximum Tax Credit*
Married Filing Jointly	Head of Household	Single		
\$0 - \$31,000	\$0 - \$23,250	\$0 - \$15,500	50%	\$1,000
\$31,000 - \$34,000	\$23,250 - \$25,500	\$15,500 - \$17,000	20%	\$400
\$34,000 - \$52,000	\$25,500 - \$39,000	\$17,000 - \$26,000	10%	\$200

* The maximum contribution taken into account for an individual is \$2,000.

Source: Internal Revenue Service

For more information about the saver's tax credit, visit the Internal Revenue Service's website at www.irs.gov.

—Division of Human Resources

New Location for Unique Advantage

Unique Advantage—Penn's exclusive provider of temporary staffing services—is moving to a new location! As of June 1, 2007, Unique Advantage will be headquartered at 3624 Market Street, Suite 1SD, Philadelphia, PA 19104. In addition to helping departments find qualified temporary staff, Unique Advantage also recruits for regular entry-level clerical positions. Plus, they support a walk-in "Job Center" complete with computer kiosks, and are available to work with applicants to prepare a resume, search open positions and apply online. Unique Advantage also provides free training programs (e.g., Microsoft Office), for our existing full-time staff. For more information, contact Unique Advantage at (215) 222-2246.

—Division of Human Resources

May: National Mental Health Month

More than one in four Americans describe themselves as "super stressed," according to Mental Health America, a nonprofit organization dedicated to helping people live mentally healthier lives. Feeling stressed often results from struggling to find a work/life balance among professional, family and social commitments. Poor mental health can affect concentration, make individuals feel irritable or depressed, and harm personal and professional relationships. These feelings also manifest physically, resulting in a weakened immune system and even increasing risk for heart disease.

May is National Mental Health Month, a health observance that focuses the nation's attention on promoting mental health and improving access to treatment for people with mental illnesses. The National Mental Health Association, the lead sponsor of Mental Health Month, offers mental health tips to help both at work and at home. See <http://pennhealth.com/feature/may07/tip.html>.

Free Skin Cancer Screening: May 18

With warmer temperatures, many of us find ourselves outdoors more often and for longer periods of time and with less protection for our skin, which translates to more skin exposure to the sun. Unfortunately, many of us do not think about sun protection until the summer; however, good sun protection habits should be practiced year round to reduce risk of developing skin cancer, particularly melanoma. To increase awareness of the importance of early detection, the Abramson Cancer Center and the department of dermatology are sponsoring a free skin cancer screening is being offered. The screening will be held on Friday, *May 18* from 12:30 to 4 p.m. at the Hospital of the University of Pennsylvania. Space is limited and registration is required. Please call (215) 662-2737 for more information or to register.

While melanoma accounts for only 3 percent of all skin cancer cases, it is one of the most common cancers in people under age 30 and results in the most skin cancer deaths.

The earlier melanoma is detected, the better the chance of successfully treating it. Penn's Abramson Cancer Center has one of the nation's leading programs dedicated to the prevention, diagnosis and treatment of malignant melanomas.

Melanoma begins in skin cells called melanocytes. Melanocytes are the cells that make melanin, which gives skin its color. Melanin also protects the deeper layers of the skin from the sun's harmful ultraviolet (UV) rays.

When people spend time in the sunlight, the melanocytes make more melanin and cause the skin to tan. This also happens when skin is exposed to other forms of ultraviolet light, such as tanning booths. If the skin receives too much ultraviolet light, the melanocytes may begin to grow abnormally and become cancerous.

In men, melanomas are often found between the shoulders and hips, or the head and neck area. In women, melanoma often develops on the lower legs as well as between the shoulders and hips.

See the Penn Health & Wellness Newsletter at <http://pennhealth.com/feature/may07/cancer.html> for tips to protect yourself from the sun and to learn the risk factors for melanoma.

One Step Ahead

Security & Privacy
Made Simple

Another tip in a series provided by the
Offices of Information Systems & Computing
and Audit, Compliance & Privacy.

SSN Clean Up Tools— Use Them & Protect the Penn Community

You've read about the hundreds of colleges, universities, retailers, banks and others that have had data security breaches—hacked systems, lost laptops, stolen backup tapes and the like—involving Social Security Numbers. You worry about this type of problem because:

- You can't be sure whether you still have old SSNs in any of your desktop or server files, OR

- You think you need full SSNs to interface with other systems on campus, OR

- You need some type of identifier to make sure you've got the right "John Smith" and SSN is the best one out there, OR

- You don't need to use SSNs, and you know you have some old ones, but you don't know how to truly delete them.

- You actually do need to work with SSNs (legally required or necessary for certain third party transactions for example), but want to handle them responsibly.

Know the following:

- *Finding SSNs.* Your local support provider can assist you in using automated tools to determine if a file containing SSNs is still on your desktop, laptop, or server. Contact your LSP.

- *Keeping SSNs to Interface with Other Systems? Check Again.* Many systems at Penn have been reconfigured to accept PennID in lieu of the SSN as a unique identifier (also sometimes a "key"). Contact the relevant system owner, or data administration at da-staff@isc.upenn.edu.

- *Converting SSNs to PennID.* A new, free tool exists to convert files containing full SSNs to PennIDs. Contact the Office of Audit, Compliance, and Privacy at (215) 573-4492.

- *Deleting Unnecessary SSNs.* Talk to your LSP for options.

- *Truncate/Restrict View Wherever Possible.* If all else fails and you must continue to work with SSNs, truncate to show only the last four digits in as many "views" as possible. Truncating SSNs and limiting access to only those people with a need-to-know are important ways to minimize risk.

For additional tips, see the One Step Ahead link on the Information Security website: www.upenn.edu/computing/security/.

A Decade of Issues Now on Web

Almanac issues—in a searchable PDF format—are now available from the following pre-web academic years: 1984-85, 1985-86, 1986-87, 1987-88, 1988-89, 1989-90, 1990-91, 1992-93, 1993-94, 1994-95 at www.upenn.edu/almanac/issues/archive.html.

Update

May AT PENN

CONFERENCE

17 Seventh Annual Research Day Event: Neural Repair as a Basic Science for Rehabilitation; keynote speaker: Michael Selzer, Center for Experimental Neurorehabilitation Training; 3-7 p.m.; BRB II/III (Physical Medicine & Rehabilitation).

SPECIAL EVENT

10 Public Forum: From Genghis Khan and the Mongol Empire to Mongolia's Place in the World Today; 2-5 p.m.; Rainey Auditorium, Penn Museum (Museum).

12 Penn Press Open House; 4:30-6:30 p.m.; 3905 Spruce St. (Penn Press).

TALKS

14 Archaeological Updates: What is Happening in Iraq and Afghanistan?; Richard Zettler, Penn Museum; Frederick Hiebert, National Geographic Society and Penn Museum; 6 p.m.; Rainey Auditorium, Penn Museum (Museum).

15 Recall! Lifting the Pet Food Fog; Kathryn Michel, veterinary medicine; 6 p.m.; Penn Science Café at The MarBar (Veterinary Medicine).

17 Minding Mammals: Pain and Suffering in Nonhuman Animals; Adam Shriver, Washington University; 4 p.m.; 2nd floor Conference Room, Center for Cognitive Neuroscience (CCN).

Deadlines: The deadline for the Update in the May 22 issue is May 14. The deadline for the Summer AT PENN, which will include June, July and August events is today. For information see www.upenn.edu/almanac/calendar/caldead-real.html.

25 Years of Dance Celebration Series at Penn Presents

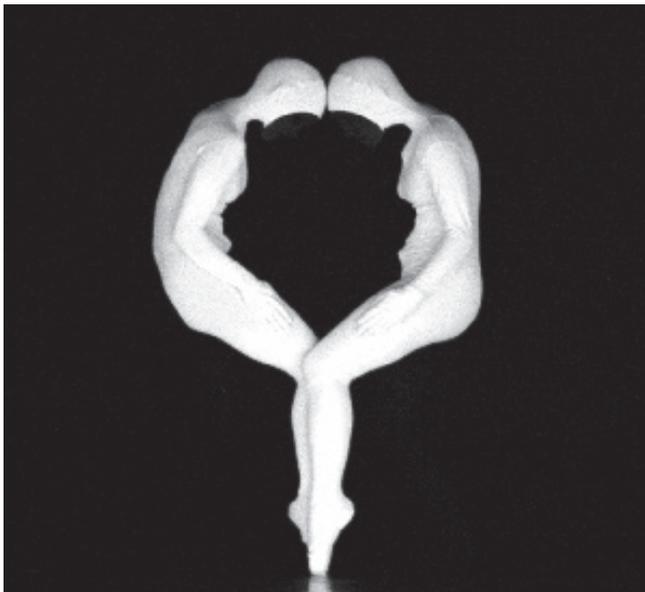


Photo by Max Pucciariello

Lunar Sea from MOMIX, at left. Dance Celebration Series presented by Dance Affiliates and Penn Presents is celebrating its 25th anniversary with a special presentation by MOMIX and its founder Moses Pendleton. This dance troupe uses props, light and shadow, and the human body to create works of inventiveness and physical prowess. This year, the troupe performed during the broadcast of the Academy Awards. Expect surprises and excerpts from your favorite MOMIX works, including *Baseball*, *Passion*, *Orbit*, *Opus Cactus*, and *Lunar Sea*, plus a special solo appearance by Mr. Pendleton. Performances: May 17, 7:30 p.m.; May 18, 8 p.m.; May 19, 2 and 8 p.m. Tickets: \$29-\$44. See www.pennpresents.org to purchase tickets.

CLASSIFIEDS—UNIVERSITY

RESEARCH

Penn's Depression Research Unit is conducting research into non-hormonal, herbal treatments for peri and post menopausal anxiety symptoms. Symptoms of menopause may include: nervousness, tension, sleep difficulty, concentration problems, mood changes and hot flashes. Those who qualify will receive an initial evaluation and may take part in a research study with Black Cohosh for up to 3 months. For more information call the DRU at (215) 662-3462.

Women over 70 years needed for appetite study. The University of Pennsylvania Division of Endocrinology, Diabetes, and Metabolism seeks both healthy women and women with unexplained weight loss for hormone study. Eligible volunteers will receive free medical exams, blood test results and bone density. Participants will be compensated. Please contact Andrew at (215) 573-3429 for more information.

Postmenopausal Women Needed for Endocrine Study. The University of Pennsylvania Health System/Division of Endocrinology seeks non-diabetic women 50 to 79 years old. Eligible volunteers will receive free medical exams and blood test results. Participants will be compensated. Please contact Dr. Patel at (215) 614-0579 for more information.

Almanac is not responsible for contents of classified ad material.

Submissions for classified ads are due every Thursday for the following Tuesday's issue.

For information call (215) 898-5274 or visit www.upenn.edu/almanac/faqs.html#ad.

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The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **April 23-29, 2007**. Also reported were 14 Crimes Against Property (including 11 thefts, 1 act of fraud, and 2 traffic incidents). Full reports are available at: www.upenn.edu/almanac/volumes/v53/n33/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 **April 23-29, 2007**. 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.

04/24/07	3:08 AM	4000 Walnut St	Offender wanted on warrant/Arrest
04/24/07	9:24 AM	3400 Spruce St	Complainant harassed by unknown person
04/26/07	4:32 AM	3800 Walnut St	Driver operating vehicle while under the influence/Arrest
04/26/07	8:09 PM	4000 Ludlow St	Female in possession of narcotics/Arrest
04/27/07	4:57 PM	220 S 32nd St	Male wanted on warrant/issued new court date
04/27/07	6:00 PM	3120 Walnut St	Complainant assaulted by offender/Arrest
04/29/07	7:53 PM	38th St	Offender wanted on warrants/Arrest
04/29/07	8:28 PM	3730 Walnut St	Offenders cited for city code violation

18th District Report

7 incidents with 2 arrests (including 5 robberies and 2 aggravated assaults) were reported between **April 23-29, 2007** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

04/23/07	1:10 PM	4605 Chester Ave	Robbery
04/24/07	3:30 PM	4800 Woodland Ave	Robbery
04/24/07	4:30 PM	4225 Chestnut St	Aggravated Assault/Arrest
04/24/07	9:07 PM	4800 Larchwood Ave	Robbery
04/24/07	11:05 PM	4600 Kingessing Ave	Robbery
04/27/07	7:13 PM	3120 Walnut St	Aggravated Assault/Arrest
04/29/07	12:43 PM	4523 Osage Ave	Robbery

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 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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Celebrating A New Lease on LIFE

LIFE (Living Independently For Elders), an innovative program begun by the School of Nursing at the University of Pennsylvania nearly a decade ago, has a new home with room to grow. The new location can accommodate up to 500 members. LIFE is based on the national PACE model (Program of All-inclusive Care for the Elderly) and is designed to be culturally-specific to the West Philadelphia community it serves. A Council of Elders, composed of members of the program, advises the administrators.

Penn Nursing held the official grand opening last Tuesday at the new facility for the LIFE program which provides nursing home-level day care, including medical, dental, prescription and personal grooming services as well as meals and social activities for more than 300 frail, elderly adults from West Philadelphia, enabling them to live at home. The LIFE staff also makes "house calls" providing in-home oversight to members. The average age of the LIFE member is 78, but they range in age from 55 with disabilities, up to some in their late 90s.

"We are delighted to be able to expand our



Afaf Meleis

services to the West Philadelphia community. This is a great example of how nurses contribute to healthcare," said School of Nursing Dean Afaf I. Meleis. At the celebration, Dean Meleis summarized the history of the program which began as a vision of two Penn Nursing faculty members, Dr. Karen Buhler-Wilkinson and Dr. Mary Naylor, who wanted to translate the research conducted by the faculty about quality of care for the elderly into action. Dean Meleis also credited her predecessor Dean Emerita Norma Lang and former associate dean for academic practices Dr. Lois Evans. The first site opened in 1998 (*Almanac* October 20, 1998) with a client census of eight members. By 2003, LIFE had 163 members and the Market Street site opened (*Almanac* November 18, 2003).

"It was this success that resulted in the State asking that we expand even further—asking that we expand enough to accommodate 500 members within two years," Dean Meleis explained.

President Amy Gutmann proclaimed, "We've got LIFE, in more ways than one ... the



Amy Gutmann

Penn program that brings joy, comfort, and dignity to hundreds of our neighbors. And now, we've got a wonderful home that will boost the LIFE program's capacity to provide the finest in integrated health and social services to even more of our neighbors." Dr. Gutmann continued, "It's the only all-inclusive elderly care program directed by nursing faculty, who lead a team of primary care nurses and physicians, physical and occupational therapists, social workers, recreation therapists, clergy, home health aides, dieticians, and drivers."

Three years ago, Penn Nursing partnered with the West Philadelphia community to launch the Healthy in Philadelphia (HIP) initiative. Its mission was to promote healthy lifestyles through



Jannie Blackwell

screening and education, address health care disparities, and to furnish care for those with chronic illnesses and/or disabilities. The collaboration between Penn and the City was recognized by President Gutmann who presented the first 'Healthy in Philadelphia Award' to Councilwoman Jannie Blackwell for her commitment to the health of West Philadelphia's older adult community, which played a role in the LIFE program's success. Councilwoman Blackwell said, "It's all about quality of life, we are all each other's brothers and sisters and we have to look out for one another."

Dr. Eileen Sullivan-Marx, associate dean of the School of Nursing, noted that it is fitting that the building is situated between two murals on Chestnut Street, one to the east, depicting Paul Robeson, a civic activist/radical and the other, to the west, a multi-generational mural.

"The LIFE program is the active personification of what nursing is all about and how healthcare can effectively and efficiently operate in this country," Judge Marjorie O. Rendell, the chair of the School of Nursing's Board of Overseers said. She noted that Pennsylvania has the third-highest elderly population in the country with 15.6 percent of the total population 65 and over. She added, "this program is a model for the state and the nation for how quality, eq-



Marjorie Rendell

uitable care can be provided, and can be provided cost effectively—the LIFE program is the solution." Those of us on the Board, "have been inspired by the talented faculty, dedicated Penn administration, and thoughtful community activists who were instrumental in the development and sustenance of this program over

the past 10 years," she said. The newly renovated 50,000 square-foot facility at 4508 Chestnut Street formerly housed the Mercy Douglass nursing home that was abandoned about eight years ago. Penn, as part of its commitment to its West Philadelphia neighborhood, facilitated the development of the building to meet the needs of the LIFE program which had been in two smaller sites, one at 41st and Woodland and the other at 38th and Market.

The center has an area on the first floor, known as the 'Circle of Care' for those with Alzheimer's or dementia. There, those members receive comprehensive care and are involved in art therapy as a means to communicate and manage their emotions.

The new facility has numerous choices of activities for its members; upstairs, a long hallway known as "Main Street" leads to various rooms for quite activities like reading, arts and crafts, sewing, or reflecting in a chapel, or more lively pursuits like singing in a choir, playing bingo or a game of pool, or those who want to try their hand at the slot machines. They also have art therapy, physical and occupational therapy, if needed. Portraits of dozens of the members line the halls; the photographs were taken by David Idun, the center's financial analyst.

One member said, "LIFE has saved my life!"



UC Green, with support from a PECO Exelon grant, and the assistance of some 50 volunteers from West Catholic High School, Penn School of Nursing and neighbors, planted 20 street trees on Arbor Day near the new LIFE building site, and was instrumental in landscaping the garden area, above.