

# UNIVERSITY OF PENNSYLVANIA Almanac

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## Penn Nursing Research Center Endowed: NewCourtland Center for Transitions and Health

NewCourtland Elder Services has made a \$5 million endowment gift to the Center for Transitions and Health at the University of Pennsylvania School of Nursing in support of the Center's work in the emerging field of transitional health. In recognition of the gift, only the second of its kind at this level in the School's history, the Center will be renamed the NewCourtland Center for Transitions and Health.

As the first center of its kind in the nation, the NewCourtland Center for Transitions and Health will serve as a hub for research, education and policy making related to the needs of those with chronic illnesses such as heart failure, diabetes or depression.

"We at Penn thank NewCourtland for the generosity and the foresight shown by this gift," President Amy Gutmann said. "Nursing science is critical to providing superior patient care, and the NewCourtland Center will provide a critically important venue for integrating knowledge, bringing together experts from multiple disciplines to better understand and solve the problems inherent in caring for the chronically ill."

The NewCourtland Center's goals include generating research findings related to:

- The trajectory of transitions in health among chronically ill populations and effects on caregivers.
- Mechanisms by which optimal health transitions are fostered.
- Effects of innovations in care to optimize health transitions.
- Use of evidence-based best practices to inform policy and practice.

"A gift like this makes an immeasurable difference in people's lives and is a substantive and significant contribution to health care," said Dr. Afaf I. Meleis, dean of Penn Nursing. "It also

represents a significant milestone in the Penn School of Nursing's strategic goals in the science of nursing. To those of us involved daily in the fight to improve human health and advance science, this kind of generosity is heartwarming. We are most grateful."

"One of our most pressing societal challenges and opportunities is to provide high quality, cost-effective, equitable solutions to minimize the effects of a growing epidemic of chronic illness on the lives of individuals, their family caregivers and the health-care system," said Dr. Mary Naylor, the Center director.

"This collaboration is a natural progression for the NewCourtland Elder Services network, as NewCourtland seeks to provide older Philadelphians with state-of-the-art health care and support services to aid in their transition throughout the continuum of care," said Gail Kass, president and CEO of NewCourtland Elder Services. "Our affiliation with the University of Pennsylvania and the key findings of the research obtained by Dr. Naylor's team will aid in NewCourtland's ongoing quest to improve the quality of life of those we serve while equipping those who serve them with innovative tools to provide the highest quality of care."

NewCourtland's commitment comes as a first-year highlight in Penn Nursing's \$60 million *Where Science Leads Campaign*, the largest fund-raising effort in the School's history (*Almanac* November 21, 2006). Launched in November 2006 and focused on building the future of nursing science, the *Where Science Leads Campaign* has targeted priority initiatives in nursing research, practice, academic programs and student financial aid as well as capital investments.

NewCourtland's President will present the check on October 19 at a special event at the Kimmel Center prior to the official launch of the Center at the School of Nursing on October 31.

## The Albert J. Stunkard Weight Management Program

Dr. Albert J. "Mickey" Stunkard, professor emeritus of psychiatry, and internationally renowned scholar, began his career at the University of Pennsylvania School of Medicine in 1957. To honor his 50 years of service at Penn and major contributions to the field of obesity research, Penn's Department of Psychiatry—which he chaired for 11 years—and the Center for Weight and Eating Disorders has opened the newly-established Albert J. Stunkard Weight Management Program.



Mickey Stunkard

The program offers comprehensive, medically-supported treatment to patients in a variety of ways, including individual and group treatment sessions. As part of UPHS, it draws on the expertise of specialists in several areas. The multidisciplinary treatment team provides patients with one-on-one consultations with nutritionists, exercise specialists, mental health professionals, and other medical specialists. Other services include: individual nutrition counseling, psychological counseling, resting metabolic rate, body composition analysis and physical fitness assessment.

The new program provides professional services to the general public rather than only to participants in research studies and collaborates with Penn's Center for Weight and Eating Disorders, founded by Dr. Stunkard over 45 years ago to better understand the causes of weight and weight-related disorders. Dr. Stunkard, directed

(continued on page 3)

## \$2 Million Gift from Alumnus to Support Entrepreneur-in-Residence Program and Wharton Fund

The Wharton School announced a \$2 million gift from alumnus Robert Haft, W '74, to establish the Robert Haft Entrepreneur-in-Residence Endowment Fund and to provide other unrestricted funding. Mr. Haft is the founder and chairman of Main Street Lender, and is founder of Morgan Noble, a healthcare investment company.



Robert Haft

The majority of the gift, \$1.875 million, will be used to endow the fall semester of Wharton's Entrepreneur-in-Residence Program. This leading program ([www.wep.wharton.upenn.edu/EIR/](http://www.wep.wharton.upenn.edu/EIR/)) brings highly accomplished entrepreneurs in

marketing, finance, manufacturing, real estate, and services to campus every week to meet with students in one-on-one meetings. Visiting entrepreneurs share their valuable insight and serve as career mentors for students.

"Wharton is making entrepreneurship an important discipline, much as it did for the real estate program a decade ago. Encouraging students to become entrepreneurs is a worthy endeavor for students and for society. Wharton provided me with the knowledge, contacts and confidence to forego a corporate position and start and grow several businesses," Mr. Haft said.

The other portion of Mr. Haft's gift will be used to provide unrestricted support of the School. It will be applied to Wharton's highest priority initiatives across a range of programs.

The Entrepreneur-in-Residence Program, an outreach activity of Wharton Entrepreneurial Programs (WEP), is one of many co-curricular initiatives that reflect WEP's commitment to supporting entrepreneurship campus-wide.

Since its inception, students as diverse as those from the schools of Design, Arts & Science, Medicine and Engineering have joined Wharton undergraduates and MBAs as participants in the program. In its six years, over 100 entrepreneurs have contributed to the program to the benefit of nearly 1,000 Penn students.

Mr. Haft received his undergraduate degree at Penn with a concentration in finance. He was recently named as a member of the Wharton School's Undergraduate Executive Board.

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# SENATE From the Senate Chair

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, October 17, 2007  
3-5 p.m.

Meyerson Conference Center  
Room 223, Van Pelt-Dietrich Library  
(The room is directly across from the elevator)  
Please Note Change in Meeting Room  
Note: PennCard needed to enter the Library

Reception: 5 p.m. Arthur Ross Gallery

1. Approval of the Minutes of September 19, 2007 (2 minutes)
2. Chair's Report (5 minutes)
3. Past-Chair's Report on Academic Planning and Budget & Capital Council (3 minutes)
4. Ballots: Nominating Committee (5 minutes)
5. Overview of the University's budget process (45 minutes)  
Presentation by Bonnie Gibson, Vice President,  
Office of Budget & Management Analysis
6. Provost Ron Daniels: Updates on the University (45 minutes)
7. New Business

### The Time is Now The Place is Penn: Celebration on the Green

The University-wide celebration for alumni, students, faculty and staff on Saturday, October 20 will signal the official launch of Penn's multi-billion dollar development campaign. It will include a welcome from Trustees Chairman James S. Riepe and President Amy Gutmann; a special preview of the campaign video featuring students, faculty, and alumni; a spectacular laser light show; food and beverages; a celebrity guest DJ and performances by Penn groups including: Counterparts, African Rhythms, Dhamaka, Off the Beat, Strictly Funk and the Penn Band. Those arriving on College Green at 6 p.m. will receive a special gift.

Register online: [www.alumni.upenn.edu/homecoming2007/theparty/](http://www.alumni.upenn.edu/homecoming2007/theparty/) by October 15.

### Penn Women's Center Director: Michele Goldfarb



Michele Goldfarb

Michele Goldfarb has assumed the role of director of the Penn Women's Center after taking last year to teach full-time at Penn Law in the school's litigation clinic.

Ms. Goldfarb takes a broad view of the role of the Penn Women's Center (PWC). "Foremost, we have to be relevant to today's generation of women," Ms. Goldfarb explained. "Issues for women and feminism, aren't the same as they

were 30 years ago. But there are still issues. The Women's Center is an informal setting where real women and men, across the age spectrum, can come together to share stories, ask questions and gain insight about work and life as a woman."

To help foster a dynamic community, Ms. Goldfarb has also initiated renovations to the PWC at 3643 Locust, many of which involve freeing the floorplan, creating open space, redesigning meeting, workshop and study areas and enabling wireless access throughout the building.

Ms. Goldfarb was previously the director of Penn's Office of Student Conduct, a position she held for 11 years (*Almanac* September 5, 2006).

She has maintained her connection with Penn Law's clinical programs as an adjunct professor, co-teaching in the mediation clinic.

Ms. Goldfarb has served on many University Committees charged with the creation and implementation of policy in a broad range of areas including academic integrity, substance abuse, confidentiality of student records, hazing and sexual assault. She has led numerous workshops and trainings on academic integrity and ethical issues. She is currently working on a project involving the interplay between changes in institutions of higher education in recent decades and the societal factors influencing those changes.

Previously she served as an Assistant District Attorney in Philadelphia and Assistant U.S. Attorney in Washington, D.C. where she prosecuted a wide variety of criminal offenses. As a full-time supervisor and faculty member at Penn Law's litigation clinic in the early 1990s, she gained extensive experience as an advocate for families, women, children and victims of abuse and other violence. She held clerkships with the Hon. Stanley S. Harris, District of Columbia Court of Appeals and the Hon. Phyllis W. Beck, Superior Court of Pennsylvania (the first female appellate judge in the Commonwealth).

Ms. Goldfarb received her B.A. at Oberlin College in 1972 and her J.D. at American University in 1975.

## Death

### Dr. Davis, Admissions



Ambrose Davis

Dr. Ambrose Davis, retired director of international recruitment development in the admissions office, died September 30, at the age of 71.

Dr. Davis, C '66, G '68, GRD '82, began his career at Penn in 1969 as an office manager in the department of dormitories for men. Later, he joined the admissions office where he served as director of international programs until 1983 and then as director of international recruitment development until his retirement in 2001.

As a supporter of the study abroad experience, Dr. Davis and his wife, Najma, worked together to make international students feel comfortable during their studies at Penn. "...Many international students who came to campus would gather at their house for home-cooked food," said Maryann McDonagh, regional director of international and transfer admissions. "They knew when they were homesick or in need of advice that they could turn to Ambrose and Najma." He also encouraged hesitant parents in other countries to allow their children to study abroad, when at the time such a concept was foreign. "Ambrose and Najma allowed many students to live at their house so their parents felt more comfortable with the idea of studying at Penn," added Ms. McDonagh.

Dr. Davis is survived by his wife, Najma, GRS '78 and his daughter, Kaya, C '99.

### Resolution of Appreciation for Martin Meyerson, 1922-2007

The Penn Press Board of Trustees unanimously approved the following resolution of appreciation for the work of Martin Meyerson, University of Pennsylvania President Emeritus, who died on June 2 at the age of 84 (*Almanac* July 17, 2007).

#### In Memoriam

For 26 years Martin Meyerson was closely involved with the University of Pennsylvania Press. In June 1971, soon after assuming the presidency of the University, Martin was appointed an Interim Director of the Press. He then chaired the Press's Board of Trustees from April 1984 until July 1997. In September 1997 he became Chair Emeritus. In celebration of his emeritus appointment, the Board established the Martin Meyerson Publication Fund to support exceptional books, especially in the fields of urban planning and design.

*Be it Resolved*, then, that the Trustees of the University of Pennsylvania Press, Inc., on behalf of themselves, the staff, the Faculty Editorial Board, and Press authors, hereby declare their gratitude to Martin Meyerson for having contributed significantly to the continuance and growth of Penn Press through his leadership, inspiration, and commitment. He will be remembered as one of the Press's true champions.

**Note:** See the Penn Press website to donate to the Martin Meyerson Publication Fund, <http://pennpress.typepad.com/pennpresslog/2007/09/resolution-of-a.html>.

## Ideas in Action: November 2

The Office of the Provost announces that applications are currently being accepted for Ideas in Action, a program supporting courses that provide undergraduates with the opportunity to conduct research based on real-world public policy issues. Ideas in Action courses are semester-long, faculty-led courses that allow students to analyze problems brought to the class by a distinguished policymaker. The idea is to link faculty, students, and community through the research enterprise. Students work throughout the semester to develop a final product which is then presented back to the policymaker and his/her organization. If circumstances allow, multiple policymakers may be involved and visit the class periodically over the course of the semester.

The Ideas in Action program funds undergraduate-level courses in any academic discipline, in any of the four undergraduate schools. Existing courses that have been re-worked to take advantage of Ideas in Action are eligible for funding as entirely new courses. The program is intended for standing faculty, although a limited number of grants may be awarded to non-standing faculty. A grant of up to \$5,000 is made available to each course to cover the cost of bringing the distinguished policymaker to campus, for housing while here, and incidentals such as a meal with the class. Instructor compensation is the responsibility of the academic department sponsoring the course.

The Fels Institute provides support for each Ideas in Action course during its development and at any time during the semester. If requested, Fels can assist in identifying an appropriate policymaker to work with the class. In addition, a project manager will be available to assist the instructor, policymakers, or students involved in the course. Fels can also make the students' research and findings available to policymakers across the nation and around the world through the Institute's website and other means. Ideas in Action courses may be cross-listed in the instructor's home school and also cross-listed at Fels under a 300 or 400-level course number to provide one-stop course shopping. For a list of courses that have been offered through the program, please visit [www.fels.upenn.edu/ideas-in-action.htm](http://www.fels.upenn.edu/ideas-in-action.htm).

The deadline for the current application cycle is *November 2, 2007*. Applications will be accepted for courses to be offered in any of the upcoming three terms: Spring 2008, Fall 2008, and Spring 2009. Applications are available from the Associate Provost, Dr. Andy Binns. To request an application form, send an e-mail to [provost-ed@upenn.edu](mailto:provost-ed@upenn.edu) with "Ideas in Action" in the subject line. Faculty members who wish to discuss a possible Ideas in Action course or would like assistance in preparing a proposal should contact Dr. Donald Kettl, director of the Fels Institute of Government at [dkettl@sas.upenn.edu](mailto:dkettl@sas.upenn.edu). Additional information is available at [www.fels.upenn.edu/ideas-in-action.htm](http://www.fels.upenn.edu/ideas-in-action.htm) or by contacting the Associate Provost for Education (215) 898-7225 or [provost-ed@upenn.edu](mailto:provost-ed@upenn.edu).

TO: Members of the University Community and West Philadelphia Community

## Nominations for Annual MLK Community Involvement Recognition Awards: December 7

In honor of the late Reverend Dr. Martin Luther King, Jr.'s recognition that community service is essential to the struggle for equality, the 2008 Dr. Martin Luther King, Jr. Commemorative Symposium on Social Change Executive Planning Committee of the University of Pennsylvania is pleased to announce the Thirteenth Annual Community Involvement Recognition Awards. The awards honor members of the Philadelphia community whose active service to others best exemplifies the ideals Dr. King espoused.

Three years ago, we added the Dr. Martin Luther King, Jr. Community Involvement Recognition Award in honor of Dr. Judith Rodin to honor her service and ensure that her legacy at Penn continues.

The Dr. Martin Luther King, Jr. Community Involvement Recognition Awards will be presented to:

1. Staff and students of the Penn community involved in community service.
2. Residents of the broader neighborhood community involved in community service.
3. Staff, students or residents who demonstrate significant contributions in community service through the advancement of education and educational opportunities in West Philadelphia.

The awards will be presented on January 23, 2008 as part of the University's commemoration of the King holiday.

We seek your help in nominating individuals whose work most merits recognition. Please share this information with others in your schools, departments, and organizations, so that we may identify those most deserving of this award. Nomination forms may be submitted through *December 7, 2007*. Nomination forms are available online at: [www.upenn.edu/aarc/Nomform.html](http://www.upenn.edu/aarc/Nomform.html).

Should you have any questions, please contact the African-American Resource Center at (215) 898-0104 or [aarc@pobox.upenn.edu](mailto:aarc@pobox.upenn.edu).

Thank you in advance for helping to pay special homage to those individuals who have demonstrated extraordinary service and commitment to enhancing the University of Pennsylvania and the West Philadelphia community.

"Life's most persistent and urgent question is, 'What are you doing for others?'"

Reverend Dr. Martin Luther King, Jr.

—2008 Dr. Martin Luther King, Jr. Commemorative Symposium Community Involvement Committee

## New Global Research Project: Melanoma and Behavior in the Sun

Summer is over, but researchers' concerns regarding sun exposure and melanoma risk continue. The University of Pennsylvania is a member of GenoMEL—an international research consortium coordinated by the University of Leeds—which has launched an on-line survey asking people about what they do in the sun and what they think about skin cancer. As coordinator of GenoMEL, professor Julia Newton Bishop, commented, "This is a great way for people to take part in research and to really make the most of the Internet. With an online survey we can involve thousands and thousands of people whereas with more traditional methods we could only reach a few hundred. This research is taking place in collaboration between many research groups worldwide and is funded by the European Union."

Completing the on-line survey takes between 20 to 30 minutes and consists of multiple-choice questions. There is an option to request information about how you can reduce your risk of developing skin cancer. This innovative research will examine two key questions:

- How do people interpret their risk of melanoma?
- What protective measures are acceptable to them?

The questionnaire will be available until the end of the year at [www.genomel.org](http://www.genomel.org). GenoMEL's website will carry regular updates on the progress of the research. The final results will help develop more effective skin cancer prevention strategies and inform GenoMEL's Internet based melanoma education packages.

For further information regarding this research project, please contact: Althea D. Ruffin, GenoMEL Project Manager, (215) 573-8897, or [adr@mail.med.upenn.edu](mailto:adr@mail.med.upenn.edu).

For further information regarding melanoma please visit [www.genomel.org](http://www.genomel.org).

## Stunkard Weight Management Program

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the program's (formerly the Obesity Research Group) research efforts and remains an active and integral member of the group. Renowned for his pioneering research on the causes, consequences, and treatment of obesity, he remains an energetic and productive investigator at the Center. Dr. Stunkard's research and dedication to patient care have been recognized by numerous awards, including his election to the Institute of Medicine of the National Academy of Sciences.

For more than 50 years, Dr. Stunkard has been a pioneer in the field of obesity and eating disorders. He was the first to describe the powerful environmental influence on obesity of social class and, through the study of identical twins separated at birth, of the even greater power of genetics. He has developed a widely-used questionnaire to assess the psychological aspects of eating behavior. He helped to define behavioral medicine as a field of intellectual endeavor and was an early President of the Society for Behavioral Medicine.

The Center's current director, Dr. Thomas A. Wadden, professor of psychology in psychiatry, came to Penn in 1981 and is a preeminent authority on the treatment of overweight patients, binge eating, and related problems. Under Dr. Wadden's leadership, the group continues to conduct a wide variety of studies on the causes and treatment of weight-related disorders. Dr. Wadden is the executive director of the new Program.

Dr. David Sarwer, associate professor of psychology in psychiatry is the director of clinical services for the Center; and director of the Weight Management Program. Andrea Diamond, a registered dietician, is the program director.

The Weight Management Program is located at 3535 Market Street. To schedule an initial consultation, attend an orientation for a group program or for more information call (215) 746-4100 or visit [www.med.upenn.edu/weightloss/](http://www.med.upenn.edu/weightloss/).

# Honors & Other Things

## MS Society's Hope Award: Mr. Cohen

Penn Term Trustee *David L. Cohen*, Law '81, was recently awarded the Hope Award, the National MS Society's highest honor for service and community involvement. Mr. Cohen was honored at the MS Dinner of Champions in September. "David always finds time to give back to others. He is truly a role model," said Ira Lubert, of Independence Capital Partners. Mr. Cohen is the Executive Vice President of Comcast Corp.

## Hirschmann Award: Dr. DeGrado



*William DeGrado*

*Dr. William DeGrado*, George W. Raiziss Professor of Biochemistry and Biophysics, received the American Chemical Society's 2008 Ralph F. Hirschmann Award in Peptide Chemistry, sponsored by Merck Research Laboratories. The award recognizes and encourages "outstanding achievements in the chemistry, biochemistry, and biophysics of peptides."

## Best Performing Schools: Penn Alexander School

The Penn Alexander School (PAS), Penn's partnership school, was recently ranked #1 in reading and #9 in math for K-8 schools in the School District of Philadelphia. The District made their announcement based on the Pennsylvania System of School Assessment (PSSA). In each grade and in each subject tested, PAS students outperformed the school district, and outperformed the entire Commonwealth in reading.

*Dr. Marilyn Sawyer Sommers*, Lillian S. Brunner Professor of Medical-Surgical Nursing, is the recipient of a four-year \$2.5 million grant jointly funded by the National Institute of Nursing Research (NINR) and National Institute of Mental Health. She will further explore her work "Injury from Sexual Assault: Addressing Health Disparity."

*Dr. Barbara Riegel*, associate professor of nursing, has been awarded a grant from the National Heart, Lung and Blood Institute of National Institutes of Health (NIH) for her proposal, "Impact of Sleepiness on Heart Failure Self-Care." This three-year award, in excess of \$700,000, will examine excessive daytime sleepiness (EDS) as a potential contributor to refractory problems with self-care in persons with heart failure, poor health-related quality of life, and unplanned hospitalizations.

Also, Dr. Riegel is the recipient of the 2008 University of Pennsylvania Institute on Aging pilot research grant for her project, "Symptom Recognition in Elders with Heart Failure."

The School of Nursing has received funding from the NIH National Institute of Nursing Research for an institutional training grant. The grant will be used for a project, "Individualized Care for At-Risk Older Adults." The grant will support pre- and post-doctoral training dedicated to aging research focused on at-risk chronically ill elders, and expanding the capacity for

## 2007 Sober Lecturer: Dr. Englander



*Walter Englander*

## Measey Basic Science Fellowships: Drs. Banerjee and Wang

*Dr. Arnob Banerjee*, post-doctoral fellow in the division of hematology/oncology, and *Dr. Gary Wang*, NRSA post-doctoral fellow in the division of infectious diseases, both in the School of Medicine, have been awarded the first Department of Medicine Measey Basic Science Fellowship Awards. The highly competitive award is aimed at physician-scientist fellows, and is designed to provide institutional support to senior fellows as they transition from research fellow to faculty member. Dr. Banerjee studies the function of microRNA in T-cells, and Dr. Wang studies Hepatitis C virus diversity and resistance through DNA bar coding and pyrosequencing.

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## School of Nursing Grants and Awards

collaborative and inter-disciplinary research in aging. *Dr. Neville E. Strumpf*, Edith Clemmer Steinbright Professor in Gerontology, is the director of the project; and *Dr. Mary Naylor*, Marian S. Ware Professor in Gerontology and *Dr. Kathryn Bowles*, associate professor of nursing are the co-directors.

*Dr. Norma Cuellar*, assistant professor of nursing, has received a NINR Mentored Research Scientist Development Award from the NIH for her project, "The Use of Valerian on Sleep in Persons with Restless Legs Syndrome." Dr. Cuellar's research focuses on sleep and complementary and alternative medicine.

*Dr. Anne Teitelman*, assistant professor of nursing, is the recipient of funding from the Developmental Core of the Penn Center for AIDS Research (CFAR) for her pilot study, "HIV/STI Risk Reduction for African-American Adolescent Girls: Addressing the Context of Abusive Relationships."

*Dr. Eun-Hi Kong*, visiting scholar, and *Dr. Lois Evans*, van Ameringen Professor in Nursing Excellence, have received a Hartford Center of Geriatric Nursing Excellence Frank Morgan Jones Pilot Program Award for their project, "How Do Family Caregivers' Beliefs About Dementia Differ Among Caucasian Americans, Korean Americans, and Koreans?"

*Dr. Stella Volpe*, Miriam Stirl Term Associate Professor of Nutrition, is the recipient of a

## Distinguished Daughter of Pennsylvania: Dr. Jemmott

*Dr. Loretta Sweet Jemmott*, van Ameringen

Professor in Psychiatric Mental Health Nursing and one of the nation's foremost researchers in the field of HIV/AIDS prevention among African American adolescents, has been named as a Distinguished Daughter of Pennsylvania by Governor Edward Rendell. Dr. Jemmott is one of seven women who



*Loretta Jemmott*

have been selected for this honor in 2007. On October 18, Governor Edward Rendell and First Lady Judge Marjorie Rendell—who is also a Distinguished Daughter—will host the Annual Awards Luncheon at the Governor's residence in Harrisburg.

## New Innovator Award: Dr. Shorter



*Jim Shorter*

*Dr. Jim Shorter*, assistant professor of biochemistry and biophysics, is the recipient of the 2007 NIH Director's New Innovator Award for his research in developing biochemical methods to combat diseases caused by nerve degeneration, such as Parkinson's, Alzheimer's and Huntington's Diseases.

\$50,000 award from the School of Nursing LIFE Research Initiative for her project, "Short-term Exercise on Body Weight in Overweight Elderly African American Women." Dr. Volpe's project will focus on weight loss in urban-dwelling, overweight and obese African American women of low-income who attend LIFE.

The following two strategic research plans have received awards from the American College of Radiology Health Research Formula Fund under the Tobacco Settlement Act:

"Identifying Interventions For Cancer Patients At High Risk For Poor Outcomes," documents the combined influence of gender, marital/partner status, and race in identifying patients with cancer at risk for poor outcomes in a pooled analysis of patients with cancers treated with radiotherapy on large, national clinical trials. PI is *Dr. Ben Movsas*, Henry Ford Health System; *Dr. Deb Bruner*, Independence Professor in Nursing Education, is co-investigator as is *Dr. James Coyne*, professor of psychiatry; *Charlene Bryan*, nursing postdoctoral fellow, is project manager.

"Factors Associated with Attrition in Radiation Therapy Oncology Group Clinical Trials" assesses key variables associated with attrition in all RTOG treatment studies that were opened to accrual as of January 1, 1985 and have completed accrual and had the primary endpoint published by January 1, 2005. PI is *Dr. Connie M. Ulrich*, assistant professor of bioethics and nursing.

## 2006-2007 Final Report of the Committee on Diversity & Equity

(formerly known as the Committee on Pluralism)

### 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 2006-2007

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:

- o *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.

- o *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.

- o *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:

- o *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.

- o *Campus Climate Survey (2003-04)*. A campus climate subcommittee was formed to develop recommendations whose work was described above.

- o *Social Interaction (2000-01, 2003-2005)*. 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 13 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:

- o 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.

- o 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.

- o 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 on 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.

### Committee on Diversity & Equity 2006-2007 Members

**Chair:** Bennett Johnson; **Interim Chair:** Judy Shea; **Faculty:** Camille Charles, Howard Stevenson, Rosalyn Watts, Irene Wong; **Students:** Shakirah Simley, Jerome Wright, Mahlet Mesfin, Susana Ramirez; **PPSA:** Marina DeScenza Walker, Karen Ringlaben; **WPSA:** Karima Williams, Mary Jones-Parker; **Staff:** Leah Popowich.

## Penn Employee Resource Fair: October 15

An Employee Resource Fair will take place in the Hall of Flags, Houston Hall, on *Monday, October 15*, from noon-2 p.m. The Office of the Executive Vice President, along with the Weekly-Paid Penn Professional Staff Assembly (WPSA) and Penn Professional Staff Assembly (PPSA), are joining together to present the Employee Resource Fair in order to increase awareness and provide information on the variety of services and programs available to all Penn employees. Dozens of offices and resource centers, including those listed below, will be present to provide information and answer questions.

There will be free raffle prizes, including *PennCash*, *Penn Bookstore gift cards*, and an *iPod!* Please bring a PennCard for the raffle.

Penn Dining will provide light refreshments while supplies last. Attendees will receive 10% off a \$6 purchase at Houston Market.

Free shredding! Never have time to shred your personal documents? Bring as much as you can carry and InfoGuard, Penn's shredding vendor, will shred it on site for free.

Please visit [www.upenn.edu/ppsa/](http://www.upenn.edu/ppsa/) for more information.

### Participants include:

- *Almanac*
- Audit, Compliance and Privacy
- Bank of America
- College of General Studies
- Computer Connection
- Department of Recreation
- Division of Business Services
- Division of Public Safety
- Environmental Health and Radiation Safety
- GMAC Mortgage
- Hilton Inn at Penn & Penne Restaurant
- Human Resources
- Institute of Contemporary Art
- Morris Arboretum
- Office of Affirmative Action and Equal Opportunity Programs
- PennCard Center
- Penn Athletics
- Penn Bookstore
- Penn Conference Services
- Penn Dining Services
- Penn Home Ownership Services
- Penn Housing Services
- Penn Ice Rink
- Penn Library—Public Services
- Penn Mail Services
- Penn Transportation and Parking
- Perelman Quadrangle Catering/Houston Market
- PhillyCarShare
- PNC Bank
- PPSA
- Publication Services
- Purchasing Services
- School of Social Policy and Practice
- University Club
- University of Pennsylvania Federal Credit Union
- University Square
- Wachovia Bank
- Wharton Programs for Working Professionals
- WPSA
- WXPB



## Penn's Way 2008

### Week Two Raffle: October 8-12

To qualify for the week's raffle, you must participate online at [www.upenn.edu/pennsaway](http://www.upenn.edu/pennsaway) by 5 p.m. on *Friday, October 12* or turn in your completed pledge form sealed in a confidential white intramural envelope to the Payroll Office by noon on Friday. Raffle winners for week two will be randomly selected Monday, October 15 and will be announced in *Almanac*.

Business Services—University of Pennsylvania Photograph Book

Business Services—Class of 1923 Coupon Booklet Containing 10 Admission Tickets

Business Services—\$100 Gift Certificate for Penne Restaurant at The Inn at Penn

Business Services—\$25 Gift Card from the Penn Bookstore (Barnes and Noble)

Staples—HP Photo Printer

Annenberg Center for the Performing Arts—Voucher for 2 Tickets—José Limon Dance Company on 12/8

Radisson Plaza-Warwick Hotel—One Overnight stay

Ruth's Chris Steak House—\$50 Gift Card

Athletics—Sports Pak #4: Football 11/3 vs. Princeton (4 tickets) and Wrestling 2/15 vs. Columbia (3 tickets)

Athletics—Sports Pak #5: Football 11/3 vs. Princeton (4 tickets) and Wrestling 2/15 vs. Columbia (3 tickets)

Athletics—Sports Pak #6: Football 11/3 vs. Princeton (2 tickets) and Wrestling 2/15 vs. Columbia (2 tickets)

Athletics—Men's Basketball vs. Drexel (4 tickets)

—Rob Eich, Penn's Way Campaign

### Drug-Free Work Week: October 14 – 20

This year's national Drug-Free Work Week will be held *October 14-20, 2007*. The University of Pennsylvania values the health and safety of the entire Penn community, and is committed to maintaining a drug-free workplace year-round. We'd like to take this opportunity to remind you of Penn's policies and resources regarding this serious issue.

Drug and alcohol abuse can have a significant negative impact on the person with the substance abuse problem, as well as his/her family, friends, and co-workers. Penn prohibits the unlawful manufacture, distribution, dispensation, sale, possession or use of any drug by its employees in its workplace. Please take this time to review the University's drug and alcohol policies, which are listed below:

• The University's Drug-Free Workplace policy: [www.hr.upenn.edu/policy/policies/705.asp](http://www.hr.upenn.edu/policy/policies/705.asp)

• The University's Alcohol and Drug Policy: [www.vpul.upenn.edu/alcohol/policy.html](http://www.vpul.upenn.edu/alcohol/policy.html)

If you or a family member has a substance abuse problem, we encourage you to seek help. Penn provides free, confidential counseling services for you and your immediate family members through the Employee Assistance Program (EAP). The EAP is designed to provide assistance with issues and challenges that may interfere with your personal or professional life, including serious issues such as substance abuse. You can contact Penn's Employee Assistance Program (EAP), Penn Behavioral Health, at 1-888-321-4433, 24 hours a day, 7 days a week.

For more information, visit the Human Resources website at [www.hr.upenn.edu/quality/wellness/eap.asp](http://www.hr.upenn.edu/quality/wellness/eap.asp), or go to the EAP website at [www.pennbehavioralhealth.org](http://www.pennbehavioralhealth.org) (specific information about addictions is available at [www.pennbehavioralhealth.org/employeeServ/resources/index\\_bhr.html](http://www.pennbehavioralhealth.org/employeeServ/resources/index_bhr.html)).

—Division of Human Resources

## One Step Ahead

Security & Privacy  
Made Simple

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

### Working at Home and Other Remote Locations: Recognize the Data Privacy and Security Risks

Working at home and while traveling are becoming common phenomena in our society—including the Penn community. "Virtual offices" can be created almost anywhere using current technology, and flexible work scheduling is expanding in large part because of technology's impact. The convenience that these developments make possible is accompanied, however, by increased risks to data privacy and security.

For example, assume for a moment that you are working with confidential University data on your home desktop or your laptop. Is the machine properly protected with updated anti-virus software and a firewall? Without these you are running an unnecessary risk of having confidential Penn data hacked. Has a family member perhaps downloaded file-sharing software to your computer? If so, another machine running that software could potentially access all of the data—including the University information—on your hard drive, not just the files that your family member intended to share.

It is critical to be aware that working with confidential Penn data on personal desktops and laptops gives rise to significant new privacy and security risks. To help address these risks, the following steps are recommended:

• Minimize—and if possible avoid—use of personally-owned machines to access confidential University data such as SSNs, health information, credit card data, student records, and financial information.

• Be especially cautious regarding computers used by others who may have downloaded dangerous software such as file-sharing tools.

• Protect your machine with a Penn-recommended security suite.

• Encrypt any confidential data that is stored locally on your computer.

It is also crucial not to use computers whose security level is unknown—such as public machines in libraries and Internet cafes—to gain access to confidential University data.

For some basic tips on protecting your computer's security visit the Hot Links listed at [www.upenn.edu/computing/index.html](http://www.upenn.edu/computing/index.html).

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

### Almanac On-the-Go: RSS Feeds



*Almanac* provides links to select stories each week there is an issue. Visit *Almanac's* website, [www.upenn.edu/almanac](http://www.upenn.edu/almanac) for instructions on how to subscribe to the *Almanac* RSS Feed.

# Update

October AT PENN

## EXHIBITS

**10** *Metamorphosis: Journey to the Universe: New Paintings by David Lawrence*; multicultural works based on the spiritual motifs of ancient cultures; reception: October 12, 5 p.m. Through November 8 (World Cafe Live).

**11** *The Casual Passer-By I Met at 3:01 pm, Philadelphia, April 9, 2007*; outdoor installation featuring the work of artist Braco Dimitrijević; Fresh grocer garage (October); Fisher-Bennett Hall (November); reception: 5:30 p.m. Through November 30 (Slought).

**13** *The Ways to Post History: A Retrospective*; Braco Dimitrijević; reception: 6 p.m.; Slought Foundation. Through November 28 (Slought).

## FILMS

**10** *As Real As Your Life*; Michael Highland; 7 p.m.; Wu and Chen Auditorium, Levine Hall (Weiss Tech House).

*The Big Lebowski*; 9 p.m.; Sky Lounge, Harrison College House; PennCard needed (Cinema Studies).

**11** *Rakhshan Bani-Etemad's The May Lady*; 5 p.m.; A4, DRLB (Cinema Studies).

## MUSIC

**12** *WXPN Free at Noon Concert: Steve Earle*; noon; World Cafe Live; register: [www.xpn.org](http://www.xpn.org).

## READING

**11** *Barry Nemett-Crooked Tracks*; 5 p.m.; rm. B-3, Meyerson Hall (Fine Arts).

## TALKS

**11** *Designing the Smart House: Posthuman Domesticity and Conspicuous Production*; Lynn Spiegel, Northwestern University; 11 a.m.; rm. 138, Fisher-Bennett Hall (Cinema Studies).



*Birth of Pyramidism* by David Lawrence; from his exhibit at World Cafe Live through November 8. Opening reception: October 12 at 5 p.m.

*Partitioning the Genome: Mechanisms that Ensure Accurate Chromosome Segregation in Cell Division*; Michael Lampson, biology; noon; Austrian Auditorium, CRB (Biochemistry and Biophysics).

*The Current Situation in Bangladesh*; Jon Cebra, former director of the American Center, Dhaka; noon; rm. 816, Williams Hall (South Asia Studies).

*Academic Mothers: Breaking the Boundaries of Intellectual Work*; Venitha Pillay, University of Pretoria; noon; rm. 203, GSE (GSE).

**Deadlines:** Submissions for the Update are due every Monday for the following Tuesday's issue. The deadline for the November AT PENN is *Tuesday, October 16*. For information see [www.upenn.edu/almanac/calendar/caldead-real.html](http://www.upenn.edu/almanac/calendar/caldead-real.html).

## Locust Walk Homecoming Run

PennRec is hosting the annual Locust Walk Homecoming Run on Saturday, *October 20*. The two-mile course runs through campus on Locust Walk, beginning at 34th Street at 8:30 a.m. The entry fee is \$15 for pre-registration and \$20 for race-day registration. (Make checks payable to "PennRec.") Commemorative "Locust Walk Homecoming Run" shirts will be given out on race day to all pre-registered participants. Participants who register on race day are not guaranteed a t-shirt.



To request a registration form see [www.upenn.edu/recreation/](http://www.upenn.edu/recreation/) or call (215) 898-6100. Mail form to Locust Walk Homecoming Run, c/o Department of Recreation, Pottruck Center, 3701 Walnut Street, Philadelphia, PA 19104.

## CLASSIFIEDS—UNIVERSITY

### RESEARCH

**Calling All Bones.** African American and Caucasian men ages 61-78 AND African American women ages 71-78 invited to take part in a research study. You will not be required to take any medications. We will evaluate the health and strength of your bones. You will receive results of your bone test. You will be compensated for your time. Call (215) 590-0499.

**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 Terry Scattergood at (215) 898-5664 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](http://www.upenn.edu/almanac/faqs.html#ad).

## 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 **September 24-30, 2007**. Also reported were 13 crimes against property (including 12 thefts and 1 robbery). Full reports are available at: [www.upenn.edu/almanac/volumes/v54/n07/creport.html](http://www.upenn.edu/almanac/volumes/v54/n07/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 **September 24-30, 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.

09/25/07	11:29 PM	200 33rd St	Offender wanted on warrants/Arrest
09/28/07	12:32 AM	4000 Irving St	Offender cited for city code violation
09/28/07	12:49 AM	40th and Ludlow Sts	Offender in possession of narcotics/Arrest
09/28/07	6:28 AM	Civic Center Blvd	Male wanted on warrant/Arrest
09/28/07	6:48 PM	4000 Walnut St	Male punched by unknown person
09/28/07	8:06 PM	4000 Chestnut St	Male cited for public urination
09/29/07	1:14 AM	3801 Chestnut St	Complainant assaulted/3 Arrests
09/29/07	8:14 PM	4001 Walnut St	Merchandise taken without payment/Arrest
09/29/07	11:34 PM	300 34th St	Male causing disturbance on highway/Arrest
09/30/07	2:28 AM	3900 Sansom St	Male cited for public urination
09/30/07	7:10 PM	100 38th St	Offender wanted on warrant/Issued new court date
09/30/07	11:35 PM	3900 Market St	Offender wanted on warrant/Issued new court date

## 18th District Report

12 incidents with 3 arrests (including 9 robberies and 3 aggravated assaults) were reported between **September 24-30, 2007** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

09/24/07	10:41 PM	4700 Walnut St	Robbery
09/24/07	11:00 PM	4400 Chestnut St	Robbery
09/26/07	9:36 PM	5100 Chancellor St	Robbery
09/26/07	5:56 PM	4625 Pine St	Robbery
09/27/07	9:01 PM	4702 Chestnut St	Aggravated Assault/Arrest
09/27/07	12:40 AM	5100 Spruce St	Aggravated Assault
09/27/07	2:08 AM	4434 Ludlow St	Robbery
09/28/07	9:01 PM	100 Farragut St	Robbery
09/28/07	2:05 AM	5100 Baltimore Ave	Robbery
09/29/07	1:48 AM	3800 Chestnut St	Aggravated Assault/Arrest
09/29/07	9:02 PM	4001 Walnut St	Robbery/Arrest
09/30/07	4:15 AM	4500 Walnut St	Robbery



# Almanac

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URL: [www.upenn.edu/almanac](http://www.upenn.edu/almanac)

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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).

# BENCHMARKS

Since 1956, Penn has celebrated a rite of passage each year for faculty and staff of all ranks who meet only one common requisite: they have been members of the University community for 25 years. Another 140 new members crossed the 25-year mark in 2007 and will be inducted at the University of Pennsylvania 25-Year Club celebration on Thursday, October 11.

## 25-Year Club: New Members for 2007

- Dr. William R. Abrams, Biochemistry/Dental Med  
Mr. John Andrews-Labenski, Psychology/SAS  
Mr. Michael V. Archey, Biddle Library/Law  
Mr. Mark F. Aseltine, Technology Support Services/ISC  
Ms. Susan Bakewell, Sachs Family & Community Health/Nursing  
Dr. Elliot S. Barnathan, Admin/Med  
Ms. Agnieszka Baumritter, Admin/Med  
Mr. Ronald Becker, Operations and Maintenance/Facilities  
Mr. Stanley L. Bergman, Recreation and Intercollegiate Athletics/Recreation & Athletics  
Dr. Jeffrey Blum, Pedodontics/Dental Med  
Dr. Daniel Kent Bogen, Bioengineering/SEAS  
Dr. Normand Simon J. Boucher, Orthodontics/Dental Med  
Ms. Conchita T. Burwell, General Counsel/President's Center  
Dr. Rebecca W. Bushnell, Admin/SAS  
Ms. Noreen Caden, Social Work/SP2  
Mr. Stuart Alan Campbell, Student Financial Services/Finance  
Mr. Rennard Carmichael, Technology Support Services/ISC  
Dr. Brenda B. Casper, Biology/SAS  
Dr. Theodore G. Cheek, Admin/Med  
Mr. Timothy P. Cheney, Population Studies Center/SAS  
Dr. Ted C. K. Chinburg, Mathematics/SAS  
Dr. Thomas J. Conahan, Admin/Med  
Ms. Julia Moore Converse, External Relations/Design  
Dr. Nancy E. Cooke, Endocrinology, Diabetes, and Metabolism/Med  
Mr. Timothy Crawford, Penn Museum  
Mr. Patrick Crilly, Environmental Services/Facilities  
Dr. Gary Walter Crooks, Medicine/Med  
Ms. Vicki Lynn Culbreath, Clinical Management/Dental Med  
Mrs. Peggy L. Curchack, Career Services/Student Services  
Dr. Richard S. Davidson, McKay Orthopaedic Research Laboratory/Med  
Dr. Susan B. Davidson, Computer Information Sciences/SEAS  
Mr. Dennis D. Deegan, Human Resources  
Ms. Lisa Desiderio, Admin/Med  
Dr. Dennis M. DeTurck, Admin/SAS  
Mr. Anthony G. Devalerio, Operations and Maintenance/Facilities  
Dr. Harold Lewis Dibble, Anthropology/SAS  
Dr. David L. Diefenderfer, Clinical Studies-Phila/Vet  
Mr. Timothy N. Dillard, Abramson Family Cancer Research Institute/Med  
Dr. Pamela G. Doray, Restorative/Dental Med  
Mr. Jehoshua Eliashberg, Marketing/Wharton  
Dr. Douglas C. Ewbank, Sociology/SAS  
Mr. Richard Farley, Architecture/Design  
Mrs. Sharon S. Ferraiolo, SEAS  
Ms. Karen F. Fishman, Clinical Studies-Phila/Vet  
Dr. Mary Ann Forcica, Admin/Med  
Mr. Bruce D. Freedman, Pathobiology/Vet  
Mr. Brian Friel, Environmental Services/Facilities  
Mr. Jerry Friel, Facilities/Dental Med  
Dr. David T. Galligan, NBC/Vet  
Mr. Joseph G. Gentile, Operations and Maintenance/Facilities  
Ms. Donna L. George, Admin/Med  
Mr. John T. Gillespie, Communications/Development  
Ms. Harriet R. Goodstein, Admin/Med  
Ms. Jean D. Gurley, Economics/SAS  
Dr. Paul D. Guyer, Philosophy/SAS  
Dr. Mary C. Harris, Admin/Med  
Dr. Paul A. Heiney, Physics and Astronomy/SAS  
Mr. Walter Isard, Economics/SAS  
Ms. Pamela H. Jardine, Penn Museum  
Mr. Robert L. Jones, Environmental Services/Facilities  
Dr. Jeffrey L. Kallberg, Music/SAS  
Ms. Adria H. Katz, Penn Museum  
Dr. Donald B. Keim, Finance/Wharton  
Ms. Barbara Ann Keyes, Managed Dining/Business Services  
Mr. John R. Kimberly, Management/Wharton  
Mrs. Judith L. Kinman, Admin/Med  
Ms. Sharon L. Klingsberg, Student Life/Student Services  
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Dr. Brian M. Korff, Restorative/Dental Med  
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Mr. Paul McGonigle, Pharmacology/Med  
Mr. Weldon McIntyre, Managed Dining/Business Services  
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Dr. Celeste C. Mruk, Medicine/Med  
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Mr. Lloyd G. Ricketts, Environmental Service/Facilities  
Dr. David Gilman Romano, Penn Museum  
Dr. Michael W. Ross, Clinical Studies-NBC/Vet  
Mrs. Eleanor C. Rupsis, Housing Services/Campus Services  
Mrs. Susan R. Ryan, Admin/Med  
Mrs. Denise Siegfried Scala, Nursing  
Dr. Andre Scedrov, Mathematics/SAS  
Dr. Norman M. Schechter, Admin/Med  
Ms. Jill Schneider, Admin/Med  
Mr. Peter E. Schulman, Psychology/SAS  
Ms. Marion Oronzi Scott, Admin/Med  
Dr. Rajnikant K. Shah, Restorative/Dental Med  
Dr. Gregory P. Shea, Management/Wharton  
Mr. Darryl Shelton, Operations and Maintenance/Facilities  
Ms. Carol Ann Slaughter, Managed Dining/Business Services  
Ms. Maria I. Smolka-Day, Biddle Library/Law  
Dr. Stephen A. Solotoff, Dermatology/Med  
Mrs. Georgia A. Spica, Research Support Services/Med  
Dr. Uriel Spiegel, Economics/SAS  
Ms. Brenda J. Spurgeon, Diabetes/Med  
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