

# Almanac

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## Donald F. Kettl: Robert A. Fox Leadership Professor



Donald Kettl

Dr. Donald F. Kettl, professor in the department of political science, has been named the Robert A. Fox Leadership Professor, SAS Dean Rebecca W. Bushnell has announced. Dr. Kettl is also director of Penn's Fels Institute of Government. His research primarily focuses on public policy and public management. He previously held the Stanley I. Sheerr Endowed Term Professorship in the Social Sciences.

Dr. Kettl has written and edited a dozen books and monographs, including *On Risk and Disaster: Lessons from Hurricane Katrina* and *The Global Public Management Revolution*. He has appeared on national television shows ranging from *Good Morning America* to public television's *News Hour*, and he has contributed to op-ed pages in major newspapers, including *The New York Times* and *The Chicago Tribune*. Since 1998 he has written a regular column for *Governance* magazine called "Potomac Chronicle," which is read by leading state and local government officials around the country. Dr. Kettl has also consulted for a broad array of public organizations and has advised the White House during both Republican and Democratic administrations.

Two of Dr. Kettl's books, *System under Stress: Homeland Security and American Politics* and *The Transformation of Governance: Public Administration for the 21st Century*,

have been co-winners of the Louis Brownlow Book Award of the National Academy of Public Administration. He is also the recipient of the Warner W. Stockberger Achievement Award from the International Public Management Association for Human Resources and the Donald C. Stone Award and Charles H. Levine Memorial Award from the American Society for Public Administration.

Prior to his appointment at Penn, Dr. Kettl taught at the University of Wisconsin-Madison, Vanderbilt University, the University of Virginia and Columbia University. He received his bachelor's and doctorate degrees from Yale University and is a fellow of Phi Beta Kappa and the National Academy of Public Administration.

The Robert A. Fox Leadership Professorship is one of three chairs established by Robert A. Fox, C '52, and his wife Penny Grossman Fox, Ed '53, in association with the Robert A. Fox Leadership Program. Mr. Fox is the chairman and CEO of R.A.F. Industries Inc., a private investment company that owns and manages a diversified group of operating companies and venture capital investments. He is an emeritus trustee at Penn and serves on the Penn Medicine Board of Trustees and the Athletics Board of Overseers. In 1999, he received the Alumni Award of Merit, the highest award presented by Penn Alumni, given in recognition of outstanding service to the University. Mrs. Fox serves on the boards of the Philadelphia Museum of Art, the Moore College of Art and Design and the Pennsylvania Ballet. In addition to founding and endowing the Fox Program, the Foxes support a variety of areas of the University, including Penn Medicine, athletics, undergraduate financial aid, and student life with the establishment of the Bob and Penny Fox Student Art Gallery in Logan Hall.

## Leonore Annenberg/Woodrow Wilson Teaching Program

The University of Pennsylvania has been selected by the Woodrow Wilson National Fellowship Foundation as one of four sites to host the new Leonore Annenberg/Woodrow Wilson Teaching Fellowship program.

The program is designed to encourage Penn's undergraduate arts-and-sciences students to seek long-term teaching careers in high-need public school classrooms. Candidates who agree to teach for three years in low-income schools will each receive a \$30,000 stipend to support one year of graduate education at one of four of the nation's top teacher-education programs.

Funding is provided through a \$5 million grant from the Annenberg Foundation and a \$1 million grant from the Carnegie Corporation of New York. Annenberg Teaching Fellowship programs are also based at Stanford University, the University of Virginia and the University of Washington.

Faculty from Penn's School of Arts and Sciences and Graduate School of Education will be involved in the curriculum development and nomination process, seeking candidates who show a commitment to high-need communities, education and schoolchildren. Penn students who have participated in academically based community service programs through Penn's Netter Center for Community Partnerships will be encouraged to apply.

The first fellows will be named in the spring of 2009 during their senior year. They will begin their master's degrees and student teaching during the 2009-10 academic year, and they will start classroom teaching as public school employees in 2010. The fellows will work with local school districts to get classroom training during their graduate course work. The program is expected to produce 100 Annenberg Fellows, 25 at each of the participating universities.

The Annenberg Foundation also launched an inaugural state fellowship program in Indiana, with plans to extend such programs to all states. Both the state and national programs have been developed to overhaul teacher education programs, bring strong teachers into high-need schools, attract the best candidates to the profession through high visibility of the fellowships and reduce the teacher attrition rate through intensive preparation and on-going mentoring.

The fellowship is named for Leonore Annenberg, president and chairman of the Annenberg Foundation and former chief of protocol of the US.

## Michael Van Valkenburgh Associates to Design Penn Park

The University of Pennsylvania has selected Michael Van Valkenburgh Associates as the designer for Penn Park, a 24-acre space for athletics, recreation and open space.

Penn Park is the centerpiece of *Penn Connects—A Vision For the Future*, the University's 30-year master plan published in 2006. With an emphasis on strengthening physical connections to Center City Philadelphia, Penn Park replaces 14 acres of parking lots formerly owned by the US Postal Service. Penn Park will enhance existing athletic facilities substantially by adding soccer and softball fields and tennis courts, as well as additional open space and parks.

The plan also includes reconfiguring 10 acres of athletic facilities to the south of Penn Park to complete a 24-acre green swath from Walnut to South streets. Completion is expected in late 2010.

"Penn Park will become a gathering place for students, athletes and community members in an environmentally sustainable and vibrant atmosphere," President Amy Gutmann said. "It is the symbolic heart of the *Penn Connects* plan, and its network of green spaces, pocket parks and recreation and athletic facilities will benefit both the campus and the city."

Michael Van Valkenburgh Associates is an award-winning landscape design firm with experience in higher education and athletic and recreational spaces. The firm partnered with Penn on the Module VII Chiller Plant, which won the American Institute of Architects Honor Award in 2001 (*Almanac* January 16, 2001).

Additional information about *Penn Connects* and Penn Park is available at [www.pennconnects.upenn.edu](http://www.pennconnects.upenn.edu).

## IN THIS ISSUE

- 2 Senate: SEC Actions & Agenda; Death; Council Agenda
  - 3 Trustees' Coverage; RecycleMania Update; OF RECORD: PhD Tuition
  - 4 Honors & Other Things: Departmental Libraries Dir.
  - 5 Grants; Director of Security and Technical Services; Women of Color Day Conference & Luncheon
  - 6 HR: Health Aware; Upcoming Programs; Extra Compensation Policy; Summary Annual Report
  - 8 Council: Call for Volunteers for 2008-2009
  - 9 A Commitment to Workforce Diversity
  - 10 Relay for Life; Penn's Personal Purchase Program; EHRS Training; One Step Ahead: Privacy Tip
  - 11 UPennAlert Test; Update; CrimeStats; Classifieds
  - 12 Research Roundup
- Pullout: March AT PENN**

The following is published in accordance with the Faculty Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments 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 Actions

Wednesday, February 20, 2008

**Chair's Report** Faculty Senate Chair Larry Gladney noted the next SEC meeting will be in two weeks on March 5th and will start at 2:30 p.m. The March meeting will feature discussions on the 2006-2007 Annual Report of the Economic Status of the Faculty, mandatory faculty disclosure, and a presentation on Copyright in the Digital Age by Robert R. Terrell, Associate General Counsel of the University of Pennsylvania. Dr. Gladney urged SEC members to review the March meeting documents prior to the meeting and reminded SEC members that the meeting will start at 2:30 p.m.

**Diversity in Faculty Hiring** *The Need and the Challenge.* Wendy White, Senior Vice President, Office of the General Counsel discussed the legal framework of diversity in faculty hiring.

**Updates on the Faculty** Provost Ron Daniels discussed the Progress Report on Minority Equity reviewing progress in faculty recruitment and retention, strengthening faculty information systems, challenges of opening the pipeline, and continuing efforts to build a diverse faculty. Provost Daniels noted the new addition of Table 3: Standing Faculty by School Department, which allows for better data collection and analysis. Measurements of excellence to eminence were discussed including the importance of metrics, and continuous evaluation. The University of Pennsylvania's unique qualities of interdisciplinary collaboration and connection to the city were also noted.

**Interim Report from the Senate Committee on Students and Educational Policy (SCSEP)** Associate Professor Paul Sniegowski discussed the Graduate Tuition Reform report which compares the current system of graduate tuition costs to a proposed new "flat tuition" system. Dr. Sniegowski reviewed the report which focuses on PhD education and addresses the following questions: What is the current system of graduate tuition costs? What is the motivation for reform? What is the proposed new system, and what aspects of the new system are problematic or beneficial? Dr. Sniegowski discussed the recommendations: assurance that the administration will monitor the effects of the new tuition system and take steps to maintain equitable graduate funding across schools, conduct a review of the effects of graduate tuition reform after three years, and for faculty to stay alert for unanticipated negative consequences of the new tuition system and bring them to the attention of the administration.

The following agenda is published in accordance with Faculty Senate Rules. Any member of the standing faculty may 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

Room 205 College Hall

Wednesday, March 5, 2008 2:30-5 p.m.

Please note meeting will start at 2:30 p.m.

1. Approval of the minutes of February 20, 2008 (1 minute)
2. Chair's Report (10 minutes)
3. Past Chair's Report (3 minutes)
4. Discussion on mandatory faculty self-disclosure (45 minutes)  
Professor Steven Phipps, Chair  
Senate Committee on Faculty and the Academic Mission (SCOF)
5. The Economic Status of the Faculty Report (45 minutes)  
Professor Laura Perna, Chair  
Senate Committee on the Economic Status of the Faculty (SCESF)
6. Copyright in the Digital Age (30 minutes)  
Presentation by Robert R. Terrell,  
Associate General Counsel of the University of Pennsylvania
7. New Business

## Agenda for University Council Meeting

Wednesday, February 27, 2008, 4 p.m.  
Bodek Lounge, Houston Hall

- I. Approval of the Minutes of January 30, 2008. (1 minute)
- II. Follow-up Comments or Questions on Status Reports. (5 minutes)
- III. Discussion of the Recruitment and Retention of Preeminent and Diverse Faculty. (45 minutes)
- IV. Reminder of March 26th Open Forum. (1 minute)
- V. New Business. (5 minutes)
- VI. Adjournment by 5 p.m.

### Open Forum Announcement

Any member of the University may suggest questions or proposals for the consideration of the University Council by submitting them in writing to the Steering Committee addressed to the Chair of the Steering Committee, in care of the Faculty Senate Office (senate@pobox.upenn.edu). At any Council meeting, a member of the Council may propose and a majority of those voting may adopt an item for the agenda of the next meeting. (Section IV. 3 of the University Council Bylaws.)

## Death

### Mr. van Merkensteijn, Organizational Dynamics



Eric van Merkensteijn

Eric van Merkensteijn, lecturer for the Center for Organizational Dynamics, passed away February 14, following surgery. He was 61 years old.

A native of the Netherlands, Mr. van Merkensteijn graduated from the College in 1968. That same year, he joined the staff of Penn's English Language Laboratory, eventually serving as its director. He continued his education at Penn and went on to earn both an MBA and MS in education in 1971 and 1973, respectively. Mr. van Merkensteijn joined Wharton in 1975 serving as associate dean of finance and administration and later as adjunct professor of public policy and management. In 1985 he began teaching at the Center for Organizational Dynamics, a position he held at the time of his death. Mr. van Merkensteijn co-authored *To Improve Office Design ... Turn it Upside Down*.

Over the years he consulted on issues of generational transfers and other intra-family matters for several local and regional family businesses. Always interested in entrepreneurship, he realized his personal dream of being a restaurateur in the 1990s, when he opened Van M's Music Bar & Grille in Old City, Philadelphia.

Mr. van Merkensteijn is survived by his wife, Sallie London Griffin; children, Anne, James, and Clare; and grandchildren, Julia, Sophia, Mattias, Gabriel, Tobi, and Henry.

Donations may be made to the Opera Company of Philadelphia, 1420 Locust St., Ste. 210, Philadelphia, PA 19102 or to the Friends of the Free Library of Philadelphia, 1901 Vine St., Philadelphia, PA 19103.

Plans for a University memorial service and a scholarship fund have not yet been released.

### 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](mailto:record@ben.dev.upenn.edu).

## Trustees' Meeting Coverage

At last Friday's Stated Meeting of the University Trustees, Chair James Riepe announced that *Making History: The Campaign for Penn* has already exceeded the half way mark. President Amy Gutmann elaborated in her report; she noted that Penn has raised \$1.81 billion toward the \$3 billion goal announced in October 2007. Dr. Gutmann thanked those who have recently made major gifts including Christopher Browne, Robert A. and Penny Fox and Edward and Barbara Netter; she also mentioned a \$6 million gift for the Center of Judaic Studies in memory of Herb Katz, the first chair of the Center's board of overseers. Dr. Gutmann presented a resolution to appoint Stephen D. Golding as Vice President for Finance and Treasurer; as well as a resolution of appreciation for Frank E. Claus who recently served in that role on an interim basis.

Provost Ron Daniels spoke about some of Wharton's efforts toward internationalization such as the executive education program that is available at several locations around the world and *Knowledge@Wharton*, with its 9 million subscribers, and versions in four languages.

EVP Craig Carnaroli presented the financial report for the six months ending December 31, 2007. For the Consolidated University, total net assets increased 4.2% to \$9.1 billion. The total endowment value as of the end of 2007 is \$6.78 billion, a 2.2% increase over June 30, 2007. For the Academic Component, the total endowment value (University only) increased \$125.3 million (2.3%) to \$5.7 billion. The Health System Component reported a 4.5% increase in adjusted admissions; an increase of \$30.2 million in total unrestricted net assets as well as an excess of revenue over expenses from operations of \$129.2 million.

Dr. Arthur Rubenstein's Penn Medicine Report noted that they have a sound financial environment in spite of the federal government reducing funding for NIH grants. He also noted that the patient who got a temporary total artificial heart at HUP last February (*Almanac* February 27, 2007), has since received a donor heart and is doing well. President Gutmann noted that Trustee Bob Fox exemplifies integrating knowledge having donated not only to endow the Fox Leadership Program as well as to the School of Medicine and to Athletics.

Dr. Susan Taylor reported that the Neighbor-

hood Initiatives Committee heard about the impressions and aspirations of GSE's new dean, Dr. Andrew Porter. The committee also had a presentation from VP for Public Safety Maureen Rush who described the upcoming test of the UPennAlert system, gave a crime update, and reported on a meeting that DPS hosted at Penn to give Philadelphia's new Police Commissioner Charles Ramsey a chance to meet the public safety representatives from the area colleges and universities.

The Audit and Compliance Committee presented resolutions to appoint PricewaterhouseCoopers as Penn's independent accountants for FY 2008; to increase the dollar threshold for dual signature requirement on University checks from \$25,000 to \$50,000; and to approve the charter of the Trustee Committee on Audit and Compliance.

The Budget & Finance Committee's nine resolutions were all approved:

- to authorize design and construction of the Morris Arboretum Horticultural Center Phase I (\$10.9 million) which is expected to be a LEED Platinum certified building;
- to authorize the Law School Silverman Hall ground floor and Tanenbaum Hall renovations (\$5.5 million);
- to authorize a lease for space to be occupied by University Archives at 3401 Market Street (\$3.27 million); their relocation is necessary due to the Franklin Field Pavilion project;
- to authorize the revised scope and budget for project work necessitated by the South Street Bridge Reconstruction for an additional \$2.4 million (for a total revised budget of \$9.3 million) including the new pedestrian bridge;
- to authorize design and construction of the Anatomy Chemistry Building 1st floor renovations (\$2.25 million);
- to authorize schematic design for a new College House on Hill Square (\$2.2 million);
- to authorize design and construction of the SEAS Moore Building suite 300, microfabrication lab renovation (\$2.1 million);
- to authorize design and construction of the Annenberg School space on the second and third floors (\$1.6 million);
- to authorize the refinancing of outstanding University indebtedness.



### RecycleMania@Penn Update— Stop! Think! Recycle! Penn is moving up in the ranks!

Data from the second week of RecycleMania is now in and Penn is on the move!

*Per Capita Classic:* Schools compete to see which can collect the largest amount of acceptable recyclables per person—Penn collected 2.58 lbs. per person and ranks 91st out of 155 schools —up from 97th last week!

*Gorilla Prize:* Honors the school that recycles the highest gross tonnage of materials regardless of campus population—Penn recycled 104,555 lbs. and ranks 12th out of 128 schools —up from last week's rank of 26th!

*Waste Minimization:* Schools compete to see which produces the least amount of municipal solid waste (including both recyclables and trash) per person—Penn is ranked 42nd out of 82 (still ahead of all the other Ivies competing in this category)!

*Grand Champion:* Recognizes the school that, based on their combined results, demonstrates the greatest achievement in both source reduction and recycling—Penn's 16.02 percent total maintains last week's rank of 57 out of 70.

A detailed look at how Penn is doing including the individual totals for each College House will be available later this week at: [www.upenn.edu/recyclemania](http://www.upenn.edu/recyclemania).

*Free Coffee Fridays!* Bring your own reusable mug to Houston Market and Einstein Bros. Bagels all day for free coffee!

We can do even better!

Penn is rising in the rankings so we need to build on our success! Penn's RecycleMania website ([www.upenn.edu/recyclemania](http://www.upenn.edu/recyclemania)) has lots of tips! If you have specific questions about how your school, center, college house or department recycles send them to [recyclemania@pobox.upenn.edu](mailto:recyclemania@pobox.upenn.edu).

When we stop to think about the environment, everyone wins so remember: Stop! Think! Recycle!

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## OF RECORD

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*In 2004, the decennial accreditation of the University by the Middle States Commission on Higher Education focused on PhD education. One of the major recommendations that came from the review was that "Penn give serious consideration to replacing the (current tuition) system with one in which each student is charged a flat amount for each academic year in which he or she is a full-time student..."*

*The total credit units and tuition costs required for a PhD vary significantly across graduate programs in the University, creating academic confusion and financial inefficiency. During the past year, the Council of Graduate Deans (representing the nine schools at the University with PhD programs) has worked with the Office of Budget and Management Analysis to identify a financial model that best addresses the shortcomings of the current system and maximizes flexibility for individual graduate programs to organize their curricula in ways conducive to timely degree completion. The proposal was presented to the Faculty Senate Committee on Students and Educational Policy, the Graduate Council of the Faculties, the Council of Deans, and the Provost. It has been approved for implementation beginning in Fall 2008. Individual schools will work to "grandfather" any self-funded PhD students affected by the transition.*

—Ronald J. Daniels, Provost

—Andrew N. Binns, Associate Provost for Education

### Regarding PhD Tuition Simplification

Beginning in Fall 2008, PhD students will register for five years or the equivalent of approximately 30 course units. This time may be shorter than five years if a student enters with credits from a post-baccalaureate degree program, or successfully completes the PhD. The 30 course units may include formal course work, independent study, and dissertation research. This requirement creates a general uniformity across PhD programs, while also allowing for flexibility in programs' individual curricula.

Full Tuition is charged for up to five years. If a student has not earned the PhD degree by the end of five years, the student will be charged Reduced Tuition until the degree is awarded, or for a maximum of five additional years. Continuous enrollment is required through year ten (or until graduation), with exceptions for approved military, medical, or family leave.

After a maximum (in most programs) of five years at Reduced Tuition, the student ceases to be enrolled. With permission and recertification from the graduate group, a student may re-enroll for one final year in order to defend and deposit the dissertation. A one-time payment of Reduced Tuition will be charged for the final year.

In Academic Year 2008-2009, Full Tuition is \$24,000; Reduced Tuition is \$3,000. The General Fee and Health Insurance are charged for the entire time a student is enrolled; the General Fee will be charged at a reduced level in Years 6-10.

# Honors & Other Things

## Gates Cambridge Scholar: Mr. Cook



Joshua Cook

Mr. Joshua Cook has been awarded a 2008 Gates Cambridge Scholarship. Mr. Cook is a senior in the College of Arts and Sciences pursuing a major in biology. During his time at Penn, he has conducted research on the etiology of type-2 diabetes at the Joseph Stokes Research Institute of The Children's Hospital of Philadelphia. He has also spent nearly three years as a clinical intern at the Hospital of the University of Pennsylvania. At Cambridge he plans to pursue an MPhil in clinical biochemistry at the IMS Metabolic Research Laboratories. He hopes to become a physician-scientist specializing in translational diabetes care. Mr. Cook won the fellowship through the endorsement and sponsorship of the Center for Undergraduate Research and Fellowships.

## Excellence in Critical Care: HUP

Three critical care units at the *Hospital of the University of Pennsylvania* have been honored with the Beacon Award for Critical Care Excellence by the American Association of Critical-Care Nurses. The Beacon Awards indicate success in the areas of recruitment and retention, education, training and mentoring, research and evidence-based practice, patient outcomes, leadership and organizational ethics, and healing environment.

## Tax Check-off Grant: Dr. Cooperman

The Pennsylvania Breast Cancer Coalition has awarded *Dr. Barry Cooperman*, professor of chemistry and biological chemistry, with a 2008 Breast Cancer Income Tax Check-off Grant. Every penny of the more than \$2 million raised through the initiative goes directly to fund breast and cervical cancer research conducted by Pennsylvania researchers. Pennsylvania income tax-payers are reminded to check line 35 on the PA 40 tax form to donate their state tax refund to help make a difference.

## Anatomists Board: Dr. Sanger



Joseph Sanger

*Dr. Joseph W. Sanger*, professor emeritus of cell and developmental biology in the School of Medicine, has been elected to a three-year term (April 2008 to April 2011) as a member of the Board of Directors of the American Association of Anatomists.

Dr. Sanger's research focuses on cellular analysis of the formation of myofibrils, stress fibers, cleavage furrows in living cells, and mechanisms of movement of the infectious bacterium, *listeria monocytogenes*.

## Bioengineering Chair: Dr. Meaney



David Meaney

*Dr. David F. Meaney*, professor of bioengineering, has been appointed as Chair of the Department of Bioengineering, effective September 1, 2007. Dr. Meaney, an accomplished scholar, researcher, and teacher, is also a visionary leader. "With David at the helm, we have an opportunity to take the bioengineering program to an even higher level of excellence and to extend its impact across Penn Engineering and the entire campus," stated SEAS Dean Eduardo Glandt.

Dr. Meaney received his B.S.E. in Biomedical Engineering from Rensselaer Polytechnic Institute in 1987, and his Ph.D. from the University of Pennsylvania in 1991. Honors include the William J. Stickel Gold Award in 1995, a National Science Foundation CAREER Award in 1998, the John Paul Stapp award in 1999, and the 2001 Y.C. Fung Young Investigator Award in the field of bioengineering. Dr. Meaney is a member of the editorial board of the *Journal of Neurotrauma* and is on the Advisory Committee for the Stapp Car Crash Conference.

Author of more than 95 peer reviewed papers in journals that include *Proceedings of the National Academy of Sciences (PNAS)*, *Journal of Neuroscience*, and *Biophysical Journal*, Dr. Meaney's research focuses on understanding the mechanical cues that regulate injury, repair, and growth in cells and tissues of the central nervous system. Applications of this work include testing new approaches for repairing damaged tissues in the brain and spinal cord after injury.

## Berger Award: Mr. Cech



Left to right: SEAS Dean Eduardo Glandt, Judge Harold Berger, and Thomas R. Cech

*Thomas R. Cech*, president of the Howard Hughes Medical Institute and winner of the 1989 Nobel Prize in Chemistry received Penn Engineering's prestigious Harold Berger Award on January 31 for his "groundbreaking research on RNA and its transformational impact on biotechnology." The Berger Award is presented bi-annually by the School of Engineering and Applied Science to a technological innovator who has made a lasting contribution to the quality of life. As the featured speaker in Skirkanich Hall, his talk entitled, "Two tales of multi-disciplinary research," highlighted the importance of collaborative and interdisciplinary efforts in both his own work and science and engineering in general, and addressed ways in which universities could create productive interactions between researchers in diverse fields.

## Under Secretary's Award: Dr. Asch

*Dr. David Asch*, Robert D. Eilers Professor of Health Care Management and Economics at Wharton, received the 2008 VA Under Secretary's Award for Health Services Research. This award is the highest honor for VA health services researchers. It recognizes a VA researcher whose work has led to major improvements in the quality of veterans' health care, has made key contributions through excellence in training and mentorship, and has enhanced the visibility and reputation of VA research through national leadership. Dr. Asch is also professor of medicine, health care systems, operations and information management and medical ethics and executive director of the Leonard Davis Institute of Health Economics.

## Robert Krall: Director of Departmental Libraries, Resource Sharing and Delivery Services



Robert Krall

The University of Pennsylvania Libraries has announced the appointment of Robert Krall to the position of Director of Departmental Libraries, Resource Sharing and Delivery Services. His responsibilities include oversight of the departmental units of the Penn Libraries, including the Science Libraries, Health Sciences Libraries, Fine Arts Library, Museum Library, and the High Density Storage Facility. Mr. Krall is also responsible for the Penn Libraries' resource sharing and campus-wide delivery services.

Mr. Krall has guided Penn's participation in a wide network of resource sharing efforts, including BorrowDirect, E-ZBorrow, and RAPID. His professional activities in this arena are numerous and global in scope. Mr. Krall serves as Project Manager for the multi-institutional BorrowDirect partnership, and is Penn's representative to regional consortia and the OCLC/Research Libraries Group Shared Resources Program (SHARES). A frequent speaker on resource sharing and access services, Mr. Krall is currently involved in projects to support the library and information needs of Penn programs in Africa, including a project funded by the Elsevier Foundation to support Penn's health care and medical education efforts in Botswana.

"In this new position, Bob continues a career-long commitment to services that bring the Libraries to their users," said Vice Provost & Director of Libraries Carton Rogers. "As the Penn community expands ever beyond the confines of West Philadelphia, Bob will help to lead us in partnerships and collaborations that have an international focus, fulfilling the University's mission to engage globally."

Mr. Krall's previous positions at Penn include Assistant Director for Access Services and Head of Interlibrary Loan. He received his BA in history from Penn (C '71) and his Master of Library and Information Science degree from Drexel University.

## National Women of Color Day Conference & Awards Luncheon: March 7

The National Institute for Women of Color (NIWC) has designated the first day of Women's History Month as National Women of Color Day. For the 21st consecutive year, the University of Pennsylvania and its Health System (HUP, Presbyterian, and Pennsylvania Hospitals) seek to increase our awareness of the concerns, talents and achievements of women of color by hosting a Conference and Awards Luncheon. We hope you will join us for this uplifting and inspirational celebration.

This year marks the first Women of Color Conference. *The Impact of Violence on Women of Color*, will be held 9-11:30 a.m. in Ben Franklin Room, Houston Hall. Speakers include Dean Richard Gelles, School of Social Policy and Practice; Michelle Kerr Spry, Mothers In Charge; Jennifer Cronley, Congreso de Latinos Unidos; Gwendolyn Davis, Resources for Change; and Ira Harkavy, Netter Center for Community Partnerships. Tickets are \$25/conference only and \$50/conference and lunch.

The 2008 Awards Luncheon will take place Friday, March 7, noon-2 p.m., at the University City Sheraton (36th and Chestnut Sts). Tickets are \$35 per person. A limited number of scholarship tickets will be available. To order tickets, for both the conference and/or the luncheon, please contact Constance Gordon, [cagordon@pobox.upenn.edu](mailto:cagordon@pobox.upenn.edu).

—2008 Women of Color at Penn Planning Committee



## Rick SanFillippo: Director of Security and Technical Services



Rick SanFillippo

Rick SanFillippo has been named Director of Security and Technical Services in the Division of Public Safety (DPS). He brings over 34 years of experience in security management. He has been in DPS in varying capacities since June of 2001. Since October, when the position became vacant, he has been fulfilling the job responsibilities of both Interim Director and Assistant Director of Security and Technical Services. VP for Public Safety Maureen Rush said, "I am thrilled that we will continue to have the benefit of his vast experience and knowledge as he takes on yet another role in the Division of Public Safety. Rick has the pleasure of leading a dedicated and talented team of men and women in the Security and Technical Services Department. I look forward to working with him as the newest member of my Leadership Team."

## Molecular Studies in Digestive and Liver Diseases Grants: April 30

We are pleased to announce that the Center for Molecular Studies in Digestive and Liver Diseases is accepting applications to its 2008 Pilot and Feasibility Grant Program. Submissions should be related to the focus of the Center, which encompasses molecular studies of the biology and disease of the alimentary tract, pancreas, and liver. Relevant investigations include those in developmental biology, nutrition, regulations of gene expression, growth, differentiation and carcinogenesis, the biology of stem cells, molecular genetics, gene therapy, and immunology, including growth factors and cytokines. An External Advisory Committee will review the applications and select projects for funding. Wednesday, April 30, 2008 is the closing date for submissions.

—Anil K. Rustgi, Director, Center for Molecular Studies in Digestive and Liver Diseases

### Purpose and Research Focus

The purpose of the Center is to unite investigators with interests in digestive and liver physiology and disease and to stimulate others in the biomedical community to enter this area of research. One of the most important aspects of this effort is the funding of Pilot/Feasibility Projects. The Pilot/Feasibility Project should be related to the focus of the Center, which encompasses molecular studies on the biology or disease of the alimentary tract, pancreas, and liver. Relevant investigations include those in

developmental biology, nutrition, cancer, regulation of gene expression, therapy, immunology, growth factors and cytokines, and fibrosis. The Center is committed to the technical support of the funded projects; in addition to monetary awards, recipients are able to use Center core facilities (please see website below).

### Eligibility

- All faculty members of the University scientific community who meet the eligibility requirements below are invited to submit proposals. Applicants must be US citizens or have permanent visas.

- Categories of applicants include:

1. New investigators who have never held extramural support (R29, R01, P01). (Faculty below the level of Assistant Professor must provide a letter of independence from their department chairman or division chief.)

2. Established investigators in other areas of biomedical research who wish to apply their expertise to a problem in digestive and liver disease.

3. Established digestive and liver investigators who wish to study an area that represents a significant departure from currently funded work.

- Pilot project awardees are eligible for two years of funding; renewals are evaluated competitively. Applicants submitting renewal applications must include a progress report as part of the application.

\* For the application, go to: [www.med.upenn.edu/molecular/documents/pilot\\_application.pdf](http://www.med.upenn.edu/molecular/documents/pilot_application.pdf)

## Penn Center for Musculoskeletal Disorders Pilot and Feasibility Grants: May 1

The Penn Center for Musculoskeletal Disorders is accepting applications for its Pilot and Feasibility Grant Program. Submissions should be related to musculoskeletal tissue injury and repair, which is the broad focus of the Center, and Grants are only eligible for Center members (see below). Pilot grants will be due on May 1, 2008 with an expected start date of July 1, 2008 and we are expecting to award up to 4 new grants in this round. Potential applicants are encouraged to send a short e-mail, with their name, a rough title of the proposed project, a sentence or two (at most) describing the global hypothesis or objective, and a note as to which of the 3 Research Cores (Microarrays, Structure-Function Biomechanics, Small Animal Imaging) that would be used. I would appreciate receiving this e-mail asap, so I can advise and guide you on the appropriateness of your application idea within the framework of the overall Center. For more information on our Cores and the Center in general, see the web site at [www.med.upenn.edu/pcmd](http://www.med.upenn.edu/pcmd).

### Eligibility

Only Center members are eligible. If you are not currently a member, please e-mail our office at [centermd@mail.med.upenn.edu](mailto:centermd@mail.med.upenn.edu) and we can send you information on becoming a member.

Categories of applicants include: 1) Estab-

lished investigators with a proposal to test the feasibility of a new or innovative idea in musculoskeletal tissue injury and repair representing a clear and distinct departure from their ongoing research, 2) Established investigators with no previous work in musculoskeletal tissue injury and repair interested in testing the applicability of their expertise on a problem in this area, and 3) New investigators without significant extramural grant support as a Principal Investigator to develop a new project.

- Pilot and Feasibility Grants should use at least one of the Center's Research Cores.

- Pilot project awardees are eligible for up to two years of funding (budgets will be for \$25-35,000 per year and timelines should be for one or two years).

- It is expected that these Pilot grants will lead to funding through other independent, extramural mechanisms. Therefore, the likelihood of future extramural funding will enter into the evaluation of these proposals.

### Format

- Applications should be formatted loosely in the style of an NIH R03 grant (<http://grants.nih.gov/grants/guide/pa-files/PA-06-383.html>). The main body of the application (Specific Aims through Research Design and Methods) should be less than 10 pages. The format

should be:

- 1) Cover Page (not NIH face page) with grant title, PI name, affiliation, contact information
- 2) Budget and brief budget justification (note that equipment is not allowed)
- 3) NIH Biosketch of PI
- 4) Specific Aims
- 5) Background and Significance
- 6) Preliminary Studies
- 7) Research Design and Methods
- 8) Brief Statement of Category of Investigator per guidelines above
- 9) Brief Statement of How this Funding will lead to other Extramural Funding
- 10) Human Subjects and/or Vertebrate Animals Subjects (if applicable)
- 11) Consultants (if applicable)
- 12) Literature Cited
- 13) Certification of Patient Oriented Research (if applicable)

The completed application should be submitted as a single PDF file to [centermd@mail.med.upenn.edu](mailto:centermd@mail.med.upenn.edu) by May 1, 2008. Do not hesitate to contact me with any questions or comments.

—Louis J. Soslowsky, Professor of Orthopaedic Surgery and Bioengineering, Vice Chair for Research, Dept. of Orthopaedic Surgery, Director of Penn Center for Musculoskeletal Disorders, Director of McKay Orthopaedic Research Laboratory

## Health Aware

*Health Aware is an ongoing series designed to help you be proactive in managing your health and healthcare by taking advantage of the many resources available to you as a Penn employee.*

## Preparing for Penn's Dependent Eligibility Audit

As part of the University's ongoing efforts to ensure good governance and keep healthcare costs affordable, Penn will conduct a dependent eligibility audit for our health plans beginning May 1, 2008. These audits are a growing trend nationwide for several reasons, including healthcare cost containment and the avoidance of potential liability under federal regulations such as ERISA.

If you're a faculty or staff member who intends to cover dependents under Penn's health plans when our new plan year begins on July 1, 2008, this audit will affect you in the following ways:

- You'll need to be able to provide documentation verifying that your dependents are eligible for coverage under Penn's plan rules.

- If you can't produce that documentation when Penn requests it, your unverified dependents will be dropped from your coverage—and there may be additional consequences.

*What is a dependent eligibility audit, and why is Penn holding one?*

A dependent eligibility audit ensures the accuracy of our records by verifying the eligibility of dependents receiving healthcare benefits through Penn. It's important that all faculty and staff have the opportunity to cover eligible dependents through the University's plans, but enrolling ineligible dependents violates plan rules and drives up the cost of benefits for everyone. Recommended by Penn's external financial auditors, PricewaterhouseCoopers, this audit will help the University ensure that we're upholding our fiduciary, legal, and fiscal duties. We certainly aren't trying to make it difficult for you and your family to access coverage—however, we need to make sure procedures are in place so that the appropriate people have access to the coverage they need.

*How will the audit work?*

As you may be aware, Open Enrollment is held in April of each year. During this time, you'll make your healthcare elections for the new plan year, which begins on July 1, 2008. If you elect to cover dependents under Penn's benefits plans for the new plan year, you'll receive a personalized letter in May, after Open Enrollment ends. The letter will come from ADP (Penn's benefits administrator) and will ask you to provide documentation verifying your dependents' eligibility for coverage. You'll need to send your personalized letter, along with the appropriate documentation, back to ADP by the end of May in order to ensure coverage for your dependents as of July 1, 2008. A full list of acceptable documents is available on the Human Resources website at [www.hr.upenn.edu](http://www.hr.upenn.edu).

*How do I know if my dependents are eligible?*

There are a variety of reasons why claimed dependents may be (or may have become) ineligible to receive benefits through Penn—children may have reached the age limit, your marital or domestic partnership status may have changed, or an individual may not meet the IRS guide-

lines for a legal dependent, just to name a few. It's important that you understand Penn's requirements so you can be sure your dependents are eligible for coverage. Full details about dependent eligibility are available on the Human Resources website at [www.hr.upenn.edu](http://www.hr.upenn.edu).

*What happens if someone is covering an ineligible dependent?*

Penn has designated this year's Open Enrollment (April 7—18, 2008) as an amnesty period during which faculty and staff may remove ineligible dependents from their coverage with no penalties and no questions asked. Once the new plan year starts on July 1, anyone covering ineligible dependents will have those dependents dropped from coverage and will face financial and other consequences—so it's important to review your dependent information carefully.

*What do I need to do?*

Make sure you have the legal documentation you need to verify the eligibility of your covered dependents. You'll need to have proper documentation at hand when the audit begins in May. Please note that we cannot accept documentation prior to the start of the audit. You'll receive full instructions in May when your personalized letter is mailed to your home.

*How can I find out more information about the audit?*

For more information about the upcoming dependent eligibility audit, including a list of acceptable documents to verify claimed dependents, please visit [www.hr.upenn.edu](http://www.hr.upenn.edu) or call the Penn Benefits Center at 1-888-PENN-BEN (1-888-736-6236).

## Last Chance to Register for a Free Health Screening

This March, Penn is offering a series of free onsite health screenings to all faculty and staff who receive health insurance through the University. If you haven't had your blood pressure or cholesterol tested recently, take this convenient opportunity to make sure you're taking care of yourself! You must pre-register by February 28 to attend the screenings—registration is quick and easy through the online Course Catalog (visit [www.hr.upenn.edu](http://www.hr.upenn.edu) then click on "Course Catalog" at the top of the screen, then select "Health Promotions" from the "Browse by Category" menu).

Did you know you can use the health knowledge you gain at your onsite screening (or test results from your personal doctor) to earn a chance to win a year of free medical premiums from Penn? Learn how an online health risk assessment can help you enter a drawing for this exciting prize at [www.hr.upenn.edu](http://www.hr.upenn.edu).

## OF RECORD

### Extra Compensation Policy Update

University Policy 305 on Extra Compensation has been updated effective January 24, 2008. Changes have been made to the rules governing acting rates of compensation, bonuses, and extra pay. To view the revised policy, visit the Human Resources website at [www.hr.upenn.edu/Policy/Policies/305.aspx](http://www.hr.upenn.edu/Policy/Policies/305.aspx).

### Human Resources Programs and Workshops

#### Health Promotion Workshop

Human Resources regularly offers free health promotion and wellness workshops on a variety of topics. For more information and to register, visit [www.hr.upenn.edu/Quality/Wellness/Workshops.aspx](http://www.hr.upenn.edu/Quality/Wellness/Workshops.aspx) or contact Human Resources at [suz-smith@exchange.upenn.edu](mailto:suz-smith@exchange.upenn.edu) or (215) 898-5116.

*Am I Losing My Memory or Just Losing My Mind?* March 19; noon–1:30 p.m.; free. When are lapses in memory a cause for concern? Get a better understanding of how the signs and symptoms of Alzheimer's disease differ from memory problems that are more likely related to stress, the aging brain, and the pressures of today's world.

#### Professional and Personal Development

Improve your skills and get ahead in your career by taking advantage of the many development opportunities provided by Human Resources! You can pre-register for programs by visiting the online Course Catalog at [www.hr.upenn.edu](http://www.hr.upenn.edu) (click "Course Catalog" at the top of the page), or by contacting Learning and Education at (215) 898-3400.

*Brown Bag Matinee—Painless Performance Improvement*; March 5; noon–1 p.m.; free. Real change can only occur when the decision to change comes from within. This session will help managers to focus on performance over attitude, intervene rather than confront and gain the skills to recognize and deflect common side-tracks.

*Unlocking the Secrets of the Penn Library*; March 13; noon–1:30 p.m.; free. Discover the ways the Penn Library can work for you! Learn how to access over 10,000 electronic journals and reference sources, get personalized research assistance, or simply take out the latest *New York Times* bestseller.

*Career Focus Brown Bag—Preparing for Your Performance Appraisal*; March 27; noon–1 p.m.; free. The key to getting the most out of your performance appraisal is preparation. This workshop will walk you through the preparation process, and introduce some techniques you can use to communicate effectively during the appraisal itself.

*Franklin Covey's "FOCUS"*; March 28; 9 a.m.–5 p.m.; \$75. This engaging, highly interactive workshop will give you the tools to increase productivity and enhance your chances of success. Learn how to keep focused, effectively manage all the information that comes across your desk, and reduce your stress level.

*(continued on next page)*

## Getting Ahead: A Series for Young Professionals

Today's young professionals face new and different challenges in the workplace. That's why Human Resources has developed "Getting Ahead: A Series for Young Professionals". For dates, locations and session subjects, please access the program flyer at [www.hr.upenn.edu/Learning/GettingAhead.pdf](http://www.hr.upenn.edu/Learning/GettingAhead.pdf). To register for courses, visit [www.hr.upenn.edu](http://www.hr.upenn.edu) and click on "Course Catalog" at the top of the page, then select the series under the "Browse by Category" section.

*Your Money*; March 12; noon–1:30 p.m.; free. Managing your money is always challenging—especially when you are starting out and on a tight budget. But the choices and decisions you make now are critical to your future financial success. This session will answer your questions about financial planning.

## Focus on Fitness

It's easy to recognize the benefits of physical fitness: exercise improves health, gives you more energy, and channels stress and nervous energy into something positive. Knowing that exercise is good for you and actually finding a way to fit it into your life are two very different things, however. "Focus on Fitness" can help you figure out how to create a workout routine that meets your needs. For more information and to register, visit [www.hr.upenn.edu/Quality/Wellness/Workshops.aspx](http://www.hr.upenn.edu/Quality/Wellness/Workshops.aspx) or contact Human Resources at [suzsmith@exchange.upenn.edu](mailto:suzsmith@exchange.upenn.edu) or (215) 898-5116.

*Managing Stress through Fitness*; March 25; noon–1 p.m.; free. More and more people every day turn towards exercise to release daily stress and anxiety. Learn how to better manage stress, reduce tension, and increase energy with fitness.

## Stress Management

Resolve to improve your quality of life this year by taking part in the new "Stress Management" wellness series. Jobs, families and relationships can all be sources of stress—it's important to have an effective coping strategy to help you manage. For details on the Stress Management series and to register, visit [www.hr.upenn.edu/Quality/Wellness/Workshops.aspx](http://www.hr.upenn.edu/Quality/Wellness/Workshops.aspx) or contact Human Resources at [suzsmith@exchange.upenn.edu](mailto:suzsmith@exchange.upenn.edu) or (215) 898-5116.

*Personal and Family Stress: How to Achieve Balance*; March 20; 11:30 a.m.–1 p.m.; free. Gain a solid understanding of the skills needed to manage stress from a variety of sources, and to maintain boundaries and balance once they are achieved.

## Parenting 101—All Ages, All Stages

Parenting has its challenges and opportunities at every developmental stage. This series will offer an understanding about how to deal with the challenges, maximize the opportunities, and maintain a constructive relationship with your child at every age. For details and to register, visit [www.hr.upenn.edu/Quality/Wellness/Workshops.aspx](http://www.hr.upenn.edu/Quality/Wellness/Workshops.aspx) or contact Human Resources at [suzsmith@exchange.upenn.edu](mailto:suzsmith@exchange.upenn.edu) or (215) 898-5116.

*Parenting Your Toddler and Young Child: Laying a Solid Foundation*; March 26; 11:30 a.m.–1 p.m.; free. This workshop will focus on issues faced by parents of toddlers and young children. Learn about child development, socialization and education, and how to set limits and boundaries.

## Summary Annual Report

### Summary Annual Report for The University of Pennsylvania Matching Plan, University of Pennsylvania Basic Plan and The Supplemental Retirement Annuity Plan of The University of Pennsylvania

This is a summary of the annual reports of The University of Pennsylvania Matching Plan (Plan No. 001), The University of Pennsylvania Basic Plan (Plan No. 028) and the Supplemental Retirement Annuity Plan of the University of Pennsylvania (Plan No. 002) sponsored by the University of Pennsylvania, EIN: 23-1352685, for the period January 1, 2006 through December 31, 2006. The annual reports have been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

To facilitate publication, the summaries for all three plans have been combined within this summary. Consequently, portions of this summary may refer to a plan in which you are not currently participating.

#### Basic Financial Statement: The University of Pennsylvania Matching Plan and Supplemental Retirement Annuity Plan of the University of Pennsylvania

The plans have contracts with the providers TIAA-CREF and Vanguard which allocate funds toward group deferred annuities and mutual funds. Participants who have accounts with these providers deal directly with them when making transactions in their respective accounts. The providers render financial reports directly to the plan participants.

#### Basic Financial Statement: The University of Pennsylvania Basic Plan

Benefits under the plan are provided through allocated insurance contracts and a trust fund. Plan expenses were \$6,547,616. These expenses included \$0.00 in administrative expenses, \$2,594,250 in benefits paid to participants and beneficiaries, \$3,950,121 in premiums paid for the provision of benefits under individual policies and other expenses of \$3,245. A total of 16,232 persons were participants in or beneficiaries of the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$181,291,290 as of December 31, 2006, compared to \$136,089,083 as of January 1, 2006. During the plan year the plan experienced an increase in its net assets of \$45,202,207. This increase includes net unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the plan year and the value of assets at the beginning of the plan year or the cost of assets acquired during the plan year. The plan had total income of \$51,749,823, including employer contributions of \$31,453,131, employee rollover contributions of \$121,119 and earnings from investments of \$20,175,573.

The Plan has contracts with TIAA-CREF which allocate funds toward individual policies. The total premiums paid for the plan year ending December 31, 2006 were \$3,950,121.

#### Your Rights to Additional Information

Under ERISA, you have the right to receive a copy of the full annual report, or any part thereof, upon request. The items listed below are included in that report for the University of Pennsylvania Basic Plan:

1. Financial information;
2. Assets held for investment;
3. Insurance information; and
4. Information regarding pooled separate accounts in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Plan Administrator, c/o Joanne M. Blythe, Retirement Manager, University of Pennsylvania, 3401 Walnut Street, Suite 527A, Philadelphia, PA 19104-6228, (215) 898-9947. The charge to cover copying costs will be \$5.00 for the full annual report or 25 cents per page for any part thereof.

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both for the University of Pennsylvania Basic Plan. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right under ERISA to examine the annual reports in the offices of the Employer at the address for the Plan Administrator, above, and at the US Department of Labor in Washington, DC, or to obtain a copy from the US Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, US Department of Labor, 200 Constitution Avenue, NW, Washington, DC 20210.

#### Subscribe to Express Almanac

 Sign up to receive e-mail notification when we post breaking news between issues. Send an e-mail to [listserv@lists.upenn.edu](mailto:listserv@lists.upenn.edu) with "subscribe e-almanac <your full-name>" in the body of the message. —Ed.

#### 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.

Open Enrollment April 7-18, 2008

## Call for Volunteers for 2008-2009 Committee Service: Deadline March 27

### Committees and Their Work:

**To: University Faculty,  
Penn Professional Staff Assembly,  
and Weekly-Paid Professional  
Staff Assembly Members**

**From: 2007-2008 University Council  
Committee on Committees**

**RE: Volunteers Needed for  
Committee Service**

The University Council 2007-2008 Committee on Committees invites you to nominate yourself or others for service on University Council Committees. Council committees serve as advisory bodies in shaping academic/administrative policy, in the administration of honorary degrees, and in assisting the administration of operations such as the bookstores and libraries. Please consider taking advantage of this opportunity to learn about the administrative structure of the University and have input into its decision-making.

Membership on the committees listed is open to faculty and staff, and we invite individuals who have previously served to volunteer again. We also encourage faculty and staff who have not previously participated to volunteer so that committees may have a mix of new ideas and experience. Most committees also are open to students; their participation is being solicited through other channels.

Please submit nominations by *March 27, 2008*, using the form (at right).

To have an idea of a particular committee's work, you may wish to review its most recent annual report published in *Almanac* by visiting the University Council website at [www.upenn.edu/secretary/council/committees.html](http://www.upenn.edu/secretary/council/committees.html).

#### 2007-2008 University Council Committee on Committees

*Chair:* Sherri Adams (Dental, *Faculty Senate Chair-elect*)

*Faculty:* Eric Bradlow (Wharton)  
Lawrence Levin (Dental)  
Larry Gladney (Physics, *Faculty Senate Chair*)

Neville Strumpf (Nursing, *Faculty Senate Past Chair*)

*Students:* Kes Puckorius (GAPSA )  
Brittany Stark (NEC Vice Chair Nominations)

*PPSA:* Nancy McCue (Associate Director of Housing Operations/ Communications), Housing and Conference Services/Business Services Division

*WPSA:* Loretta Hauber (Administrative Coordinator at Weingarten Learning Resources Center)

*Staff to the Council Committee on Committees:*  
Sue White (Office of the Faculty Senate)

**Academic and Related Affairs** has cognizance over matters of undergraduate recruiting, admissions, and financial aid that concern the University as a whole or those that are not the specific responsibility of individual faculties; of all programs in recreation, intramural and club sports, and intercollegiate athletics; and of all matters of policy relating to research and the general environment for research at the University, including the assignment and distribution of indirect costs and the assignment of those research funds distributed by the University. The Committee considers the purposes of a university bookstore. It advises the administration on policies, developments, and operations of the bookstores and libraries; in such areas as international student services, foreign fellowships and studies abroad, exchange programs, and cooperative undertakings with foreign universities; on athletic operations and recommends changes in policy when appropriate; and on those proposals for sponsored research referred to it because of potential conflict with University policy.

**Campus and Community Life** has cognizance over the University's electronic and physical communications and public relations activities; advises on the relationship of the University to the surrounding community; has cognizance of the conditions and rules of undergraduate and graduate student life on campus; and considers and recommends the means to improve safety and security on the campus.

**Facilities** keeps under review the planning and operation of the University's physical plant and all services associated therewith, including transportation and parking.

**Honorary Degrees** does most of its work, intensively, during the fall term; solicits recommendations for honorary degrees from faculty and students and submits nominations to the Trustees.

**Personnel Benefits** deals with the benefits programs for all University personnel. Special expertise in personnel, insurance, taxes or law is often helpful.

**Diversity and Equity** aids Penn in fostering and taking full advantage of its diversity as well as in strengthening ties across all boundaries to enrich and enliven the campus community. The Committee shall advise the offices of the president, provost, and the executive vice presidents on ways to develop and maintain a supportive atmosphere on campus for the inclusion and appreciation of diversity among all members of the University community. The Committee will review and provide advice regarding the University's equal opportunity and affirmative action programs and policies. The areas in which the Committee shall report to the Council include diversity within the educational and work settings, integration of staff and faculty into the larger campus community, and ways to foster a campus environment that is inclusive and supportive of difference.

**NOTE:** Faculty who wish to serve on the Committee on Open Expression also may use the form below. Nominations will be forwarded to the appropriate Faculty Senate committee. Please forward names and contact information to Sue White, Faculty Senate Office, Box 12 College Hall/6303, tel. (215) 898-6943; fax (215) 898-0974 or email at [senate@pobox.upenn.edu](mailto:senate@pobox.upenn.edu).

*Please respond by March 27, 2008.*

For **Faculty** volunteers, mail this form to: Sue White, Faculty Senate Office, Box 12 College Hall/6303, tel. (215) 898-6943; fax (215) 898-0974 or email at [senate@pobox.upenn.edu](mailto:senate@pobox.upenn.edu).

For **Penn Professional Staff Assembly** volunteers, mail to Nancy McCue, Housing Services Stouffer Commons/6027, tel. (215) 898-6641; or email at [ppsa@pobox.upenn.edu](mailto:ppsa@pobox.upenn.edu).

For **Weekly-paid Professional Staff Assembly** volunteers, mail to Loretta Hauber, Weingarten Learning Resources Ctr, Ste 300, 3702 Spruce St./6027, tel. (215) 573-923; or email at [lhauber@pobox.upenn.edu](mailto:lhauber@pobox.upenn.edu).

Committee(s) of interest:

Candidate:

Title or Position:

Department:

Campus Address (including mail code):

Campus Phone:

Email:

*Please specify if you think that you are especially qualified for or interested in serving on a particular committee.*

## Economic Inclusion at the University of Pennsylvania: A Commitment to Workforce Diversity

In October 2004, at the inauguration of President Amy Gutmann, the University of Pennsylvania launched *The Penn Compact* of which one tenant is engaging locally by providing opportunities for local individuals and businesses to participate in the economic activity of Philadelphia's largest private employer. At the heart of this strategy is the Penn's Economic Inclusion Program. Through this effort, Penn collaborates with local communities to:

- Increase employment opportunities by improving job skills and workforce capacity
- Support small businesses through the procurement of locally provided products and services
- Ensure that a percentage of minority and women-owned construction vendors participate in campus development projects over \$5 million.

The Economic Inclusion Plenary Committee exists to provide oversight and strategy to the University in formulating and managing its Economic Inclusion initiative. Three subcommittees of the committee meet to review and monitor progress made in construction, workforce development and procurement, and report to the full Plenary Committee on a quarterly basis. The committee is co-chaired by Glenn Bryan, Community Relations, and Gary Truhlar, Human Resources.

### Buy West Philadelphia: A Commitment to Diverse and Local Businesses

The University leverages its buying power, knowledge assets, resources, and commitment to socially responsible purchasing to provide tangible business opportunities for local suppliers which have produced measurable benefits to the neighborhood, city and region. Through its strategic purchasing practices, Purchasing Services, a department of Penn's Business Services Division, reflects the University's commitment to the development of meaningful and mutually beneficial relationships with local businesses. In all its activities, Purchasing Services strives to promote economic inclusion while meeting its mission to provide best-in-class buying methods and price supplier business relationships. These initiatives include:

**Local Community Business Program:** Under this Penn-designed program, the university purchases products and services from local community suppliers. Since the launch of this initiative in 1986, the total amount purchased from local community businesses has been approximately \$758 million. During Fiscal Year 2007 Penn purchased approximately \$86 million in products and services from local suppliers.

**Supplier Diversity Program:** Launched in 1994, this innovative approach to diversity supplier inclusion has resulted in significant business opportunities for diversity suppliers including participation in the *Penn Marketplace*, Penn's private online *eProcurement* application used by Penn faculty and staff to order their product and service requirements. Penn utilizes this initiative to identify qualified diversity suppliers that offer products and services required by the University, and facilitate independent growth opportunities for these businesses and, in some cases, to forge partnerships with major national firms such as Fisher Scientific, IKON Office Solutions and Office Depot.

**Diversity Supplier Development Program:** A collaborative effort among Penn Purchasing Services, Drexel University Procurement Services, and the Pennsylvania Minority Business Enterprise Center, this program is designed to help bridge the gap between Penn's procure-to-pay technology business requirements and supplier capabilities. Diversity suppliers are given support to develop the skills they need to electronically participate and maintain their content in Penn's industry leading *eProcurement* program. An increasing number of major suppliers are working with the new Diversity Supplier Program and referring these businesses to Penn.

### New Training, New Skills: Creating Capacity for Employment

Penn strives to provide a working environment that welcomes and celebrates diversity. A varied workforce maximizes our talent pool, inspires creative thinking, and encourages a culture in which different views are appreciated and respected. As the largest private employer in Philadelphia and the second largest in Pennsylvania, Penn is able to offer a multitude of job opportunities for local residents as well as minority and female workers. Since the inception of the Economic Inclusion program, Penn's workforce has become increasingly diverse. Statistics from 2007 illustrate that 61% of our regular staff is female, nearly 33% is of color, and 15% is from West/Southwest Philadelphia.

Our hiring practices and partnerships encourage the recruitment, retention and development of a highly qualified, committed, and diverse workforce. We have established strong affirmative action principles for our faculty and staff. We track the composition of our workforce and regularly identify under-represented populations for targeted recruitment efforts. We provide skills development opportunities for our diverse employee base. In addition, Penn has established several programs and partnerships to further our diversity goals, including:

**Lucien E. Blackwell Apprenticeship Program at Penn:** Debuting in September 2007 with an inaugural class of 50 West/Southwest Philadelphia residents, this program provides minorities and women in the labor and skilled trade professions with the training needed to enter into the trade unions in Philadelphia. Upon reaching apprentice status, participants will be assigned by the unions to construction projects at the University of Pennsylvania. Citizens and Wachovia Banks are sponsoring this unique partnership in which the Building Trade Council of Philadelphia's Diversity Apprentice Program provides the training and the Greater Philadelphia Urban Affairs Coalition conducts the recruitment of men and women into the program.

**Unique Advantage:** Unique Advantage, a women- and diversity-owned company, has been Penn's exclusive provider of temporary staffing services since 2002. Among other things, we work closely with them to recruit local candidates for employment. Through our partnership with Unique Advantage, the number of West/Southwest Philadelphia employees at Penn and the University of Pennsylvania Health System (UPHS) has increased significantly within the past few years.

**KRA Corporation:** Penn and Unique Advantage work with KRA Corporation to provide assistance to welfare recipients looking to move from welfare to work. KRA provides intensive case management, work activities, job placement and retention, and supportive services to these individuals.

**Pipeline Development:** UPHS instituted a "Pipeline Development Strategy" to provide current employees with the training and coaching to help them advance their careers in clinical areas where severe shortages exist. This program has been successful in providing opportunities for career development to residents of the West/Southwest Philadelphia community, with 14% of the enrollees residing locally.

**High School Paid Employment Program:** UPHS hosts a program that offers paid employment opportunities for high school students, providing both after-school and summer positions at UPHS entities. A very interactive experience that includes a mentoring relationship with staff members, this program seeks to assist the students with long-term life goals. Of the 22 students currently participating, 91% of them are from the West/Southwest Philadelphia area.

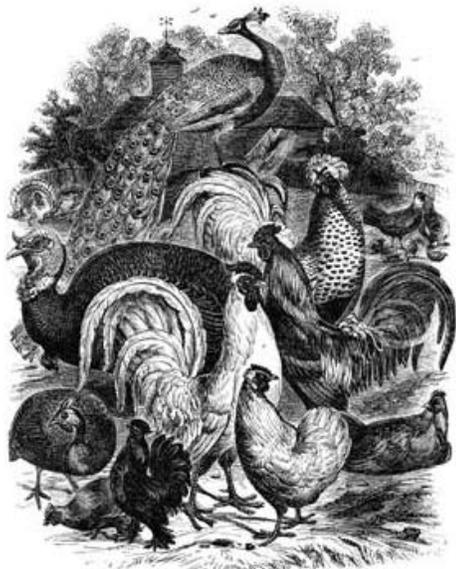
**Outreach Activities:** Along with our partner agencies, Penn takes part in many activities during the course of the year aimed at reaching out to local residents as well as minorities and females. These activities include: participation in career fairs sponsored by organizations such as the NAACP, Council of Spanish Speaking Organizations (Concilio), Philadelphia Community College, and the Mayor's office; presentations at meetings sponsored by groups such as Penn's African-American Resource Center; outreach to local religious leaders; and attendance at ceremonies such as Councilwoman Blondell Reynolds' "Women Making a Difference" awards.

### Building Up: Campus Construction and Community Development

As a landowner and developer in Philadelphia, Penn has undertaken extensive efforts to provide opportunities for local residents, minorities and women to participate in its major capital projects. Through its Economic Opportunity Plan, Penn has set aggressive targets for awarding 20-25% of contracts on major projects (\$5 million and above) to minority and women-owned businesses, as well as targets for minority and female labor force participation on construction projects.

Penn and UPHS spend an average of \$300 million annually on capital investments. Penn's capital investment strategy is comprised of direct expenditures on campus and healthy system construction and renovations, as well as spending to leverage private development funds for University City. The estimated statewide economic impact from these expenditures is \$768 million and 6,160 jobs.

Over the next year several new projects will be completed that will strengthen minority inclusion. One such project is the Perelman Center for Advanced Medicine. To date, minority- and women-owned firms have accounted for \$58 million of construction expenditures on this project. In addition, \$2.5 million of other expenses have been allocated to businesses located in West Philadelphia.



Above: *Nature is the master of multiplication and design.* Part of the ramp project, *Beyond Kiosk*, at ICA through March 30. Over six hundred independent publication projects turn the transitional space of ICA's ramp into a volume of volumes. Periodicals, zines, video and audio projects band the walls on narrow shelves skied high on the walls. *Beyond Kiosk* encourages viewers to pull material and peruse it along the way—picture the book stalls of Paris—or stop and read in the window seat and lounge staged half-way up the ramp.

*Beyond Kiosk* represents a multitude of independent publishing projects. It corresponds with computer technologies and means of distribution that make publishing affordable and accessible to virtually anyone who wants to put their ideas into print. More significantly, it explores the range of strategies and modes of production deployed within this increasingly effective means of distribution for making ideas visible.

### EHRs Training: March 13

The next live training program is: *Introduction to Laboratory and Biological Safety At Penn*; March 13, 2008, 9 a.m.–noon, CRB Austrian Auditorium.

(Please arrive early. Sign-in from 9–9:15 am. No admittance to the course after 9:15 a.m. Penn ID is required for sign-in. A Certificate of Completion will be granted at the end of the training session. Only those individuals who sign-in and receive the Certificate will be given credit for the course.)

This combined training program provides a comprehensive overview of safe work practices in the biomedical laboratory and meets the US Department of Labor's Occupational Safety and Health Administration (OSHA) requirements for employees who work with hazardous substances including chemicals, human blood, blood products, fluids and human tissue specimens. All faculty, staff and students at the University who work in a laboratory and have not previously attended a live training presentation must attend this training.

The Office of Environmental Health & Radiation Safety (EHRs) develops and presents a variety of required training programs in live presentations or online formats. To determine which training programs you are required to take, review the section "Training Requirements" on the EHRs website [www.ehrs.upenn.edu/training/dates/](http://www.ehrs.upenn.edu/training/dates/).

### Relay for Life: April 4-5

Relay for Life is an overnight event held annually at Franklin Field during which we honor cancer survivors and remember those who have lost their battles. Participants form teams that take turns walking around the track all night to symbolize that cancer never sleeps. The evening includes food, games, live entertainment, and celebrations. This year's event is scheduled for April 4 and 5 from 8 p.m. through 8 a.m.

Relay for Life at Penn has experienced tremendous growth since 2003. Last year, over 1,200 participants raised over \$140,000, which will benefit the American Cancer Society and its many programs. This year's goal is to raise \$200,000. We are reaching out to the entire Penn community and inviting you all to participate. The involvement of the faculty and staff will greatly enhance this event, making it one of the few campus events that involves the entire Penn community at large.

We ask that you assist us in achieving this objective by helping us to reach out to this population at Penn. In addition, we would like to extend the invitation to friends and family. We understand that many faculty members are reluctant to attend an all-night event; however, we would like to emphasize that they are not required to stay for the entire duration of the event. We would especially like to involve all members of the Penn community who have been touched by cancer and honor them during our Survivor's Lap and our Luminaria Ceremony, as well as provide further support for them by connecting them to the American Cancer Society.

For more information, please visit <http://events.cancer.org/rflpaupenn> or contact Kevin Rakszawski by e-mail at [kevinrak@seas.upenn.edu](mailto:kevinrak@seas.upenn.edu) with any questions.

—Kevin Rakszawski, Survivorship Chair of the American Cancer Society's Relay for Life at Penn



### No Issue During Spring Break

There is no issue of *Almanac* scheduled for March 11. During Spring Break staff are on duty to assist contributors planning for the issues immediately following the break. Weekly publication will resume on March 18. The deadline is the Tuesday before the date of the issue.

Breaking news, if any, and the weekly crime reports will be posted to "Almanac Between Issues" at [www.upenn.edu/almanac/between/between.html](http://www.upenn.edu/almanac/between/between.html).

### Penn's Personal Purchase Program

Penn faculty and staff can take advantage of personal purchase programs offered by Penn's preferred contract suppliers. These suppliers have agreed to offer discounts to faculty, staff and students. Personal purchases will include sales tax and may include shipping charges.

Purchasing Services does not endorse any specific supplier or specific equipment; purchases made through these programs are between the individual and the supplier. The University of Pennsylvania is not liable for any personal purchases or agreements between faculty, staff or students and suppliers listed on the web; see [www.purchasing.upenn.edu/buytools/personal.php](http://www.purchasing.upenn.edu/buytools/personal.php)

## One Step Ahead

Security & Privacy  
Made Simple

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

### Quality Assure: Who is Getting Your E-Mail

Before sending an e-mail message, be sure to look beyond the body of the message. More and more privacy intrusions are occurring based on improperly addressed e-mail messages. The problem can often be exacerbated by e-mail programs that "recognize" the recipient after only a few letters of the name are typed and e-mail listservs that have similar names to one another. And, it is often too easy to hit the "Reply to All" button when you actually meant to reply only to the sender.

A recent example makes the point quite clearly. The news that highly confidential settlement talks were taking place between Eli Lilly Co. and the federal government was not "leaked" but rather unwittingly disclosed to a New York Times reporter whose name was similar to the name of an attorney working on the case. *The New York Times* reporter received an e-mail spelling out the details of the settlement from an attorney from a firm representing Eli Lilly—that message was intended for co-counsel at another law firm.

This problem and related ones can be avoided by taking an extra few seconds to "QA" or quality assure that your e-mail is being directed to the individual(s) you intend it for. A little extra caution can help avoid a lot of grief.

To receive weekly OneStepAhead tips via e-mail, send e-mail to [listserv@lists.upenn.edu](mailto:listserv@lists.upenn.edu) with the following text in the body of the message: sub one-step-ahead <your name>.

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/).



[www.makinghistory.upenn.edu](http://www.makinghistory.upenn.edu)

Commodity	Suppliers
Cars	Ford
Cars	General Motors
Car Sharing	PhillyCarShare
Cellular Phones	Cingular *
Cellular Phones	Verizon *
Computer Products	Apple*
Computer Products	Dell*
Computer Products	GovConnection*
Copying Services	FedEx
Copying Services	Kinkos
Health Club	Global Fit
Office Products	Office Depot

\* In order to view restricted pages, PennKey and Password are required.

# Update

February AT PENN

## ON STAGE

**28** *The XXX Files*; female sketch comedy troupe; 8 p.m.; Class of '49 Auditorium, Houston Hall; \$7/advance, \$8/door. Also *February 29* at 7 p.m. and 9:30 p.m. and *March 1*, 8 p.m. (Bloomers).

**29** *Five on the Black Hand Side*; 7:30 p.m.; Harold Prince Theatre, Annenberg Center (African-American Arts Alliance).

## TALKS

**27** *There's the Rub: Searching for Sexual Remedies in the New World*; Valeria Finucci, Duke University; 5 p.m.; Cherpak Seminar Room, Williams Hall (Italian Studies).

**28** *Photography by Other Means*; Kaja Silverman, University of California, Berkeley; 5:30 p.m.; Tuttleman Auditorium, Institute of Contemporary Art (ICA).

**29** *Catching the Flu: Applying Lessons from the Influenza Pandemic of 1918-1919 to Public Health Strategies in the 21st Century*; Howard Markel, University of Michigan; noon; Colonial Penn Cen-

ter; RSVP: [odonohu2@wharton.upenn.edu](mailto:odonohu2@wharton.upenn.edu) (Leonard Davis Institute of Health Economics).

**Deadlines:** Submissions for the Update are due every Monday for the following Tuesday's issue. The deadline for the April AT PENN is Tuesday, *March 11*. For information see [www.upenn.edu/almanac/calendar/caldead-real.html](http://www.upenn.edu/almanac/calendar/caldead-real.html).

## CLASSIFIEDS—PERSONAL

### FOR RENT

**\$2500/mo 4 BR, 3 Bath single near Media** (Rose Valley): 20 minutes from Philadelphia; Prudential Fox & Roach Realtors, Nancy Curtis, Realtor (610) 627-4904

**OCNJ BEACHBLOCK (Gardens):** Penn discount, 3 bedrooms, 2 baths, sleeps six, all conveniences, parking, garage, laundry, A/C, cable, beachtags, Steve (610) 565-1312.

### FOR SALE

**Beautiful three-story Victorian home** on tree-lined, family-filled St. Mark's Square. Many original architectural details. Adjacent to the Penn Alexander School and near Penn. Five bedrooms, family room, 2 1/2 baths, finished basement and laundry room. Price: \$679,000. Contact (215) 387-4762 or [220sms@verizon.net](mailto:220sms@verizon.net)

*Almanac* is not responsible for contents of classified ad material.

## CLASSIFIEDS—UNIVERSITY

### RESEARCH

**Children Needed for Dinner Study.** The University of Pennsylvania is seeking children (ages 5-6) and a parent/caretaker to participate in a dinner study. Children will be asked to participate in game activities and eat dinner in our Center one day a week for 2 weeks. All meals and compensation are provided. Call (215) 746-2061 (Option 2) for details.

**Investigation of the effects of a commonly used spice, Curcumin,** on the colon in individuals with a history of colon polyps. To qualify: Must be over 18 years old, have a history of colon polyps, be scheduled for a colonoscopy at HUP or Presbyterian, not have a history of colorectal cancer. Upon completion of the study, subjects will receive \$400. To learn more about the study, please call (215) 573-4739.

**Men Get Osteoporosis too!** 20 African American men ages 61-78 are 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 leave message.

**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.

**Healthy adults 18-50 needed for a 12-month research study** to test the safety of an experimental vaccine to prevent HIV. The University of Pennsylvania HIV/AIDS Prevention Research Division is conducting a research study on the safety of an experimental HIV vaccine developed at The University of Pennsylvania. Eligible participants will receive HIV counseling and testing, physical exams and lab tests free of charge during the 12-month study. Participants also receive a small stipend for their time and travel. For more information please call: (215) 746-7303.

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).

## Reminder: UPennAlert Emergency Notification Test: February 29

The University will conduct its first campus-wide UPennAlert Emergency Notification test on February 29. The goal is to test the effectiveness and timeliness of the system's infrastructure so that potential system challenges can be identified.

**What you can expect:** A UPennAlert message will be sent via text to your cell phone and voice message to your office phone (if applicable) simultaneously.

• You will be asked to respond to the text message with a unique 5 character alpha code listed in the original message.

• You will be asked to respond to the voice message by listening to the message and pressing "1."

If you respond to each message, the test is over and you won't receive another alert. If you don't respond to the text message, the test will continue and you'll receive alerts on your other registered devices.

A UPennAlert will be sent via e-mail if you don't respond to the text message.

• To respond, insert "1" into the body of the email response and send.

A UPennAlert will be sent via voice message to your cell phone if you don't respond to the email.

• To respond, listen to the entire message and press "1."

• The test message will cycle through text, email, and cell phone voice message in four-minute intervals until a response is received, or for a maximum of two times.

For a detailed overview of the test and UPennAlert, visit the DPS website, [www.publicsafety.upenn.edu](http://www.publicsafety.upenn.edu).

• Faculty and staff can update their contact information at [www.upenn.edu/directories](http://www.upenn.edu/directories).

Click on "Update Directory Listings" and log in using your PennKey.

## The University of Pennsylvania Police Department Community Crime Report

**About the Crime Report:** Below are all Crimes Against Persons and Crimes Against Society from the campus report for **February 11-17, 2008**. Also reported were 11 crimes against property (all thefts). Full reports are available at: [www.upenn.edu/almanac/volumes/v54/n23/crreport.html](http://www.upenn.edu/almanac/volumes/v54/n23/crreport.html). Prior weeks' reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **February 11-17, 2008**. 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.

02/12/08	3:06 PM	42nd & Walnut St	Male wanted on warrant/Arrest
02/12/08	11:10 PM	43rd & Chestnut St	Driver intoxicated while operating vehicle/Arrest
02/14/08	12:35 AM	38th & Market St	Offender wanted on warrant/Arrest
02/14/08	1:03 AM	100 38th St	Offender in possession of narcotics/Arrest
02/14/08	2:18 PM	249 S 36th St	Male wanted on warrant/Arrest
02/14/08	7:48 PM	42nd & Chestnut	Traffic incident
02/14/08	8:25 PM	40th & Spruce	Intoxicated driver arrested
02/15/08	9:30 AM	208 S 37th St	Offender violated probation/Arrest
02/15/08	3:26 PM	Confidential	Confidential Report
02/16/08	9:08 AM	4200 Sansom St	Offender wanted on warrant/Issued new court date
02/16/08	8:57 PM	3700 Chestnut St	Offender assaulted police officer/Arrest
02/17/08	2:19 AM	100 39th St	Offender cited for public urination

## 18th District Report

6 incidents with 2 arrests (including 4 robberies and 2 aggravated assaults) were reported between **February 11-17, 2008** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

02/13/08	3:30 PM	4100 Chester Ave	Robbery
02/15/08	2:10 PM	3000 Market St	Robbery
02/15/08	7:36 PM	3900 Woodland Ave	Aggravated Assault/Arrest
02/15/08	10:30 PM	4301 Walnut St	Robbery/Arrest
02/16/08	3:00 PM	4700 Walnut St	Aggravated Assault
02/17/08	12:50 AM	5100 Market St	Robbery



# Almanac

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The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the PennWeb) include HTML and Acrobat 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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## Increased Health Risks Among Women When Weighed in Public

A new Penn study points to increased health risks for women owing to their higher level of discomfort about being weighed in public.

The study, conducted by the department of psychiatry, showed that college-age females, more than their male counterparts, experience high degrees of discomfort at the prospect of being weighed in the presence of others.

The study's authors believe that some women may avoid necessary tests and treatments when a doctor visit includes a step on a public scale.

"Weighing concern may make these women, particularly those who are overweight and already at risk for certain ailments, less likely to visit a doctor," said Andrew B. Geier, lead author and a doctoral candidate in the department of psychology in the School of Arts and Sciences. "Hopefully, this data will show the great advantage that can be had with just a small, inexpensive change in clinic policy: weighing patients in private."

The study also revealed that observers generally overestimate women's weight while women tend to believe that people are underestimating their weight due to slimming clothes or cosmetics. This means that, while women in the study demonstrated they do not want people to know their weight, their true weight was lower than others' estimates and a public weighing would correct the misperception.

Due to the increasing cost of health care, medical clinics, especially those serving poorer communities, constantly look for ways to cut costs. One common practice is to designate public space in the clinic, often a well-trafficked hallway, to be suitable for weighings. Routine clinic practice has reduced the number of scales as well. In light of this new research, it is possible, in fact the authors believe likely, that women may skip free, potentially life-saving tests, such as mammograms, rather than face the embarrassment of public weighing.

The study concludes that a partial source of female discomfort comes from the participants' own sense that they are overweight. Study participants rated discomfort levels over a variety of weight-related scenarios. The more dissatisfied a female was with her weight, the greater the discomfort she experienced when being weighed.

"The real danger here is the heavier a person is, the more discomfort they feel and thus the more likely they may find reasons to skip appointments," Mr. Geier said. "These may be the very people that need access to these clinics the most. If a person knows that he or she is going to be provided privacy during the weighing process, that could be a major relief, thereby tipping the scales to get them to go and get these potentially life-saving tests."

## African Americans Less Likely to Choose Epidurals

Minority and low-income patients are less likely than those who are white or more well off to agree to post-surgery epidural pain relief, according to new research from physicians at the School of Medicine. The study, published recently in the journal *Anesthesia and Analgesia*, examined how race, economic and educational status may influence health care choices when access to care isn't a factor. In the overall analysis, education and income were not as important as race in determining epidural acceptance, but the researchers say the costs of improper pain treatment after surgery are large for any patient group.

"Epidurals are more effective for relieving postoperative pain, and higher levels of pain have been linked to the development of chronic pain," says Dr. E. Andrew Ochroch, an associate professor and director of clinical research in the department of anesthesiology and critical care. "Consequently, if African Americans are either denied or denying themselves epidural for pain relief, then they may be at greater risk for postoperative complications."

Patients who receive perioperative epidural analgesia during major upper abdominal or chest surgery, for instance, have improved lung function, which reduces their risk of pneumonia. And since they're able to get out of bed to move around sooner, they're primed to go home sooner than those who have severe pain.

Physicians collected data from 1,193 patients between late August 2004 and early January 2005. Sixty-four percent of all patients said they would accept an epidural if it was recommended by an anesthesiologist, while 36 percent said they would refuse. When asked if an additional recommendation from the surgeon would make them consent, acceptance rose to 78 percent. But when examining differences based on race, African American patients were less likely to say they would accept an epidural under any circumstances.

Socio-economic status also appeared to influence consent. Participants who worked full- or part-time were more likely to accept an epidural compared to those who were unemployed. Even at higher income lev-

els—\$50,000 to \$75,000—white patients were more likely than black patients to accept an epidural.

The researchers hope to use this new data to help surgeons and other staff members find innovative ways to discuss perioperative anesthesia as a critical part of a patient's care, and build anesthesia awareness components into Penn's existing community and church-based health outreach initiatives.

## Identifying Smokers for Relapse in Smoking Cessation Treatment

A new brain imaging study by researchers in the Abramson Cancer Center shows that cigarette cravings in smokers who are deprived of nicotine are linked with increased activation in specific regions of the brain. Using a novel method of measuring brain blood flow developed by Dr. John Detre, associate professor of neurology, this study is the first to show how abstinence from nicotine produces brain activation patterns that relate to urges to smoke. The findings, published in the December 19, 2007 issue of *The Journal of Neuroscience*, make an important contribution to understanding smoking urges, a key risk factor for relapse, at the brain level.

According to Dr. Caryn Lerman, director of the Transdisciplinary Tobacco Use Research Center and senior author of the paper, and colleagues Dr. John Detre, associate professor of neurology & radiology, and Dr. Ze Wang, research associate in the department of neurology, cravings are a hallmark of drug dependence, including nicotine dependence. "There have been several brain imaging studies showing how subjects respond to visual, smoking-related cues, such as a picture of a cigarette or of someone smoking," said Dr. Lerman. "However, less is known about the neural basis of urges that arise naturally as a result of nicotine deprivation. This study was designed help fill this research gap."

The findings indicate that abstinence-induced, unprovoked cravings to smoke are associated with increased activation in brain regions important in attention, behavioral control, memory, and reward. "The craving assessments used in our study predict relapse in smoking cessation treatment," said Dr. Lerman. "If validated in larger studies, these results may have important clinical implications. For example, perfusion MRI may aid in the identification of smokers at increased risk for relapse who may require more intensive therapy."

## Differences in English- & Spanish-speakers' Use of Oncology Websites

In the study, *The Utilization of Radiation Oncology Web-based Resources in Spanish-speaking Oncology Patients*, lead by Dr. James M. Metz, radiation oncologist at the School of Medicine and presented by Dr. Charles Simone II, radiation oncologist at the National Cancer Institute, concluded that when it comes to seeking information on the Internet about their health care, Spanish-speaking oncology patients differ from English-speaking patients with regards to both frequency of use and such variables as time of Internet use, browsing patterns, and types of cancer searched.

Spanish speakers are less likely to browse for medical information during weekends and early morning hours, which suggests they may be using access at work or other specialized resources. Readers of the Spanish-language oncology website were much more likely to navigate to the site's pages from search engines and less likely to connect from a bookmark or direct address than like-minded English-speaking users.

While the most frequently searched cancer types among English-speaking users basically mirrored the most common cancers in the US including breast, liver, skin, brain and colon cancers, Spanish-speaking users most often searched for information on gastric, leukemia, cervical, vaginal, penile and testicular cancers.

Additionally, the average visit duration to the Spanish website was significantly shorter compared to the English-only site. By identifying and acknowledging these differences, web-based radiation oncology resources can tailor content to more effectively meet the needs of their Spanish-speaking audience.

OncoLink ([www.oncolink.org](http://www.oncolink.org)), managed by the Abramson Cancer Center, helps cancer patients, families, health care professionals and the general public access accurate cancer-related information at no charge. OncoLink en Español launched in September 2005.

"We began to translate OncoLink into Spanish to help bridge the digital divide between English and Spanish-speaking individuals in obtaining important health information," said Dr. Metz, assistant professor of radiation and oncology and editor-in-chief of *OncoLink*. "Our study shows that even though use of our Spanish-language oncology website has quadrupled in one calendar year, Spanish resources remain scarce. We have to provide for this community."

The Spanish-speaking community, though still not using websites for cancer information as frequently as English-speaking communities, are greatly increasing usage as a group.