$50 Million Gift from Anne and Jerome Fisher for New Translational Medicine Research Center

A $50 million gift from philanthropists Jerome and Anne Fisher will support a new eight-story biomedical-research center at the University of Pennsylvania dedicated to the growing field of translational medicine, which emphasizes an accelerated pace for converting laboratory discoveries into medical therapies.

Slated to open in 2010, the Anne and Jerome Fisher Translational Research Center will be adjacent to Penn’s two new state-of-the-art outpatient-care facilities that will begin operations this year and in 2009. Together, the facilities will reconfigure the Penn medical campus to tightly align medical research and care and to enable Penn to offer the most advanced treatments for cancer, cardiovascular disease and other serious health conditions.

Robert Ghrist: Penn Integrates Knowledge Professor

President Amy Gutmann and Provost Ronald Daniels are pleased to announce the appointment of Robert Ghrist as the seventh Penn Integrates Knowledge University Professor, effective September 1, 2008.

Dr. Ghrist, one of the world’s leading applied mathematicians, will be the Andrea Mitchell University Professor. His appointment will be jointly shared between the department of electrical and systems engineering in the School of Engineering and Applied Science and the department of mathematics in the School of Arts and Sciences.

“Rob Ghrist is a singular math and engineering sensation whose infectious love of teaching and groundbreaking research in robotics, topological hydro-dynamics, and other fields will make him a great PIK Professor and a huge hit with Penn students and faculty alike,” said President Gutmann. “Penn is the perfect environment for him to pursue his innovative and integrative scholarship and for stoking his passion for literature and music, which, incidentally, runs the gamut from Dante to Mozart to Frank Zappa. We look forward to welcoming Rob into the Penn family.”

Dr. Ghrist has produced a widely influential body of work that applies mathematical methods to real-world engineering challenges, especially in robotics and wireless sensor networks. He specializes in topology, a branch of mathematics that provides tools to visualize abstract spaces—for example, finding gaps in a security network, or automating robotic movement across a factory floor.

“Rob Ghrist embodies the PIK program’s highest aspiration to integrate knowledge across disciplines,” said Provost Daniels. “His work brilliantly brings together the most advanced research in mathematics and engineering, creating visionary ideas that will ultimately benefit us all.”

The PIK program was launched by President ...
The 2007-2008 Economic Status of the Faculty Executive Summary Report can be found in this issue’s supplement. For the full 2007-2008 report, see www.upenn.edu/almanac/volumes/55/n01/contents.html.

The 2006-2007 Economic Status of the Faculty Report was originally published in Almanac on March 25, 2008. This report was revised on May 15, 2008 to reflect corrections in tables 4, 9, 10, and 12. Please note that these corrected tables did affect some of the analysis and explanations contained in the report. For the 2006-2007 revised four-page summary, as well as the full report see: www.upenn.edu/almanac/volumes/v54/n26/contents.html.

The Senate Committee on the Economic Status of the Faculty (SCESF) completed two reports this year and thereby closed the gap of four fiscal years since the last report of this committee. SCESF gratefully thanks and acknowledges the herculean efforts of the Administration, especially Vice President for Institutional Affairs Joann Mitchell, in getting the financial data in the absence of a Director of Institutional Research and Analysis. SCESF also notes that the 2006-2007 and 2007-2008 reports include expanded information on gender equity in salary and that this information will be a regular part of this report.

Grievance Commission Annual Report
May 2008

The Grievance Commission of the University of Pennsylvania is an independent committee consisting of three faculty members appointed by the Faculty Senate Executive Committee. The Grievance Commission is available to members of the Penn faculty and academic support staff who allege that they have been subject to actions contrary to University procedures, policies, and/or regulations. In AY 2007-2008, the commission was composed of Jennifer Martin (Nursing and Medicine, Past Chair), Joan Goodman (Education, Chair) and Barry Cooperman (Chemistry, Chair-Elect). The Chair-Elect for 2008-2009 is Vivian Seltzer (Emeritus, Social Policy & Practice).

In AY 2007-2008, the Commission was approached by two members of the faculty, both from the College of Veterinary Medicine. In the first case, the appeal of a decision dated 10-23-2007, discussions with the Chair and the University Ombudsman (John Keene) and negotiations between the Grievant and the School of Medicine led to a mutually acceptable resolution of the matter.

In the second case, the Grievant’s complaints resulted in a hearing before a panel of three professors nominated by the Faculty Senate. At the hearing, the panel heard testimony from the Grievant and a representative of the School of Medicine, as well as witnesses called by both parties. The hearing panel deliberated and submitted its report to Provost. The response of the Provost is pending.

The Commission extends its gratitude to the faculty members who participated as hearing officers, as advisor to the Grievant, and as respondent for the Medical School. They were, thorough, fair-minded, and deeply conscientious in carrying out their time-consuming commitments.
—Joan F. Goodman, Grievance Commission Chair, 2007-2008

$50 Million Gift for New Translational Medicine Research Center

(continued from page 1)

Each of the eight floors of the Anne and Jerome Fisher Independence Center will be the size of a football field. The 400,000-square-foot Center will dramatically increase Penn’s research space and enable the recruitment of additional top scientists in key strategic areas. The Center will accommodate the research and office-based activities of 100 principal investigators and 900 additional staff.

Through its imaginative design and its connections to the Perelman Center for Advanced Medicine, the Roberts Proton Therapy Center and other centers of patient care, the facility will provide an innovative home for the research engine that keeps Penn Medicine at the leading edge of medical care.

“This generous gift by the Fishers will have a far-reaching impact on our institution by transforming Penn Medicine into one of the world’s leading centers of translational medicine,” said Dr. Arthur Rubenstein, EVP for UPHS and dean of the School of Medicine, has agreed to serve as interim dean of Dental Medicine, as of this July 1.

The Andrea Mitchell University Professorship is the gift of Penn Trustee Andrea Mitchell, CW ’67, and Alan Greenspan, the former chairman of the Federal Reserve. Ms. Mitchell, chief foreign affairs correspondent for NBC News, has been a trustee since 1992. She is chair of the Board’s External Affairs Committee and a member of the Executive, Compensation, Nominating, and Honorary Degrees and Awards Committee. She is also chair of the Annenberg School Advisory Committee and a member emerita of the Trustees’ Council of Penn Women. Alan Greenspan received a 1998 honorary doctorate of laws from Penn (Almanac March 31, 1998).

Transition at Dental Medicine

Last month, President Amy Gutmann and Provost Ronald Daniels announced that Dr. Marjorie Jeffcoat would be stepping down as dean of the School of Dental Medicine as of this July 1. They thanked Dr. Jeffcoat for her dedicated service for the past five years and noted that her tenure as Dean has been marked by “the School’s outstanding success on many fronts. Under her leadership, the School has been strengthened financially and academically in many ways. Among her most significant accomplishments, the School’s graduate scores and rank on regional examinations have risen to an all-time high; long-standing debt and annual deficits have been erased and reversed; distinguished faculty have been recruited to fill key positions that had been vacant for a decade; the School passed its 2007 accreditation with high praise from the accreditation team; and in a time of shrinking NIH budgets, the School’s research portfolio has actually broadened.”

Dr. Gutmann added, “The University and the School are grateful for Dean Jeffcoat’s strong leadership and many contributions.” Dr. Jeffcoat will return to the department of periodontics as a tenured faculty member where she will continue her ongoing research, teaching, and public service activities.

Dr. Thomas Sollecito, associate dean of academic affairs and professor of oral medicine, has agreed to serve as interim dean of Dental Medicine until a successor for Dr. Jeffcoat has been found. Dr. Arthur Rubenstein, EVP for UPHS and dean of the School of Medicine, has agreed to chair the search committee.
At the Board of Trustees’ annual stated meeting on June 20, Chairman James Riepe noted that Charles ‘Chaz’ Howard brings ‘a passion to his position’ as University Chaplain (see page 1). The University trustees re-elected Mr. Riepe as chair, William L. Mack as vice chair as well as the following trustees to the executive committee: George H. Brown Jr., L. John Marks, David L. Cohen, Lee Spelman Doty, Amy Gutmann (ex officio), Andrew R. Heyer, Deborah Marrow, Andrea Mitchell, Egbert L.J. Perry, David Sillsen, George Weiss, and Mark O. Winkelmann for one-year terms beginning July 1; and Alvin V. Shoemaker, from July 1-October 31.

They also appointed the Investment Board: Joel Greenblatt, Robert M. Levy, Howard S. Marks (chair), Edward Mathias, Andrew S. Rachleff, James S. Riepe (ex officio), David M. Sillsen, and Mark O. Winkelmann.

Andrew R. Heyer was re-elected to a five-year term as a Term Trustee and Daniel S. Och was elected as a Term Trustee, as was Paul Williams, who has been an Alumni Trustee since 2000.

President Amy Gutmann asked for a moment of silence to reflect on the sudden and untimely passing of Anne d’Harnoncourt—“a towering presence for the University.”

Dr. Gutmann presented a resolution of appreciation for Dr. Marjorie K. Jeffcoat, dean of the School of Dental Medicine (see page 2).

President Gutmann also presented resolutions to appoint Jeffrey Cooper, L ’75, as vice president for government and community affairs (Almanac May 6, 2008) and Eric J. Furdyna, as dean of admissions (Almanac January 22, 2008) both effective July 1.

The president noted that Penn has been setting records in fundraising—with more than $2 billion or 58% of the Campaign’s $3.5 billion goal from more than 300,000 gifts and pledges; faculty recruitment—the seventh PIK Professor; the Penn Connects master plan—the Penn Park design is due by next spring, to be completed by 2011; nearly 23,000 applications and 17% more lower income students who will benefit from the new features of Penn’s need-based financial aid. She also thanked Charter Trustee Andrea Mitchell-Abravanel and her husband, Alan Greenspan, for making the seventh PIK Professorship possible. It will be held by Dr. Robert Chrise, “an applied math and engineering sensation” who will be the Andrea Mitchell University Professor.

Provost Ron Daniels noted the appointment of Marilyn Jordan Taylor as the new dean of the School of Design (Almanac May 27, 2008) effective October 1.

EVP Craig Carnaroli gave the financial report for the ten months ending April 30th and noted that for the consolidated University budget, the total net assets increased to $9 billion, with net assets from operating activities up 4.5%; total operating revenue up 6.9% to $4.2 billion and total operating expenses up 7% to $3.9 billion. The total endowment value as of April 30 is $6.51 billion, a 2% decrease since June 30, 2008. The President’s annual report to the Board is noticeable in the total contributions of $308.7 million, a 67.3% increase over last year. The Health System has had favorable operating performance; admissions increased 4.8%; net assets were up as a result.

Glen Gaulton gave the Penn Medicine Report and said the percentage of underrepresented minorities is up to 21% in the incoming class. Adjacent to the Perelman Center, and above the Roberts Proton Center, the steel is rising for the Fisher Translational Medicine Center (see page 1).

Outgoing interim dean of admissions Eric J. Kaplan gave the Admissions Report concerning the Class of 2012 which had a 17% admit rate and a 63% yield. The average SAT score rose 12% to 2130. All 50 states are represented and 14% of the incoming class is international. President Gutmann thanked Mr. Kaplan for doing “a phenomenal job” as interim dean of admissions for the past year.

Numerous resolutions were presented by the Budget & Finance Committee: the FY 2009 operating budgets for the University and the UPHS, the 2009 capital budgets for both, as well as a revision to the spending rate for financial aid endowments, increasing it for six years to 6.5% to provide funding for the new loan-free packages and other need-based aid for undergraduates.

Resolutions were also passed to authorize: • an additional $2.42 million for the New College Buildingrenovations; • $25.7 million for the DRIA Franklin Field renovations; • $4.5 million for Sheraton University City renovation—Phase II; • $4.4 million for English House window wall replacement; • an additional $520,000 to revise a lease for the Writers’ Scotti-Frumschuld Center for the Arts; • $5 million for the design and construction of the 3700 Woodland Walk connecting Spruce Street to University Avenue.

The Facilities and Campus Planning Committee reported on the restoration and renovation to the historic Music Building as well as the plans for the Northwest Quadrangle at Franklin Field to become a fitness center and a weight-training center for athletes.

A one-way loop on Civic Center Blvd., proposed by Penn, HUP and CHOP, has been approved by the Streets Department and the City Council. It will have three lanes for motor vehicles and will also include bike lanes and wider sidewalks for pedestrians. The new circulation pattern is intended to facilitate access to the Perelman Center that will soon be opening to patients.

There are many other construction projects underway this summer including the Mod Chiller VII expansion; the Radian, which is slated for fall occupancy and is fully committed; upgrades to the Harrison and Rodin College Houses; landscape upgrades; elevator improvements; the Phase 2 renovations at the School of Nursing; the Drexel Plaza and addition to the site. The steel for the Weave Bridge is in fabrication in Pittsburgh and installation is anticipated for early fall 2008.

As of July 1, trustee Lee Spelman Doty is the president of the Penn Alumni Board. The Class of 2008 set a record for participation, with 68% contributing.

Appointments to Boards of Overseers included: Kevin S. Penn to the School of Design Board; Jeffrey E. Schwartz to the Graduate School of Education’s Board; Andrew S. Rachleff (chair) and Mitchell I. Quain (chairmanship) to the SEAS Board; David Ackerman, Susanna E. Lachs, and Ivan Ross to the Center of Judaic Studies; David D. Aufhauser and Joseph B. Frumkin to the Law School Board; Barbara Brzulje, Christine Hikawa, Roger Krause to the Board of the University Libraries with Thomas J. Cusack reappointed (chair) and reappoint Joseph F. Raschki; Perry Golkin to the Penn Medicine Board and Penn Medicine Executive Committee; reappoint Andrea M. Baldeck and Carlos L. Nottebohm to the Museum’s Board; Rosemarie B. Greco (chair) and Dean C. Keilher (Vice Chair) to the School of Nursing Board; Vicki Panzer Gross to the Board of Social Policy & Practice; Mark G. Balmuth, Michael J. Glosser, Mark H. Rosenberg, and Michael E. Tabb to the Advisory Board of the Penn Institute for Urban Research; and Richard Fitzpatrick to the Board of the Wistar Institute.

Lorin Hitt: Class of 1942 Term Professor

Provost Ronald Daniels and Associate Provost Vincent Price announced the appointment of Dr. Lorin Hitt as Class of 1942 Term Professor, effective July 1, 2008.

Dr. Hitt, currently professor of operations and information management at the Wharton School, was recently Alberto Vitale Term Associate Professor of Operations and Information Management.

A product at Wharton for 12 years, he is a leading global expert on the economics of information technology. He specializes in research at the intersection of information systems, economics, and econometrics—including the valuation of IT investments; the competition in electronic markets (such as online banks, brokerages, and travel agents); and the design of IT outsourcing agreements.

Dr. Hitt is an eight-time winner of the Excellence in Teaching Award from Wharton’s undergraduate division, winner of Penn’s Lindback Award for Distinguished Teaching, and winner of Wharton’s David Hauck Award for Distinguished Teaching.

He earned a PhD (1996) in management from the Sloan School of Management at the Massachusetts Institute of Technology, with a concentration in information technology and economics, and a ScM (1989) and ScB magna cum laude (1988) in electrical engineering from Brown University.

The Class of 1942, at its 50th reunion, established an endowed term chair to recognize Penn faculty members who have made significant contributions to both scholarship and undergraduate teaching. The chair rotates every five years among Penn’s four undergraduate schools (Arts and Sciences, Engineering and Applied Science, Nursing, and Wharton). Dr. Kathleen McCauley, associate professor of cardiovascular nursing, held the chair from 2003-2008.

Bolton Center Isolation and Colic Barn facility and chemical digester; • $15.4 million in capital funding for the proposed Ermagan Educational Center to be located at the new Penn Medicine at Valley Forge campus; • $14.33 million for construction of the SAS Museums Building renovations; • $1.7 million for a total revised budget of $15.88 million; • $4.5 million for Sheraton University City renovation—Phase II; • $4.4 million for English House window wall replacement; • an additional $520,000 to revise a lease for the Writers’ Scotti-Frumschuld Center for the Arts; • $5 million for the design and construction of the 3700 Woodland Walk connecting Spruce Street to University Avenue.

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Lorin Hitt

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Deaths

Dr. Dolan, Physics

Dr. Gerald Dolan, former chair and professor of physics, died on June 17, at the age of 63.

Dr. Dolan graduated from Penn, in 1967 with a BA in physics. He went to Cornell for his MA and PhD, which he received in 1973. Dr. Dolan then held a postdoctoral position at SUNY, Stony Brook, NY and then moved to AT&T Bell Laboratories in Murray Hill, NJ, where he worked until 1987. He worked at IBM before returning to Penn in 1989 as a Trustee Chair and Professor in Physics (Alumnac April 25, 1989). In 1996, he was the recipient of the American Physical Society’s Oliver E. Buckley Condensed Matter Prize for his pioneering contributions, Dr. Dolan taught at Penn until 1996. Dr. Dolan is survived by his sister, Catherine; brothers, Thomas and Michael; and nieces and nephews. Donations may be made to St. Albert the Great Church, 212 Welsh Road, Huntingdon Valley, PA 19006.

Professor Dunfee, Wharton

Thomas W. Dunfee, the Joseph Kolodny Professor of Social Responsibility in Business and chair of legal studies and business ethics department at Wharton, died June 2 of complications from prostate cancer. He was 66.

He had been a Wharton since 1974; among his many contributions to the School, he had served as the director of the Zicklin Center for Business Ethics Research (1997-2000), vice dean of the Wharton Undergraduate Division (2000-2003), and since 2005 he had been the chairperson of the legal studies and business ethics department. Professor Dunfee and his colleague Thomas Donaldson wrote, Ties That Bind, showing business can be ethical. Professor Dunfee wrote more than 50 refereed academic articles, more than a dozen books where he served as author or editor, served as a member on the editorial review boards for six academic journals, and former president for both the Academy of Legal Studies in Business and the Society for Business Ethics. He obtained his AB in economics in 1963 from Marshall University, both his JD and LLM from New York University, in 1966 and 1969 respectively. He is survived by his wife, Dorothy; children, John, Jennifer and Shannon; and grandchildren, Taylor, Connor, Cady and Tommy. Donations may be made to School of Business, Marshall University Foundation, One John Marshall Dr., Huntington WV, 25755.

Dr. Frederic, Presby

Dr. Myron W. Frederic, clinical associate professor and chief of neurology at Penn Presbyterian Medical Center, died of cancer at his home on June 13 at the age of 60.

Reverend Frederic F. Guyott, III, former acting chaplain of the University, died in his home on June 13 at the age of 60.

Reverend Guyott took his AB from Penn in 1971, majoring in American civilization. He served as an instructor at the University from September 1995 to August 1996.

Previously, he worked in the securities industry until 1990. Embarking on a new career, he attended Episcopal Divinity School in Cambridge, MA, where he received his MDiv in 1993. He returned to Philadelphia where he worked for the Church of Sion as the director of the Cloth Church of Saviour. His work included outreach to both the Penn and Drexel campuses. He had also served as a associate priest at the Episcopal Church of Saints Andrew and Matthew in Wilmington, Delaware and as rector of St. John’s Church in Salem, New Jersey.

Reverend Guyott is survived by his mother, Alyce; sisters, Lisa Canter and Cynthia Mirbach; and brother, Scott.

Memorial contributions may be made to the Episcopal Church of Saints Andrew and Matthew, 719 Shipley Street, Wilmington, DE, 19801.

Ms. d’Harnoncourt, Overseer

Anne d’Harnoncourt, who had been an overseer in the School of Design since 1982, died June 1 of cardiac arrest. She was 64.


Her other contributions included overseeing a vast project to reinstall all of the European collections in more than ninety galleries; renaming two modern and contemporary art; and PMA’s long-term goal of acquiring the landmark, Ruth and Raymond G. Perelman Building, that increased the facilities for the PMA’s collections. In addition, Ms. d’Harnoncourt led the PMA through two major capital campaigns that raised a total of over $300 million.

Prior to becoming director, Ms. d’Harnoncourt served as the PMA’s curator of twentieth-century art from 1972 to 1982. She has written extensively about Duchamp, John Cage, Futurism, and other topics in modern and contemporary art.

Ms. d’Harnoncourt received a B.A magna cum laude from Radcliffe College and an MA from the Courtauld Institute of Art in London. Penn bestowed an honorary degree to her in 1988. She was a director of the Henry Luce Foundation, the trustee of the Fabric Workshop Museum, and a member of the Visiting Committee of the J. Paul Getty Museum, among other affiliations.

She is survived by her husband, Joseph J. Rishel, a senior curator at the PMA.

Memorial contributions may be made to the Philadelphia Museum of Art.

Professor Kempin, Wharton

Professor Frederick G. Kempin, Jr., emeritus professor of legal studies, died June 14 at the age of 86.

After graduating from Penn Law in 1944, where he had been editor-in-chief of the Law Review, Professor Kempin was a part-time instructor in the Wharton School’s business law department in 1945 while in private practice of law. He left the law practice in 1949 to devote himself to a career as a member of the Wharton standing faculty, progressing through the ranks to become a mainstay of the department and one of the most significant faculty members to its growth and success. He served several terms as the chair of the department (1962-64, 1973-78, and 1984-87), presided over the broadening of its mission and its corresponding name change, in 1977, to the “department of legal studies,” and helped to raise the department to national recognition as the preeminent faculty teaching law outside of a law school. Now known as “legal studies and business ethics,” the department preserves the orientation he set, and continues to enjoy international recognition.

Professor Kempin was “a consummate scholar with a strong grounding in and penchant for history, especially Anglo-American legal history,” recalled a colleague. A frequent contributor to the American Journal of Legal History, he served as its assistant editor 1968-73 and associate editor 1973-82. He also served several years as an editor of the American Business Law Journal, eventually becoming its editor-in-chief.

Always working on multiple writing projects, he is perhaps best known for three books and his monograph chronicling the history of the American Bar Association (now The Academy of Legal Studies in Business), an organization dedicated to raising the teaching of law outside of law schools to full academic stature. The first of his three books, Introduction to Law and the Legal Process, was co-authored with colleagues in the business law department and served as the text for the introductory course taken by countless Penn undergraduates over more than two decades. Legal Aspects of the Management Process, co-authored with Jeremy Wiesen, introduced two decades’ worth of Penn students, both graduates and undergraduates to the legal fundamentals of business organizations, partnerships, proprietorships, partnerships and corporations. His Introduction to Anglo-American Law in a Nutshell, was a widely used primer on the history of our legal system. “These books reflected his love of history and his painstaking research into how law was affected by historical intracacies and oddities,” said colleague Dr. Arnold J. Rosoff.

Professor Kempin was a strong advocate for making undergraduate business education broad-based, giving students a solid grounding in ethics and the liberal arts. As vice dean of the Wharton Undergraduate Division, 1964-1972, he worked to implement curricular reforms suggested by a study funded by the Ford Foundation and spurred on by corporate price-fixing scandals of the early 1960s. He was devoted to teaching, especially undergraduates, and was a staunch supporter of Wharton’s Evening Division. In 1972, Kempin was the winner of the Lindback Award for Excellence in Teaching in 1963, “he left behind a legion of students who remember and revere his teaching, his philosophy, his humor, and his humanity,” added Dr. Rosoff.

He is survived by his daughter, Karen Kempin Hauckes; and his son, Frederick G. Kempin, III.
Mr. Montgomery, Long-time Glee Club Director and Renaissance Man

Bruce Eglington Montgomery, a Penn ‘ambassador’ who brought international acclaim to the Glee Club, died suddenly at his summer home on the coast of Maine on June 21 where he celebrated his 81st birthday the previous day.

Mr. Montgomery, or ‘Monty’ as he was known to his countless friends, hailed from Chestnut Hill and graduated from Germantown Friends School where his love of choral music was encouraged. For a half century he shared Penn and the spirit of Philadelphia with audiences worldwide.

When he first came to Penn in 1950, he was the assistant director of a program called the Cultural Olympics. During the Korean War, he served in the US Army infantry and then returned to Penn in 1955. He served as assistant to Penn’s first director of public relations, Donald Sheehan. In that capacity, Monty served as the first editor of the then-monthly Almanac for one year before turning it over to Dr. Charles Lee, professor of English; Monty became the managing editor. He had been asked by then-president Gaylord Harnwell to be Penn’s director of musical activities. Dr. Lee and Monty jointly exhibited their paintings at the Burison Gallery several times. His paintings and sculptures are in private collections and galleries across the land.

In May 2000, the month before his retirement from Penn, the Trustees passed a Resolution of Appreciation to the “irrepressible and delightful leader of the Glee Club”…. “spreading the gospel of song.”

A legend in his own time, he was described by Michael Adelstein, C/W ’96, as, “the closest thing I’ve ever seen to Leonardo DaVinci—he’s mastered everything he has ever tried. And if in my lifetime I can reach just a little bit of what he was able to reach, I will consider myself a success.” He served as director of the University of Pennsylvania Glee Club for 44 years (1956–2000), writing, directing, choreographing and conducting their shows on many tours around the world. His memoir, A Legend in His Own Time, was published in 2005 by the University of Pennsylvania Press.

He served as director of the Glee Club, as well as reminiscences about his Gilbert and Sullivan activities. Monty served for many years as director and/or music director of Penn’s Mask & Wig Club, the University Band, the Penn Players, and many other musical and theatrical groups at Penn before his retirement & in 2000. In 1971 he helped to create the Penn Singers, a student light opera and musical theatre company, and continued to serve as their director until his death.

One of America’s leading authorities on Gilbert & Sullivan, he directed musical organizations, many of which were dedicated to Gilbert & Sullivan. He was a long-time member of the Orpheus Club, where he was also named an honorary member for his appearances as guest conductor. He was a true Renaissance Man: painter, poet, composer, lyricist, author, choral arranger and conductor. He also served on the boards of the Theodore H. Presser Foundation and the Edwin B. Garrigues Foundation. “A colorful and vibrant man until the very end, he was beloved by the countless performers and audience members whose lives he touched over a long and distinguished career,” said Brendan O’Brien, C/W ’87, Glee Club President 1986-87. “He made me dream, why not? He showed me life is full of opportunities,” said Barrymore winner, actor Jeff Coon, Glee Club President, 1990-91.

He was the artistic director of the Gilbert & Sullivan Players of Philadelphia—a group founded by his father, tenor James Montgomery—for over three decades after his father died in 1955. Under his guidance, the group produced over 65 productions. He directed and performed leading comedic roles in each of the 14 Gilbert and Sullivan operas throughout the US and England. He then served as stage director for the Gilbert & Sullivan Society of Chester County, PA from 1987 until 2007.

His works have been performed by the Philadelphia Orchestra, the Chamber Orchestra of Philadelphia and many other performing groups. The music he wrote for Gilbert and Sullivan’s Thepsis in 1990, for which most of Sullivan’s original score was lost, was produced on several occasions, including the International Gilbert & Sullivan Festival in Buxton, England in 2000.

After his 1963 Irish folk opera, Spindrift, was performed by the Penn Players—he wrote the music and lyrics for a 1964 off-Broadway hit, The Amorous Flea, receiving rave reviews in the New York papers as “the greatest melodist since Jerome Kern and the greatest lyricist since Larry Hart.” It is still performed in regional theaters around the globe.

In 2005 he received an honorary doctorate from his alma mater, Bethany College, in Lindsborg, Kansas where he earned a BFA in painting and music composition in 1950. He was also named “Man of the Year” by the Friars Club of Philadelphia in 2006.

After this long and distinguished career Monty was honored by Penn where the Studio Theatre in the Annenberg Center was renamed the “Bruce Montgomery Theatre.” The newly renovated theater was unveiled at a gala celebration on May 10, 2008, marked by live performances of his original compositions. It was the crowning achievement in the life of an amazing and gifted man and was his last public appearance.

He was looking forward to directing a G&S performance in September at the Union League in honor of Charles Spencer, the Ninth Lord Spencer, Princess Diana’s brother, at a benefit for Studio In Honor of Charles Spencer, the Ninth Lord Spencer. She sent him a note, “he made me dream, why not? He showed me life is full of opportunities,” said Barrymore winner, actor Jeff Coon, Glee Club President. He was able to reach, I will consider myself a success.”

For a full hot and cold buffet lunch priced at $10.25; a light lunch option of soup, a beverage and choice of salad or sandwich for $7.50; or lunch take-out, of salad or sandwich, with a beverage, for $7.50. The University Club is open all summer.

For more information on the Club, including membership, visit www.upenn.edu/universityclub, call (215) 898-4618 or e-mail universityclub@pobox.upenn.edu.
Postdoctoral Stipend Levels for FY 2009

The Office of the Vice Provost for Research is responsible for setting minimum stipend levels for postdoctoral trainees across the University. Many postdoctoral trainees are supported by National Research Service Awards (NRSA), with stipend levels determined by the federal government. NRSA recently announced that the stipend levels for Fiscal Year (FY) 2008 awards for postdoctoral trainees and fellows will remain the same as in FY 2007 (http://grants.nih.gov/grants/guide/notice-files/NOT-OD-07-057.html). However, in view of the desirability of achieving equity across disciplines for all postdoctoral trainees across the campus, the University of Pennsylvania will increase minimum stipend levels by four percent.

It is important to remember that recommended stipend levels represent minimums. Departments may establish their own guidelines as long as stipend rates meet or exceed those established by the University. Penn investigators are also expected to comply with any postdoctoral stipend guidelines that are promulgated by their sponsors, if these sponsor-specific guidelines exceed the Penn minimum stipend levels.

Recommended Minimum Stipend Levels for Penn FY 2009

(Penn FY: July 1, 2008 through June 30, 2009)

1. Beginning postdoctoral trainees, with no prior University of Pennsylvania experience, the minimum stipend is $36,996. This is consistent with stipend levels for NRSA postdoctoral trainees with no prior experience.

Levels for all years are:

<table>
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<tr>
<th>Years of Experience</th>
<th>Minimum Stipends FY 2009</th>
</tr>
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<tbody>
<tr>
<td>0</td>
<td>$36,996</td>
</tr>
<tr>
<td>1</td>
<td>$38,325</td>
</tr>
<tr>
<td>2</td>
<td>$39,476</td>
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<tr>
<td>3</td>
<td>$40,660</td>
</tr>
<tr>
<td>4</td>
<td>$41,880</td>
</tr>
</tbody>
</table>

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

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

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

—Steven J. Fluharty, Vice Provost for Research

Policy for the Appointment of Foreign Nationals Under the Postdoctoral Trainee Program

Preamble

Foreign national postdoctoral trainees make significant contributions to the teaching and research mission of the University of Pennsylvania. In view of increasingly complex immigration and labor laws, university-wide policies and procedures that directly impact the flow of foreign nationals to the University of Pennsylvania should be carefully defined and are outlined below.

Policy

Effective September 1, 2008, all foreign nationals holding a postdoctoral trainee position should come to the University of Pennsylvania in an exchange visitor (J-1) status.

Only in compelling circumstances and only following a thorough review will the University sponsor a postdoctoral fellow for an H-1B visa (Temporary Specialty Worker) petition. Such circumstances requiring review for exemption from the new policy could include (though are not necessarily limited to):

• The foreign national is currently in valid H-1B status;
• The foreign national has pending United States permanent residence;
• Current marriage to a US citizen or a US permanent resident;
• Postdoctoral trainees who received their PhD or equivalent degree in the United States on an F-1 visa and have completed six months of post graduate practicum.

Petitioning for Exception to the J-1 Policy

A mechanism for an appeal and review is provided if a department has strong basis for offering a postdoctoral trainee the H-1B visa. The Vice Provost for Research (VPR) will appoint an advisory committee to review the petitions for exceptions to determine if an appeal meets the exemption criteria. Based on the advisory committee’s recommendation the VPR will make the final determination about each petition.

The advisory committee and the VPR may also consult with the Office of the General Counsel and the Office of International Programs (OIP-ISSS) as necessary.

When a department feels that an H-1B visa is required in lieu of a J-1, the hiring department will prepare a formal written petition with documentation evidence for review. The Office of the Vice Provost for Research (OVPR) will review the merits of the case, make a final determination, and provide a written response to the department requesting the review. Once a final decision has been made, the department needs to be in full compliance and can proceed with bringing in the foreign national under the appropriate visa category. If the OVPR approves a request to offer H-1B sponsorship for the trainee, the hiring department will then submit the necessary paperwork to OIP-ISSS. The H-1B application submitted to OIP-ISSS must include the written exception approval granted by the OVPR. No action will be taken on an H-1B application without the written approval of the OVPR and the reason for the exemption.

Role of Departments

To avoid communication problems that could arise regarding the recruitment of foreign nationals for a postdoctoral trainee position, departments must clearly discuss the visa policy with the prospective postdoctoral trainee early in the process. In cases where exceptions are granted by the review board, departments must inform the candidate’s department about the application before the application for J-1 or H-1B visa status is submitted to OIP-ISSS. Questions from the foreign national received by OIP-ISSS regarding the status of any cases currently under review by OVPR will be referred to the hiring department.

To ensure compliance with visa regulations, the department is responsible for initiating the application process on behalf of the beneficiary (whether it is an H or J process). The “Department Contact Person” (DCP) who is responsible for filing the application should serve as the primary contact for the J-1 or H-1B application in question. Once the visa status has been determined, all questions to OIP-ISSS should come from the department contact person. The DCP is the official point of communication for both OIP-ISSS and the candidate.

Revision to the Policy for Postdoctoral Trainees Regarding New Child Leave

Effective immediately the Policy for Postdoctoral Trainees at the University of Pennsylvania, (www.upenn.edu/almanac/volumes/v54/n7/policy.html) has been amended to be consistent with the recently revised NIH Parental Leave Policy for the Ruth L. Kirschstein NRSA Awards, http://grants.nih.gov/grants/guide/notice-files/NOT-OD-08-064.html.

The New Child Leave section in the University policy for postdoctoral trainees now reads as follows:

“PDTs may continue to receive stipends for no more than 60 calendar days of leave per appointment year for adoption or birth of a child. Either parent is eligible. PDTs must discuss the use of new child leave in advance with the mentor. A mentor may not deny approval for new child leave. PDTs must discuss the use of new child leave with the Office of the Vice Provost for Research when planning a 60-day leave period or longer.”

—Steven J. Fluharty, Vice Provost for Research
OF RECORD

In an effort to serve the Penn community more efficiently and effectively, we are introducing a new policy under which outside immigration counsel will be available to process certain employment-based permanent residency and O-1 applications. This policy will take effect August 15, 2008.

Please share this guidance with prospective and current employees and other staff. It is our hope that this clarification will further improve processing times and communication among the stakeholders. Please do not hesitate to contact ISSS should you have any questions regarding this new Penn policy.

—Rodolfo R. Altamirano, Director, International Student and Scholar Services (ISSS)
—Wendy S. White, Senior Associate Vice President and General Counsel, Office of General Counsel (OGC)

Policy on the Use of Outside Immigration Counsel for Certain Employment-Based Permanent Residency and O-1 Applications

International Student and Scholar Services (ISSS) would like to maintain a level of service that is efficient and of high quality. ISSS would also like to provide regular education and training on immigration matters to hiring units. It is important to note that the volume of immigration applications has increased in recent years. Therefore, ISSS and the Office of General Counsel (OGC) have concluded that it would be beneficial to provide Penn departments with options for handling certain employment-based permanent residency and O-1 applications.

So that we may continue to meet departmental expectations and maintain excellent quality of service, ISSS and OGC are recommending the following firms (in alphabetical order) to provide certain types of immigration services as a complement to the services of ISSS: Blank Rome, LLP; Goldblum and Hess, LLP; Klasko, Rulon, Stock and Seltzer, LLP.

Only above-mentioned firms will be able to represent the University in certain immigration proceedings, unless determined otherwise by ISSS or OGC.

The retained outside counsel will be able to assist the Penn departments with the following types of immigration cases:

• Permanent residency applications which are not processed by ISSS staff or cannot be processed due to time constraints

• O-1 Person of Extraordinary Ability petitions

ISSS will continue to process permanent residency applications for teaching faculty members. ISSS will be your first stop for any PR and O-1 requests that will be filed on behalf of Penn. This includes those cases handled by outside legal counsel in an effort to maintain the quality and accuracy of applications.

Since ISSS has expertise in immigration and related institutional matters, ISSS will screen the applications prepared by the authorized outside counsel to make sure that each application accurately represents the University. Only ISSS is authorized to sign any immigration-related applications representing Penn.

Information Sessions

As a follow-up to this, ISSS will conduct two information sessions for faculty/principal investigators and business administrators on July 29 and July 31, in the Reunion Auditorium, John Morgan Building 1-3 p.m. to:

• clarify the process related to employment-based applications and the permanent residency process

• delineate the roles and responsibilities of ISSS, outside counsel and hiring departments in relation to the application process

• share practical resources to assist you in the whole immigration process.

$1 Million from Arthur and Dahlia Bilger to Launch Wharton Interactive Media Initiative

The Wharton School of the University of Pennsylvania is pleased to announce a $1 million gift from alumnus Arthur H. Bilger and his wife, Dahlia. The gift is to create and support the Wharton Interactive Media Initiative (WIMI). Mr. Bilger is a member of the Wharton School’s Board of Overseers and a Managing Member of Shelter Capital Partners, LLC, a Southern California-based private investment fund.

The Bilgers’ gift will provide term funding to launch the Wharton Interactive Media Initiative, a research endeavor focused on interactive media, the effects on global businesses and the implications for traditional media business models. Designed to capitalize on Wharton’s longstanding strengths in conducting data-driven research, the WIMI will apply it to decision making in the media industry to help companies monetize interactive data that they and others have collected.

Wharton Professors Eric Bradlow and Peter Fader are spearheading this initiative, which will focus on knowledge creation and dissemination, industry collaboration, new courses and other student-related activities, along with alumni networking opportunities. Several key components of the WIMI include: an annual conference, job placement assistance for students and alumni, the creation of an advisory board, and a prestigious prize for collaborative research in the field of interactive media.

“We are truly grateful for Art and Dahlia Bilger’s generosity and vision,” stated Wharton School Dean Thomas Robertson. “Their commitment is a wonderful reflection on Art’s career-long interest in new media, and the family’s personal commitment to philanthropy at Penn.”

Art Bilger is a 1975 graduate of the Wharton School, where he received an undergraduate degree in economics with a concentration in finance. He and his wife, Dahlia, have supported several areas at Penn, including the Arthur and Dahlia Bilger Scholarship for Wharton and Penn undergraduates, the School of Arts and Sciences and Penn Medicine. The couple’s son, Alex, is an undergraduate at the University, and their daughter, Sabrine, will matriculate in the fall.

“We are delighted to support this important priority of The Campaign for Wharton and the future of the School,” said Mr. Bilger. “Through the WIMI, Wharton will continue its tradition of innovative, leading-edge scholarship with practical applications that add real value to the world of business.”

Gift from Bilger Family to Center for Neurodegenerative Disease Research

The Center for Neurodegenerative Disease Research (CNDR) at the University of Pennsylvania School of Medicine has received $500,000 from Arthur and Dahlia Bilger to identify new approaches and unique drug targets for the treatment of Alzheimer’s disease and, through its Drug Discovery Center, translate these research findings into new therapeutic drugs.

“Through the generosity of the Bilger family we are able to pursue two novel lead compounds for Alzheimer's drug discovery that look promising in preliminary studies, but need substantial investment to evaluate as potential Alzheimer therapies,” said Dr. John Q. Trojanowski, director, Institute on Aging. "Because there will be no magic bullets for Alzheimer’s, this gift is highly significant in that it will support research that, if successful, could put more drugs in the pipeline aimed at helping Alzheimer patients by blocking or abrogating the disease process.”

“The Bilger family gift will enable us to determine if an off-label drug used to treat organ rejection in transplant patients can be used to treat Alzheimer’s disease,” explained Dr. Virginia M.Y. Lee, CNDR director. “Additionally, we will test compounds that belong to a class of drugs that block oxidative damage, but this program is at an earlier stage of development and will require more work before we can test it in animal models of Alzheimer’s disease. These studies will test important new avenues of therapeutic intervention in Alzheimer’s disease.”

The Bilger Foundation—headed by Arthur H. Bilger, W ’75, and his wife, Dahlia Bilger—has made this gift to establish The Nathan Bilger Alzheimer Drug Discovery Initiative in memory and honor of Mr. Bilger’s father, Nathan.
Penn’s Commonwealth Appropriation for FY 2008-09

On July 3 the Pennsylvania General Assembly gave final approval to HB 2326, Penn’s Commonwealth appropriation bill for FY 2008-09. This legislation was signed into law by Governor Edward G. Rendell as Act 20A of 2008. HB 2326, along with a new federalized physician practice appropriation through the General Fund, will provide $50,187,000 in funding to the University, an increase of 1.0% over last year’s funding (see chart).

This year was a very difficult budget, with the prior fiscal year revenues significantly lower than expected and Republican leaders taking a strong position to reduce overall spending. In the final budget agreement, the Governor and legislative leaders agreed to reduce the Governor’s proposed budget by approximately $600 million. Part of these cuts, all line items for state-aided institutions such as Penn were reduced 1.3% below the Governor’s proposal, with the exception of the Veterinary School. Legislative leaders objected to proposed cuts to the School, and the School’s primary line item (‘Veterinary Activities’) was held at the Governor’s proposal level of $39,647,000. Total Vet School funding will be $42,837,000.

Despite these last minute reductions, three of Penn’s other line items—Medical School, Cardiovascular Studies and Dental Clinics—still received an overall increase of 5.1% when combining funding through the non-preferred appropriation and the new physician practice plan funding. Under this funding mechanism, half of the funding for these programs (beginning January 1, 2009) will be transferred to the Department of Public Welfare to allow the Commonwealth to access federal Medical Assistance matching funds for Penn’s physician practice plans. Assuming federal approval, these three programs will receive a total of $7,099,000 in FY 2009.

In addition, the Legislature approved funding of $600,000 for Penn’s Abramson Cancer Center through the General Fund.

—Paul S. Cribbins
Assistant Vice President for Commonwealth Relations

Federal and Commonwealth Quarterly Lobbying Disclosure

The University of Pennsylvania is required to disclose federal and state lobbying activities. Both the Federal and Commonwealth governments have recently enacted revised lobbying and ethics legislation that impact the University of Pennsylvania’s disclosure requirements. Under the new federal law (Honest Leadership and Open Government Act of 2007) and Pennsylvania’s lobbying disclosure law (Act 134 of 2006), the University must file quarterly expense reports by July 21, 2008 for the reporting period of April 1 to June 30, 2008.

Compliance guidance and reporting forms have been recently distributed to all deans and senior administrators. Staff who have had interactions with elected or other government officials on behalf of the University of Pennsylvania may be required to disclose that contact. Please contact the Office of Government and Community Affairs (OGCA) at (215) 898-1388 or ogca@pobox.upenn.edu for additional information.

Please note: In the past, OGCA has mailed lobbying disclosure requests to more than 200 offices throughout the University via intramural mail. We are committed to making the reporting effort more efficient and will now e-mail these quarterly requests for lobbying expenses to deans and senior administrators only. They are asked to respond on behalf of all individuals, centers, institutes and offices that report directly to them.

—Jeffrey Cooper, Vice President, Office of Government and Community Affairs

University of Pennsylvania Non-Preferred Appropriation

(in thousands of dollars)

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<td>-</td>
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<tr>
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<td>231</td>
<td>254</td>
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<tr>
<td>Dental Clinics</td>
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<td>4,037</td>
<td>4,057</td>
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<td>**</td>
<td>2,012</td>
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<td>Cardiovascular Studies</td>
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<td>1,035</td>
<td>1,051</td>
<td>1,083</td>
<td>1,088</td>
<td>546</td>
<td>**</td>
<td>539</td>
<td>**</td>
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<tr>
<td>Physician Practice Plan Appropri.</td>
<td>1,520</td>
<td>1,531</td>
<td>1,554</td>
<td>1,601</td>
<td>1,609</td>
<td>808</td>
<td>**</td>
<td>797</td>
<td>**</td>
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<tr>
<td>(Medical Instr./Dental Clinics/Cardio. Studies)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3,800</td>
<td>**</td>
<td>3,751</td>
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<td>Total University</td>
<td>42,946</td>
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<td>44,866</td>
<td>49,429</td>
<td>49,674</td>
<td>50,325</td>
<td>1.3</td>
<td>50,187</td>
<td>1.0</td>
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</tbody>
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* Penn Museum budget request submitted through separate submission to PHMC.
**Approximately 50% of line item transferred to DPW and appropriated through physician practice plan appropriation, beginning 1/1/09.

South Street Bridge to Close for Reconstruction Fall 2008

The City of Philadelphia has announced that the South Street Bridge is to be closed this fall in order to demolish and rebuild the failing structure. The City anticipates that this project will last up to 24 months. The South Street Bridge has been in a state of disrepair for several years, and according to the City’s engineers the crumbling infrastructure is too weak to withstand this upcoming winter season in tact. In fact, Penn’s campus has a very difficult budget, with the prior fiscal year revenues significantly lower than expected. The South Street Bridge was closed last year when the City, in order to extend the service life of the Bridge, restricted delivery trucks, SEPTA and Penn Transit buses from crossing because of their weight.

The closing of the Bridge for reconstruction will have a considerable impact on accessing the University and Health System, and potentially lead to increased traffic congestion on and around campus. As a result, the University is preparing to support faculty, staff, students, alumni, patients and guests who may be impacted by the Bridge’s closing. This month, a new website (www.publicsafety.upenn.edu/ssbridge) will provide information about the project and include recommended maps, routes and detours for those traveling to campus by automobile, as well as useful information on alternative modes of transportation.

If your school, center or department website includes directions to campus, or links with directions to campus, please add a link to the South Street Bridge website.

The University is also considering a number of initiatives to encourage people not to drive to campus. Check the South Street Bridge website for updates on these actions.

—Division of Business Services
Abass Alavi

Dr. Alavi: Honorary Degree

Dr. Abass Alavi, professor of radiology and neurology at the School of Medicine, received an honorary doctor of science degree from the University of the Sciences in Philadelphia at its 187th Commencement Ceremony on May 21. Dr. Alavi was recognized as a pioneer in the field of molecular imaging.

David Artis

Dr. Artsis: Infectious Disease Award

Dr. David Artis, assistant professor in the department of pathology, has received an Investigator in the Pathogenesis of Infectious Disease Award from the Burroughs Wellcome Fund. Dr. Artis was one of 14 selected from an applicant pool of 152. The award includes $500,000 over 5 years. Dr. Artis’ research interests include regulation of immunity and inflammation of the gastrointestinal tract.

Sara Aton

Dr. Aton: Women in Science

Dr. Sara Aton, post-doctoral fellow in the department of neuroscience at the School of Medicine, was awarded a grant from the L’Oreal USA Fellowship for Women in Science Program. The prestigious fellowship provides support to postdoctoral women scientists who are undertaking cutting-edge research with practical applications. Dr. Aton will use the grant to study a key biological component underlying learning and memory called synaptic plasticity. The long-term goal of her research is to clarify how sleep contributes to learning and memory.

Maria Delivoria-Papadopoulos

Dr. Delivoria-Papadopoulos: Honorary Degree

Dr. Maria Delivoria-Papadopoulos, professor emerita of pediatrics and physiology, received an honorary degree from the Aristotle University of Thessaloniki, School of Medicine in April. A recognized leader in the field of neonatal-perinatal medicine, Dr. Delivoria-Papadopoulos has helped drastically improve the lives of thousands of children through her medical practice and research. Her work includes studying the mechanisms of brain damage in infants and finding therapeutic interventions for extremely premature infants.

Hongzhe Li

Dr. Li: ASA Fellow

Dr. Hongzhe Li, professor of biostatistics in the School of Medicine, has been named a fellow of the American Statistical Association (ASA). Fellows are recognized for their outstanding professional contributions to and leadership in the field of statistical science.

Dr. Lu: HHMI Investigator

Dr. Zhe Lu, professor of physiology at the School of Medicine, was selected to be a Howard Hughes Medical Institute investigator. One of 56 biomedical scientists chosen, Dr. Lu’s lab will develop therapeutic strategies to combat certain diseases that currently lack effective treatment and pursue the answers to fundamental biological questions. HHMI honors and supports some of the nation’s most creative biomedical scientists by giving them the opportunity to tackle their most ambitious and risky research projects.

Ms. Samuel and Ms. Shearin: HHMI-NIH Research Scholars

Penny Veterinary students Michelle Samuel, V ’09 and Abigail Shearin, V ’10, were among 110 students from across the country selected to participate in the HHMI-NIH Research Scholars Program. The program allows them to conduct biomedical research full-time for one year as part of a $4 million initiative by the Howard Hughes Medical Institute. They will visit several labs at the National Institutes of Health (NIH) before choosing the research project they will pursue with an NIH mentor.

Dr. Gregorian: CASE Award

Dr. Vartan Gregorian, former Penn provost, was president of Brown University, and the New York Public Library before becoming president of Carnegie Corporation of New York, has been honored by a Council for Advancement and Support of Education (CASE) as a recipient of its Distinguished Service Award. CASE president John Lippincott said; “The 2008 CASE Distinguished Service Award Winners stand as outstanding examples of the many ways individuals and organizations can support education.” The Vartan Gregorian Professorship in the Humanities chair was established at Penn in 2004 by the Annenberg Foundation (Almanac November 2, 2004).

Dr. Chen-Plotkin: Career Award

Dr. Alice Chen-Plotkin, NRSAs post-doctoral fellow at Penn’s Center for Neurodegenerative Disease Research, has received a Career Award for Medical Scientists from the Burroughs Wellcome Fund. She has also recently received the 2008 Clinician-Scientist Development Fellowship Award from the American Academy of Neurology (AAN) Foundation and the ALS Association. Dr. Chen-Plotkin and her colleagues are honing in on a protein called TDP-43, which is seen in people with amyotrophic lateral sclerosis (ALS) and frontotemporal dementia. They hope to trace causes and develop effective therapies to treat neurodegenerative disorders.

Dr. Lester: Chemical Physics Journal

Dr. Marsha I. Lester, Edmund J. and Louise W. Kahn Professor of Chemistry, has been named editor of The Journal of Chemical Physics by the American Institute of Physics. The appointment will begin January 1, 2009. Dr. Lester’s research group has developed methods for generating open-shell complexes between free radical and reactive partners, and for stabilizing intermediates of key chemical reactions.

Dr. Werner: Thompson Prize

Dr. Rachel Werner, assistant professor of medicine and senior fellow at the Leonard Davis Institute of Health Economics, received the John D. Thompson Prize for Young Investigators from the Association of University Programs in Health Administration. The prize recognizes faculty from member programs whose work contributes to knowledge in health services based on their research. Dr. Werner’s research program examines the impact of health care quality improvement initiatives on racial disparities and overall quality of care.

Health Care Students: DOW Award

Wharton MBA students Emily Rizza, WG ‘08; Katie Vahle, WG ’08; and Joyce Liao, WG ’08, received the Doctors of the World (DOW) Health and Human Rights Leadership Award on May 19 in New York City. The award recognizes the students’ work in designing a voucher program for pregnant women in Kenya that will help reduce maternal mortality and morbidity rates, as well as an HIV/AIDS- and TB-related project conducted a year earlier. The students worked as part of the Wharton Healthcare International Volunteer Project (WHIVP), a student-alumni group, in partnership with DOW, a non-profit volunteer medical services association.

The WHIVP-DOW project aims to reduce the maternal mortality rate from some 410 per 100,000 births to 175 per 100,000 in the areas of Kenya covered. The plan pivots on a voucher system, backed by private and public funding, and is devised to encourage more expectant mothers to use existing healthcare facilities in the area.

Publication Services: Design Award

Penn Publication Services has been awarded the 2008 Graphic Design USA American Inhouse Design Award for three of its publications: the Penn Sleep Center Annual Report 2008; the Penn Alumni Botswana Travel Brochure; and the Economic Inclusion Brochure. The American Inhouse Design Awards serves the premier showcase for outstanding work by staff designers. It is a unique opportunity for the staff designer, marketing and communications departments within corporations, publishing houses, non-profits, universities and government agencies to be recognized for their creativity, for the special challenges they face and for their contributions to their businesses and institutions.

ALMANAC July 15, 2008
Ajay Nair: Associate Vice Provost for Student Affairs

The Division of the Vice Provost for University Life (VPUL) is pleased to introduce Dr. Ajay Nair as Penn’s Associate Vice Provost for Student Affairs, effective July 1.

Dr. Nair returned to Penn from Columbia University, where he served as associate dean of student affairs for Columbia College and the Fu Foundation School of Engineering and Applied Science. Formerly, Dr. Nair had served at Penn as associate director and instructor in the Asian American Studies Program, as well as director of the Pan-Asian American Community House (PAACH).

Prior to his appointments at Penn and Columbia, Dr. Nair held positions at Penn State University and the University of Virginia, where he served in a variety of capacities as faculty member, student affairs administrator, and academic administrator.

“I feel privileged to have the opportunity to provide leadership for services that touch the lives of all Penn undergraduate, graduate, and professional students,” Dr. Nair said. “Penn is uniquely positioned to engage students in opportunities that integrate students’ in-class and out-of-class experiences that ultimately will promote a life-long commitment to citizenship and social justice.

By providing co-curricular opportunities that help our students grow and develop, we are one step closer to cultivating our future leaders and change agents. I look forward to this exciting challenge.”

VPUL Dr. Valerie Swain-Cade McCoulum said, “With great delight, we welcome Ajay home to our VPUL family. Ajay served with distinction in his earlier tenure at Penn, and I know our entire campus community will benefit from his fanatical experience and efforts on behalf of our outstanding undergraduate, graduate, and professional students. We’re thrilled to have him back and joining us in this important leadership role.”

A Philadelphia native, Dr. Nair holds a BS and a PhD in education from Penn State. His research interests include quality assurance in educational systems, service learning and civic engagement, and 2nd-generation Asian American identity. His current book project, Desi Rap: Hip-Hop in South Asian America (Rowman & Littlefield, Fall 2008) focuses on the complexities of 2nd-generation South Asian American identity. Dr. Nair has taught regularly throughout his career.

Dr. Nair will serve as the chief deputy to the VPUL for all aspects of undergraduate, graduate, and professional student affairs and activities under the VPUL division. He will be the chief liaison to school student affairs officers, house deans, and other key University divisional officers and serve as a liaison to the Undergraduate Working Group and Trustees Council of Penn Women, chair the Tangible Change committee, and serve as the staff administrator of the Trustee Student Life Committee.

Dr. Nair will coordinate campus Open Expression monitoring, as well as lead review and updating of student policies and procedures.

Undergraduate Admissions Appointments

Quenby Mott

Quenby Jackson Mott has been appointed as Vice Dean and Director of Undergraduate Admissions, effective July 1, 2008. Ms. Mott will report directly to the Dean, as the lead manager guiding recruitment, outreach, and selection strategies for Penn’s four undergraduate schools.

Ms. Mott is a former associate dean (2002-2005) and regional director (1996-2002) of admissions at Penn. As associate dean, she managed a team of admissions officers, including the Office of Multicultural Recruitment; served as the primary liaison to the School of Nursing, Huntsman Program in International Studies and Business, and Department of Intercollegiate Athletics; and guided admissions decisions on approximately 3,500 applicants per year.

She also brings critical management and counseling experience from her background in the banking industry and as a director of educational counseling at College Coach.

Ms. Mott, a 1989 graduate of Gettysburg College, is committed to attracting the most highly qualified and deserving students to Penn, a key strategic priority for both President Gutmann and Provost Daniels.

David Phillips

David M. Phillips has been appointed as the Vice Dean of Admissions and Director of Information and Management Systems, effective August 2008. This position reflects the importance of data management and analysis for admissions and as an institutional priority for Penn.

Mr. Phillips is an associate dean of Enrollment Management Services for the Division of Student Affairs at Columbia University, which includes Undergraduate Admissions and Financial Aid. He manages a team of professionals responsible for database systems with over 120 users, building custom databases and reporting tools, data models, and reports.

In his 19-year tenure at Columbia, Mr. Phillips implemented the first digital imaging system used by the Ivy League in admissions, financial aid, and advising; converted processes such as student deposit collection from paper to e-commerce; developed custom reporting tools that reduced delivery time on daily reporting requests to less than 48 hours (from 5-7 days); automated data import and export processes from/to outside sources (e.g. the College Board); and designed financial models and statistical reports for the Dean’s senior staff.

Mr. Phillips is a 1987 graduate of Bard College, where he played for the varsity basketball and tennis teams and assisted in coaching the women’s tennis team.

Brian Rose: Museum’s Deputy Director

Dr. C. Brian Rose has been appointed Deputy Director of Penn’s Museum by Dr. Richard Hodges, Williams Director. The three-year appointment begins May 1.

Curator-in-Charge of the Museum’s Mediterranean Section and the James B. Pritchard Professor of Archaeology in the Department of Classical Studies, Dr. Rose is also the President of the Archaeological Institute of America.

Dr. Rose is an archaeologist with extensive field excavation and survey experience. After receiving his BA in Classical and Near Eastern Archaeology from Haverford College, Dr. Rose continued his education at Columbia University, where he earned an MA, MPhil, and PhD.

He taught in the Classics Department of the University of Cincinnati from 1987 to 2005, as full professor and Cedric G. Boulter Professor of Classical Archaeology, and department head, before coming to Penn in 2005. A frequent lecturer in North America, Europe and Turkey, he is also the author or editor of numerous scholarly articles, books, and reviews. In addition to his role with the AIA, Dr. Rose serves on the Board of Directors of the American Academy in Rome and the American Research Institute in Turkey.

Keith DeVries Mediterranean Section Keepership Endowed at Museum

Dr. Richard Hodges, Williams Director, Penn Museum, announced a $1 million gift from an anonymous donor to endow the Mediterranean Section Keepership in memory of Dr. Keith DeVries, longtime associate curator of the Museum’s Mediterranean section and associate professor of Classical Studies at Penn. He died in July 2006 (Almanac September 5, 2006).

Like most major geological “sections” at the Museum, the Mediterranean Section has a “Keeper”—a full-time staff person responsible for the care of and access to the 34,000 artifacts in Penn Museum’s ancient Mediterranean section collections. Lynn C. Makowsky, the section’s Keeper since 2000, is the Museum’s first Keith DeVries Keeper. Ms. Makowsky holds an MA in museum studies from San Francisco State University. For the past six seasons, she has been part of the staff at the joint Penn Museum/Southern Methodist University/Franklin and Marshall College Mugello Valley Archaeological Project and Poggio Colla Field School in Italy.

“Keith DeVries was a wonderful scholar, teacher, and field archaeologist,” noted Dr. Brian Rose, curator and deputy director. “All of us in the Mediterranean Section are delighted that he will be remembered in this very special way.”
The Committee met six times this year. Behavioral Health and the changes in next year’s medical plans were the dominant topics discussed. The Committee also discussed the Condition Management Program with Caremark, Aetna and other providers, and the Employee Benefits Budget.

1. Today’s reality in health care is that the cost of health care is ever increasing and member decision making is crucial. 50% of all health care costs are driven by member behavior. IBC and Aetna try to help members in their decision-making process by offering programs designed to improve quality and manage health care costs.

Penn’s costs for its health care plans are slightly higher than most, however, benefits are somewhat richer. The employees’ share of health care cost is lower for HMOs and significantly higher for PENNCare PPO but there is a lower out-of-pocket basis across all plan options.

Penn’s financial efficiency (the cost to deliver a standard package of benefits to an average population) is more favorable across all benchmarks, though.

2. UPHS Billing: The committee had a constructive discussion with the director of UPHS billing and was encouraged that the problems identified in the past few years are being addressed.

3. Prescription Drug Utilization and Costs: Prescription drug trend results for active employees for the plan year ending June 30, 2007 showed that the Gross Rx payments (before plan participant copays) was -1.3% while the Net Rx trend (after plan participant copays) was -6.6%. This was an excellent performance in the light of previous increases in the high single digits to low double digit percentages. The main factors accounting for the University’s favorable trend were the mandatory generic plan design component, the increased use of mail order service and lower utilization of the biotech/specialty Rx during the year. In addition, pharmacy discount savings, which have lowered the base price for participants, have averaged 29.2%. Individual cost savings are detailed in the iBenefit Statement which informs participants about the savings to them when electing generic alternatives.

4. Penn’s Condition Management Program is currently an “opt in” arrangement, contracted with Caremark, and has only 24% participants out of 5,000 that have been identified as potential participants. For FY 2009, the Human Resources Division will continue health screenings and launch the Health Risk Assessment (HRA) Program which will involve: health screenings, Health Risk Assessments (HRAs) and a full Condition Management Program piloted through Aetna for Aetna participants.

5. Medical and Dental Rates for Active Employees: The methodology and assumptions used for calculating these rates were presented and discussed at the meetings. There will be little change in rates.

6. Behavioral Health Issues: The Committee over the course of several meetings went over changes, mostly enhancements, in the mental health and drug dependency benefits. This included presentations by Penn Behavioral Health staff on our current benefits utilization, plan design and parity issues. Overall the benefits are being enhanced for those with Serious Mental Illness and realigned for those with Drug Dependency issues. A middle tier was added (between the PBH in network and the out of network tiers) which will give participants the program discounts close to the in-network benefits.

The Committee would like to remind Penn staff of the availability of the Employee Assistance Program as a first line of defense and treatment for mental health problems.

7. Penn is conducting an audit of dependents in the medical and dental plans. A communication piece was sent out with the message that there will be an amnesty period during which no penalties will be imposed. The goal was to have plan participants remove the ineligible dependents at the next open enrollment. Benefits are still extended to same-sex partners in a domestic relationship. Since Pennsylvania law has stopped recognizing common law marriages in September, 2003, Penn does not offer benefits to common law spouses or different sex partners.

Initiatives for Fiscal Year 2009

The initiatives for next fiscal year include: prescription drug program review, mental health parity, disease management follow-ups, and retiree medical benefits, and further examine the tuition assistance program for staff pursuing coursework outside the University.

It is a pleasure to acknowledge the support provided to the committee by the Human Resources staff, in particular by Leny Bader, executive director of Benefits; Erin Doyle, secretary; and Geri Zima, manager of Benefits Administration who provided staff support to the Committee and the director of UPHS billing and was encouraged that the problems identified in the past few years are being addressed.

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2007-2008 Council Committee Year-End Reports were published in the May 6, 2008 issue.

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Penn’s Business Services Division (BSD) provides the leadership, business practices, facilities, and services needed to develop and maintain a hospitable, fiscally responsible, customer-friendly campus environment. Our mission is to provide high-quality service in a fiscally-responsible manner and our vision is to continually set the standard within each of our operating units. Please take note of the following updates to some of our services and promotions benefiting the Penn community in the upcoming year.

—Marie Witt, Vice President, Business Services

### 2008-2009 Parking Rates

Effective September 1, 2008, the following rates are available to faculty and staff of the University and Health System:

<table>
<thead>
<tr>
<th>Monthly</th>
<th>Weekly</th>
<th>Permit Class</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>$143.75</td>
<td>$35.94</td>
<td>Class A</td>
<td>Campus Parking</td>
</tr>
<tr>
<td>$92.50</td>
<td>$23.13</td>
<td>Class B</td>
<td>Remote Parking</td>
</tr>
<tr>
<td>$45.84</td>
<td>$11.46</td>
<td>Class C</td>
<td>Evening/Weekend</td>
</tr>
</tbody>
</table>

These rate increases will enable Penn Parking to undertake necessary garage and surface lot improvements including access equipment, lighting, elevators, repaving and other deferred maintenance. These rate changes also reflect the City of Philadelphia’s parking lot tax increase. Effective July 1, 2008 the City raised the tax to 20 percent.

If you need to park on campus on a regular basis, a permit offers significant savings on daily parking rates. Permit rates are an average of $6.90 per working day; daily parking in one of Penn’s lots or garages average $13 a day. According to a recent survey conducted by Penn Parking, University rates are as much as 30 percent lower than comparable lots and garages located in West Philadelphia and Center City.

University faculty and staff have the option to pay their parking fees through automatic payroll deduction. With this option, you will be automatically enrolled in the Penn Commuter Choice program, which allows you to deduct parking fees on a pre-tax basis.

If you are currently a permit holder and have had any changes to your parking information over the past year—such as a new car, license plate, address, telephone number, or new position—it is important to inform the Parking Office. Visit Click-n-Park at [www.upenn.edu/parking](http://www.upenn.edu/parking) or [www.upenn.edu/u@pen](http://www.upenn.edu/u@pen).

### SEPTA Commuter Pass Program/COMPASS

Penn encourages the use of public transportation and provides with SEPTA, monthly Transpasses and TrailPasses at a 10% discount through payroll deduction for all faculty, staff, and students. Full-time Penn faculty and staff are eligible for this program. There are two types of commuter passes:

- TransPass enables you to travel and transfer with no limit, on city buses, trolleys and subways.
- TrailPass offers you unlimited travel up to the zone shown on the face of the pass on suburban bus routes, regional high-speed trains and transit routes within the city.

Both of these programs can be deducted pre-tax up to $115. per month. For Septa schedules visit [www.septa.com](http://www.septa.com/).

New! Visit ‘Train View’ your personal status report for all Regional Rail trains.

- Desktop: [http://trainview.septa.org/](http://trainview.septa.org/)
- Mobile: [http://trainview.septa.org/mobile](http://trainview.septa.org/mobile)
- PDA: [http://trainview.septa.org/pda](http://trainview.septa.org/pda)

### TransitChek®

Permanent part-time and full-time employees of the University of Pennsylvania who are not participating in the parking permit program are eligible to purchase TransitCheks®. Up to $100 worth of TransitCheks® may be purchased through payroll deduction on a pre-tax basis. The following regional transit providers participate in the TransitChek® program: SEPTA, Dart, NJ Transit, Amtrak, and PATCO.

### Penn Computer Connection Sale

Penn faculty, staff and students are eligible to take advantage of significant educational discounts on Apple, Dell, Lenovo and Microsoft products during the Penn Computer Connection’s Back-To-School (BTS) Sale, happening now throughout the summer months. Details of the sale can be found in the BTS brochure mailed to the Penn Community this month. For more information, visit the Computer Connection showroom at 3610 Sansom Street, or download the brochure online at [www.upenn.edu/computersale](http://www.upenn.edu/computersale).

### Penn Hotel Rates

The Penn Rate as of July 1, 2008 is as follows:

- Hilton Inn at Penn: $209
- Sheraton University City Hotel: $180
- Penn Tower Hotel: $155

Penn’s Children’s Center: Rates for 2008-2009

Penn Children’s Center (PCC) accepts applications year-round for infants, toddlers, and children of preschool age. We are also accepting waitlist applications for infants. Enrollment for all ages is subject to space availability.

PCC, located at the Left Bank complex at 3160 Chestnut Street, serves children ages 12 weeks through five years. PCC facilities include computer-equipped classrooms, a multi-purpose indoor gym, an outdoor playground and a children’s garden. PCC is accredited by the National Association for the Education of Young Children (NAEYC).

The weekly rates for FY 2008-2009 below are available to Penn faculty, staff, students and UPHS employees. Assisted rates are available to regular University employees that meet eligibility requirements, subject to space availability and funding. (These rates are not currently available to UPHS employees.)

Part-time slots and sibling discounts are also available. Contact Natasha Subeh, executive director, at (215) 989-5268 for additional information or to arrange a tour. Or visit the Center’s web page: [www.upenn.edu/childcare](http://www.upenn.edu/childcare).

### 2008-2009 Faculty/Staff Printed Directory

All online revisions to the information displayed in the Penn View in the Online Directory made by July 23, 2008, will appear in the 2008-2009 printed Telephone Directory. Directory liaisons will verify and, if necessary, edit listings online, and identify which records should be printed, at the department’s discretion. 2008-2009 Directories will be distributed to the campus community in mid-October, and 2007-2008 Directories will be collected for recycling.

**Upcoming Deadlines—Faculty/Staff:**


**Directory Liaisons:**

Blue Pages: Monday, August 11—Submit final Blue Pages approvals. Send hardcopy* if fax changes to the Telephone Directory Office; Suite 440A, 3401 Walnut Street/6228; Fax: (215) 898-0488. *If you prefer to submit electronic listings, or if you did not receive a hardcopy mailing, please contact the Telephone Directory staff at: fsdirectory@pobox.upenn.edu or (215) 898-7643.

White Pages: Monday, August 11—Complete White Pages updates and verification. Verify and, if necessary, edit listings online; identify records to be printed.

**Future Updates:**

Faculty and staff should continue to use the online update feature at [www.upenn.edu/directories](http://www.upenn.edu/directories) to revise directory information throughout the year. You will need your PennKey and password in order to change your information. (For more information regarding your PennKey go to [www.upenn.edu/computing/pennkey](http://www.upenn.edu/computing/pennkey). We encourage new staff members to review their record after they have obtained a PennCard and PennKey/password.

For more information: e-mail fsdirectory@pobox.upenn.edu.

—Donna Petrelli, Assistant Director, Communications, Business Services
ICA Admission: Now Free for All

Admission to the Institute of Contemporary Art (ICA) is now free to the public for the first time in its history. ICA Director Claud dia Gould announced that this unprecedented initiative is made possible by a generous gift from Glenn R. Fuhrman. ICA Overseer, contemporary art collector, and Penn alumnus, ’W ’87, WG ’88.

During his years at Penn, Mr. Fuhrman studied art history and frequently visited the ICA. Beginning in 1997, he sponsored a series of lectures for the department of the history of art culminating in a lecture given in 2005 by renowned historian and former professor Leo Steinberg, in whose class Mr. Fuhrman had been a student.

Free admission for the public is sponsored by the Glenn R. Fuhrman Fund. The Fuhrman gift will underwrite admissions at the ICA for the next five years allowing access to its exhibitions. The museum plans to celebrate this gift with a community-wide opening event September 4. This event, which will also be free and open to the public, will kick off the ICA’s fall exhibition schedule, which will include the work of artists Douglas Blau, R. Crumb, Kate Gilmore and Odili Donald Odita.

Opening the doors free of charge renews the vision of ICA’s founder, the late G. Holmes Perkins, Emeritus University Professor of Architecture and Urbanism and dean of the Graduate School of Fine Arts (now the School of Design), from 1951 to 1971. His vision and passion were to expose his students, and the greater community, to the art of their time. Dean Perkins felt that students required a broad perspective on related disciplines in order to fully grasp their own. He died at the age of 99 in 2004 (Almanac Sept ember 7, 2004).

“We are so grateful to Glenn Fuhrman for his vision and generosity, which will open the world of contemporary art to new audiences,” said President Amy Gutmann. “This wonderful initiative reinforces the University’s commitment to engagement with the community, both locally and globally.”

As part of the University of Pennsylvania, ICA—founded in 1963—has always been free to students, faculty, staff and members. In keeping with ICA’s mission which invites the public to share in the experience, interpretation and understanding of the work of established and emerging artists, free admission eliminates all financial barriers to achieving this goal and demonstrates a commitment to the greater Philadelphia community.

“Integral to ICA’s long-range strategic plan of creating access to living artists, free admission allows ICA to continue to be the premier destination for experiencing contemporary art—where everyone can feel welcome, energized and inspired. It will also engage the casual and repeat visitor, which is very important to our vision as a whole” said Ms. Gould.

EHS Summer Update

Laboratory Attire: What You Wear Can Make You Safer: During the summer months many University employees arrive inappropriately dressed for work in the laboratory. The University of Pennsylvania’s laboratory safety manuals as well as federal regulations and NIH require lab workers to wear lab coats and safety glasses in areas where chemicals, biohazards or radioisotopes are used. Shorts and sandals are not appropriate attire for laboratories even when they are worn under lab coats because they leave skin exposed that can be harmed by a chemical exposure.

Proper attire includes long pants, closed toes shoes, lab coats and safety glasses. The Office of Environmental Health and Radiation Safety (EHSRS) recognizes that in the summer many lab workers walk or bike to their laboratories and find it more comfortable to wear shorts. We encourage these lab workers to keep a pair of cotton socks in their lockers and to wear the socks over their shorts while they work in the lab. It is also likely that the same individuals will be wearing shorts or other open-toed or open-sided clothing while they travel to and from work. Thus, we also encourage these lab workers to also keep appropriate footwear to be worn in the lab.

Regulatory and funding agency guidelines require lab coats and safety glasses be provided at no charge to employees and that employers assure that they are worn. University faculty are responsible to ensure that their staff wear lab coats, appropriate clothing under their lab coats, and safety glasses whenever they are in the lab.

High School or College Students working in Labs Require Training: During the summer months many students work in University laboratories. To provide for their safety and to ensure compliance with applicable regulations, the University has established the following guidelines:

1. All individuals who work in laboratories must attend mandatory training programs on laboratory safety provided by EHSRS. Check the EHSRS website www.ehrs.upenn.edu/training/dates/ for training schedules.

2. Proper laboratory attire must be worn. This includes long pants, closed-toed shoes, lab coats and safety glasses.

UPS and Dangerous Goods: Beginning July 1, 2008 the University started using UPS as its sole contract supplier for shipping. If you ship dangerous goods either domestically or internationally, including dry ice, there are important differences in the way that packages are prepared for UPS. This includes revised labeling requirements as well as a list of prohibited items. Please contact EHSRS with any dangerous goods shipping questions or to receive shipping training. Additional information will be available on the EHSRS website.

Chemical Spill Kits: Every laboratory that uses chemicals is required to have a spill control kit. The majority of laboratory chemical spills can be cleaned by lab personnel. In order for spill clean-up to be conducted safely, proper personal protective equipment and appropriate spill materials are needed. Although most spill kit contents are common items which may be found throughout the lab, the consolidation of these materials allows rapid and safe spill response.

Spill kits can be purchased through Fisher Scientific. EHSRS recommends one of the following options:

NC9064010 Economy universal spill kit (bag) $55.11
17-985-128 Fisherbrand spill response kit (6-gal pail) $70.31

Please contact Jim Crumley, EHSRS Hazardous Materials Specialist, (215) 746-5036 if you require additional information.

New Labels for Non-Infectious Laboratory Glassware/Plasticware Disposal Containers: EHSRS has introduced two new labels for non-infectious laboratory glassware and plasticware disposal containers in an effort to provide safer transportation, improve safety and compliance. One label is specific to disposal in Glassware Buckets, the other is specific to disposal in Glassware Boxes. The labels provide instructions for both laboratory personnel and housekeepers, and should be affixed to the disposal containers prior to use.

The labels are currently available from EHSRS by e-mailing your request to ehrs@ehrs.upenn.edu or calling (215) 898-4453.

New Training Program: A Biological Safety Cabinet (BSC) is a primary means of containment developed for working safely with infectious microorganisms. BSCs are designed to provide personnel, environmental and product protection when appropriate practices and procedures are followed. This EHSRS training module, required for all users of biological safety cabinets, explains how BSCs work, their limitations, appropriate work practices, decontamination, maintenance, certification and repair procedures. Requirements for the use of biosafety cabinets are included in the NIH/NIH Guidelines “Laboratory Safety in Microbiological & Biomedical Laboratories (CDC-NIH) 5th Edition”

New Training Program: Recombinant DNA Training; in order to comply with the spirit of the NIH Guidelines for Recombinant DNA Research, this training program was designed to familiarize researchers with the NIH Guidelines by providing information regarding the roles, responsibilities, safeguards and procedures for various personnel involved with DNA research at the University of Pennsylvania. It is required by the NIH Office of Biotechnology Activities (OBA) for all faculty and staff whose research involves recombinant nucleic acids.

—Office Of Environmental Health & Radiation Safety
Human Resources: Upcoming Programs

Flexible Work Options Info Sessions
Flexible Work Options can be a great strategy for organizations as well as individuals. They can support Penn’s mission to maximize productivity, expand services, and attract and retain talent. Individuals may benefit by gaining the ability to pursue new professional development opportunities, better balance work and family responsibilities, and undertake new health and wellness or community service activities.

Flexible Work Options Information Sessions for managers and employees interested in learning more about how to design and manage Flexible Work Options will be held sponsored by Human Resources and led by Marilyn Kraut, Human Resources director for Quality of Worklife Programs. For more information and to register, please visit www.hr.upenn.edu (click on “Course Catalog” at the top of the screen, then select “Quality of Worklife” from the “Browse by Category” menu) or contact Human Resources at kraut@exchange.upenn.edu or (215) 898-0380.

Flexible Work Options Formations Sessions: August 21 and September 10; noon–1 p.m.; free. Whether you are an employee interested in establishing a flexible work arrangement or a manager seeking to understand how to consider and evaluate flexible work arrangements, please join us for this informative, interactive presentation and discussion. You will leave this session with a better understanding of how Flexible Work Options work, where flexible work arrangements fit and work best, and what conditions encourage a successful plan for a flexible work arrangement.

Professional & 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 the following workshops via the on-line Course Catalog at 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: “Accountability That Works!” July 17; noon–1 p.m.; free. Accountability That Works! is an exciting, innovative video that will provide everyone in your department with the tools they need for a greater sense of empowerment, a higher level of effectiveness, and increased productivity. The video uses several types of workplacese as examples that illustrate how to ensure that every task has a clearly defined owner and agreement, as well as how to empower employees to keep their agreements (and to hold others accountable without putting them on the defensive).

Career Focus Brown Bag: Self Assessment; July 18; noon–1 p.m.; free. Self assessment is the first step in career planning. Knowing more about who you are is essential to understanding why you like and are more successful at certain jobs than others. You will be most effective and satisfied at work when your career and jobs mesh with your skills, strengths, values, interests and passions.

Game Plan for Healthy Eating

Everybody needs a game plan for healthy eating in their lives. This series of workshops will help give you the knowledge to develop personal, specific nutrition goals and create play-by-play strategies to achieve them! You should walk away from these workshops with winning tips to better devise, implement, and succeed with your own personal nutrition plan.

Introduction to the Myers-Briggs Type Indicator; August 22; 9 a.m.–noon; $75. Taking the Myers-Briggs Type Indicator (MBTI) inventory and receiving feedback will help you identify your unique gifts. The information enhances understanding of your interactions, your natural strengths, and your potential areas for growth. It will also help you appreciate people who differ from you. Understanding your MBTI type is self-affirming and encourages cooperation with others.

Joys of Summer: Cultural Walking Tour

Summer has arrived in Philadelphia. The days are longer and the sun is shining, and there’s nothing quite so nice as spending some time outside. It’s the perfect time to join the Penn Walking Program! If you’ve been planning to incorporate more physical activity into your routine, The Penn Walking Program can help. Weekly motivational e-mails and group walks will keep you inspired, and you’ll receive your own pedometer (and access to the Penn Walking Program tracking website) in order to track your progress. You can join the Penn Walking Program at any time. For more information, visit the Human Resources website at www.hr.upenn.edu/Quality/Wellness/Walking.asp, contact Human Resources at (215) 898-5116 or suszsmith@exchange.upenn.edu.

One good way to plan a walk is to choose a series of sites you’d like to visit, and map out a route. University City and West Philadelphia have plenty to offer you as a walker, whether you’re interested in history, art, food, or architecture. A two-mile walking tour that begins at the University City District headquarters includes some major cultural sites on and around Penn’s campus, and explains a bit about each one (see map on Almanac’s website).

Additional information, such as hours of operation and admission fees, if applicable, is generally available on-line via the Course Catalog or the on-line Brown Bag Matinee series.

One Step Ahead

Security & Privacy Made Simple

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

Information Security and Privacy at Penn—2008 Year in Review

For the 2008 academic year ending June 30, 2008, Penn experienced a sharp drop in the numbers of hacked computers and a respectable drop in numbers of alleged copyright infringement notices. The most serious security and privacy incidents were most often due to lost or stolen computers or portable data storage devices. The number of hacked computers in 2008: 239, is down 63% from 2007. Reasons for the improvement include broader use of automated patch management software and personal firewalls and a gradual replacement over time of older insecure computers. If you use a desktop or laptop computer older than three years, your single most effective step to tighten security would probably be to upgrade to a new computer. While the numbers of alleged copyright infringement are down 29%, it’s still worth a reminder that illegally downloading or sharing copyrighted music or movies is a violation of Penn policy with sanctions for employees up to and including termination. Finally, the loss or theft of portable laptop computers and storage devices like USB flash drives is a growing problem. Consider purchasing Computrace software to assist in recovering lost or stolen laptops.

Get Moving!; July 16; noon–1 p.m.; free. In this workshop, we’ll tackle motivation. How do you convince yourself to stop for the extra pint and eat a good breakfast? Also, learn how to weave a healthy afternoon snack into your routine so you can sprint to dinner and tackle post-dinner eating.

Career Focus Brown Bag: Careers in Development and Alumni Relations; August 1; noon–1 p.m.; free. This workshop will give you the opportunity to explore career paths in Development and Alumni Relations. Opportunities in the field range from working with alumni and engaging volunteers, to cultivating and soliciting donations, to fundraising foundations and corporations to fund scholarly and educational programs or working in the development services departments that support these efforts. These jobs call for a variety of skills and competencies. If you are interested in entering the field of development and alumni relations, this workshop will provide valuable information and tips.

Brown Bag Matinee: “Who Moved My Cheese?”; August 20; noon–1 p.m.; free. Who Moved My Cheese? is based on the best-selling visual aids, handling questions and more.

Getting Motivated; July 16; noon–1 p.m.; free. This workshop will teach you how to wean a healthy afternoon snack into your routine so you can sprint to dinner and tackle post-dinner eating.

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Scoring Big with Calcium; July 25; noon–1 p.m.; free. Score big by learning to add more calcium-rich, low-fat dairy to your diet to help you meet your nutritional needs. Also featured in this workshop will be surefire ways to incorporate more fruit into your diet.

Fat-Free Satisfaction; July 29; noon–1 p.m.; free. Get ready for the big game by lowering your intake of fat (particularly saturated fat), eating more vegetables, and consuming fewer empty calories from junk food. The goal of this workshop is to reach the end zone feeling satisfied and pumped with a full team of nutrients.

—Division of Human Resources

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To receive weekly OneStepAhead tips via e-mail, send e-mail to one step ahead–upenn ed at exchange upenn ed with the following text in the body of the message: Osbu one step ahead–<your name>.

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

New Philadelphia City Tax Rates

Philadelphia City tax rates changed for taxable compensation paid on or after July 1. The reduced rates are as follows:

Residents of Philadelphia: 3.98% (down from 4.219%) Non-Residents of Philadelphia: 3.5392% (down from 3.7242%)

—Office of the Comptroller

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—Office of the Comptroller
New Express Shipping Services

July 1 marked the beginning of Penn's new exclusive contract with UPS for outbound express shipping services, as well as the launch of the new online Express Ship Management System. The transition from using other carriers to UPS is expected to be completed by August 31, 2008.

Purchasing Services and UPS will offer group training to faculty and staff:
- 7/16: 9:30-10:30 a.m., Steinberg Hall–Dietrich Hall, Room 351
- 7/23: 9:30-10:30 a.m., CRB, Auditorium

- 7/30: 2-3 p.m., Steinberg Hall–Dietrich Hall, Room 351
- 8/6: 2-3 p.m., Towne Building–Heilmeier Hall
  - August 13: 2-3 p.m., John Morgan Building, Auditorium

Business/Financial Administrators and individuals who ship express packages are encouraged to attend this training and to meet the demands of procedures for adding authorized shippers, systemic hierarchy, reallocation of charges and reporting. To register, visit www.business-services.upenn.edu/mail/index.shtml and click on “Express Ship Training Registration.”


To request a smaller group training session for a school or center, please indicate (including the number of people, proposed dates and times, and preferred location) via e-mail to express-ship@upenn.edu.

To celebrate this new strategic relationship with UPS, there will be a special event at Houston Hall on August 20, 11 a.m. to 2 p.m. Everyone who brings their obsolete pre-printed air bills to the event, as well as all who have attended training, will be eligible to enter a raffle to win valuable prizes!

For additional details about the new UPS contract and online shipping system visit: www.purchasing.upenn.edu/buytools/ups-faq.php.

Franklin Field in the Summer

In an effort to increase the availability of Franklin Field and to meet the demands of recreational users, new through August 31, Franklin Field will be open 8 a.m. — 7 p.m. Monday — Friday; subject to change. Visit www.upenn.edu/calendar/.

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 June 30-July 6, 2008. Also reported were 14 crimes against property (including 11 thefts, 2 burglaries and 1 robbery). Full reports are available at: www.upenn.edu/almanac/volumes/v55/n01/crimes-index.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 June 30-July 6, 2008. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 36th 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.

18th District Report

9 incidents with 3 arrests (including 6 aggravated assaults and 3 robberies) were reported between June 30-July 6, 2008 by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

06/30/08 8:22 PM 1239 49th St. Aggravated Assault
06/30/08 9:13 PM 1239 49th St. Aggravated Assault/Arrest
07/01/08 12:57 AM 5100 Webster Ave. Aggravated Assault
07/02/08 6:35 AM 4800 Market St. Robbery
07/04/08 7:54 PM 4815 Locust St. Aggravated Assault/Arrest
07/05/08 11:41 AM 4800 Market St. Robbery/Arrest
07/06/08 3:35 AM 4800 Market St. Aggravated Assault
07/06/08 3:35 AM 4800 Market St. Aggravated Assault
07/06/08 8:00 PM 4804 Woodland Ave. Robbery

Note: Prior week’s crime reports are on Almanac’s website, at www.upenn.edu/almanac/crimes-index.html. Subsequent weekly crime reports will also be posted to the same URL during the summer months. When Almanac does not publish weekly in print.

Almanac Publishing Schedule

This is the only issue published in the summer. Almanac will resume publishing weekly Sept. 2. The deadline for submission is Monday, August 11. This issue will be individually addressed to Penn faculty and staff and sent to the departmental or off-campus address on file with Human Resources. The deadline for the September AT PENN calendar is Tuesday, August 12. For information see www.upenn.edu/almanac/calendar/caldead-real.html.

In an effort to increase the availability of Franklin Field and to meet the demands of recreational users, new through August 31, Franklin Field will be open 8 a.m. — 7 p.m. Monday — Friday; subject to change. Visit www.upenn.edu/calendar/.

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. The print and Internet information may be posted in electronic only form. Guidelines for readers and contributors are available on request and online.

EDITOR
Marguerite F. Miller
ASSOCIATE EDITOR
Natalie S. Woulard
ASSISTANT EDITOR
Andrea Tursi

CLASSIFIEDS

RESEARCH

Kidney Disease Study: If you are older than 21 years old and have protein in the urine, you may be eligible to participate in a treatment study being conducted at the University of Pennsylvania. This study will take 4 months to complete and involves taking medication to determine if they lower your urine protein and improve blood pressure. Compensation is being offered to those who complete the 7 study visits, if interested, please contact Keneva Banks at (215) 615 1781 or (215) 615 1782 or e-mail at ProtZen@studypage@gmail.com.

The UPHS/Division of Endocrinology seeks women at least 60 years of age who have been told they need treatment for osteoporosis or who have had a bone fracture for osteoporosis for a research study. Women who are interested will be evaluated by bone densitometry and MRI. Women who qualify will receive treatment with a new osteoporosis medication for two years and compensation for travel. Please contact Terry Scattagleri RN, MSN at (215) 898-6664 for more information.

FOR RENT


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

Almanac is not responsible for contents of classified ad material.
### University of Pennsylvania
#### Three-Year Academic Calendar, 2008-2009 through 2010-2011

<table>
<thead>
<tr>
<th>Fall</th>
<th>2008 Fall Term</th>
<th>2009 Fall Term</th>
<th>2010 Fall Term</th>
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</thead>
<tbody>
<tr>
<td>Move-in and Registration for Transfer Students</td>
<td>Wednesday</td>
<td>August 27</td>
<td>September 2</td>
</tr>
<tr>
<td>Move-in for First-year Students</td>
<td>Thursday</td>
<td>August 28</td>
<td>September 3</td>
</tr>
<tr>
<td>New Student Orientation</td>
<td>Thursday-Tuesday</td>
<td>August 28-September 2</td>
<td>September 3-8</td>
</tr>
<tr>
<td>Labor Day (no classes)</td>
<td>Monday</td>
<td>September 1</td>
<td>September 7</td>
</tr>
<tr>
<td>Opening Exercises and Freshman Convocation</td>
<td>Tuesday</td>
<td>September 2</td>
<td>September 8</td>
</tr>
<tr>
<td>First Day of Classes</td>
<td>Wednesday</td>
<td>September 3</td>
<td>September 9</td>
</tr>
<tr>
<td>Course Selection Period ends</td>
<td>Friday</td>
<td>September 19</td>
<td>September 25</td>
</tr>
<tr>
<td>Drop Period ends</td>
<td>Friday</td>
<td>October 10</td>
<td>October 16</td>
</tr>
<tr>
<td>Fall Break</td>
<td></td>
<td>October 11-14 (Sat-Tue)</td>
<td>October 17-19 (Sat-Mon)*</td>
</tr>
<tr>
<td>Family Weekend</td>
<td>Friday-Sunday</td>
<td>October 24-26</td>
<td>October 23-25 (Yale)</td>
</tr>
<tr>
<td>Homecoming</td>
<td>Saturday</td>
<td>November 1 (Brown)</td>
<td>November 7 (Princeton)</td>
</tr>
<tr>
<td>Advance Registration, Spring Term</td>
<td>Monday-Sunday</td>
<td>November 3-16</td>
<td>November 9-22</td>
</tr>
<tr>
<td>Last day to withdraw from a course</td>
<td>Friday</td>
<td>November 14</td>
<td>November 20</td>
</tr>
<tr>
<td>Thanksgiving Break begins at close of classes</td>
<td>Wednesday</td>
<td>November 26</td>
<td>November 25</td>
</tr>
<tr>
<td>Thanksgiving Break ends 8 a.m.</td>
<td>Monday</td>
<td>December 1</td>
<td>November 30</td>
</tr>
<tr>
<td>Fall Term Classes end</td>
<td></td>
<td>December 5 (Fri)</td>
<td>December 10 (Thurs)</td>
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<tr>
<td>Reading Days</td>
<td></td>
<td>December 6-6 (Sat-Tue)</td>
<td>December 11-14 (Fri-Mon)</td>
</tr>
<tr>
<td>Final Examinations</td>
<td></td>
<td>December 10-17 (Wed-Wed)</td>
<td>December 15-22 (Tue-Tue)</td>
</tr>
<tr>
<td>Fall Semester ends</td>
<td></td>
<td>December 17 (Wed)</td>
<td>December 22 (Tue)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Spring</th>
<th>2009 Spring Term</th>
<th>2010 Spring Term</th>
<th>2011 Spring Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring Semester Classes begin</td>
<td>Wednesday</td>
<td>January 14</td>
<td>January 13</td>
</tr>
<tr>
<td>Martin Luther King, Jr. Day Observed (no classes)</td>
<td>Monday</td>
<td>January 19</td>
<td>January 18</td>
</tr>
<tr>
<td>Course Selection Period ends</td>
<td>Monday</td>
<td>February 2</td>
<td>February 1</td>
</tr>
<tr>
<td>Drop Period ends</td>
<td>Friday</td>
<td>February 20</td>
<td>February 19</td>
</tr>
<tr>
<td>Spring Break begins at close of classes</td>
<td>Friday</td>
<td>March 6</td>
<td>March 5</td>
</tr>
<tr>
<td>Classes resume at 8 a.m.</td>
<td>Monday</td>
<td>March 16</td>
<td>March 15</td>
</tr>
<tr>
<td>Advance Registration for Fall and Summer Sessions</td>
<td>Monday-Sunday</td>
<td>March 23-April 5</td>
<td>March 22-April 4</td>
</tr>
<tr>
<td>Last day to withdraw from a course</td>
<td>Friday</td>
<td>April 3</td>
<td>April 2</td>
</tr>
<tr>
<td>Spring Term Classes end</td>
<td>Tuesday</td>
<td>April 28</td>
<td>April 27</td>
</tr>
<tr>
<td>Reading Days</td>
<td>Wednesday-Friday</td>
<td>April 29-May 1</td>
<td>April 28-30</td>
</tr>
<tr>
<td>Final Examinations</td>
<td>Monday-Tuesday</td>
<td>May 4-12</td>
<td>May 3-11</td>
</tr>
<tr>
<td>Alumni Day</td>
<td>Saturday</td>
<td>May 16</td>
<td>May 15</td>
</tr>
<tr>
<td>Baccalaureate</td>
<td>Sunday</td>
<td>May 17</td>
<td>May 16</td>
</tr>
<tr>
<td>Commencement</td>
<td>Monday</td>
<td>May 18</td>
<td>May 17</td>
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### Summer

#### 2009 Summer | 2010 Summer | 2011 Summer | 2012 Summer |
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>12-Week Evening Session Classes begin</td>
<td>May 26 (Tue)</td>
<td>May 24 (Mon)</td>
<td>May 23 (Mon)</td>
</tr>
<tr>
<td>First Session Classes begin</td>
<td>May 26 (Tue)</td>
<td>May 24 (Mon)</td>
<td>May 23 (Mon)</td>
</tr>
<tr>
<td>Memorial Day Observed (no classes)</td>
<td>May 25</td>
<td>May 31</td>
<td>May 30</td>
</tr>
<tr>
<td>First Session Classes end</td>
<td>July 2 (Thurs)</td>
<td>July 2 (Fri)</td>
<td>July 1 (Fri)</td>
</tr>
<tr>
<td>Second Session Classes begin</td>
<td>July 6 (Mon)</td>
<td>July 6 (Tue)</td>
<td>July 5 (Tue)</td>
</tr>
<tr>
<td>Independence Day Observed (no classes)</td>
<td>July 3 (Fri)</td>
<td>July 5 (Mon)</td>
<td>July 4 (Mon)</td>
</tr>
<tr>
<td>Second Session; 12-Week Evening Session Classes end</td>
<td>Friday</td>
<td>August 14</td>
<td>August 13</td>
</tr>
</tbody>
</table>

*Note: In Fall 2009, the Fall Break will be shortened by one day, with classes resuming at 8 a.m. on Tuesday, October 20.

Note: The College of General Studies may have different registration/drop deadlines. Please visit the CGS website for more information. In addition, most graduate and professional programs follow their own calendars, typically available on the website of the school or program.

Note: The University’s Three-Year Academic Calendar is subject to change. In the event that changes are made, the latest, most up-to-date version will be posted to Almanac’s website, www.upenn.edu/almanac.