

UNIVERSITY of PENNSYLVANIA Almanac

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UPS Educator: Dr. Engheta

This year's holder of the UPS Foundation Distinguished Educator Chair—an unusual chair that rotates among Penn's four undergraduate schools—is Dr. Nader Engheta of the School of Engineering and Applied Science.

He follows Professors William Graham, Peter K. Davies, Haim Bau and Jan Van der Spiegel as SEAS holders of the chair that recognizes "faculty who have an outstanding record of distinction in undergraduate education and have significant, broad-based impact on Penn's undergraduate programs," the School's Interim Dean Eduard Glandt said.



Nader Engheta

Dr. Engheta is a professor of electrical engineering who is known both for his work in electromagnetics, and for his ability to combine teaching and scholarship. On taking his B.S. with high honors from the University of Teheran in 1978, he went to CalTech for his M.S. in 1979 and Ph.D. in 1982. He taught at UCLA and CalTech before joining SEAS as an assistant professor in 1987.

Two years later he was named a Presidential Young Investigator. He went on to a Fulbright Chair Award, a Guggenheim Fellowship, and several editorships in his field (among these, he produced the Franklin Institute's special edition on antennas and microwaves, in conjunction with the 1995 Benjamin Franklin Symposium). Meanwhile, he won three prestigious teaching awards in a row: his School's S. Reid Warren, Jr. Award in 1993; the University-wide Lindback Award in 1994; and the national W.M. Keck Foundation Teaching Excellence Award in 1995.

Cret Professor: Daniel Libeskind

Architect Daniel Libeskind, designer of the highly acclaimed new Jewish Museum in Berlin, has been named the Paul Philippe Cret Professor of Architecture in the Graduate School of Fine Arts. He will come to campus from Berlin this fall for an inaugural lecture—*The Longest Distance Between Two Points*, on October 12 at 6 p.m. in B1 Meyerson Hall—and will join the faculty full time in the spring term, Dean Gary Hack said in announcing the appointment.

Originally from Poland, Mr. Libeskind, the son of two Holocaust survivors, is a world-renowned architect who has taught in the U.S. at Harvard, Yale and UCLA, as well as in Europe, Japan, Australia and South America. He is the founder and director of Architecture Inter-mundium, a private nonprofit institute in Milan, and he has practiced in Italy as well as in many other countries including Canada, The Netherlands, Finland, Sweden, Denmark and Switzerland.

A 1970 graduate of New York's Cooper Union School of Architecture, *summa cum laude*, Mr. Libeskind took his master's degree in history and theory of architecture at the University of Essex, where he also received an honorary doctorate in 1999. Among other honors he won *Time* Magazine's Best of 1998 Design Award for The Felix Nussbaum Museum in Osnabruck.

Mr. Libeskind said that Penn's Department of Architecture, and particularly the Paul Cret Chair, through the work of Louis Kahn, Aldo van Eyck and others—"represent a tradition which has always stood for the profound questioning of both the theory and practice of architecture. I intend to contribute to this living resource by engaging with the students in a search for form and its necessity in a period of global technological transformation."



Daniel Libeskind

Photo by Luca Vignelli

Gutman Professor: John Moore

John Moore, who joined Penn in June as chair of GSFA's Fine Arts Department, has been named the first Edna and Monroe Gutman Professor in the Graduate School of Fine Arts, Dean Hack also announced.

Mr. Moore, described as one of the leading realist painters of his generation, took his B.F.A. from Washington University at St. Louis and his M.F.A. from Yale, where he was awarded the Ely Harwood Schless Memorial Prize.

He has twice won the Childe Hassam Award of the American Academy and Institute of Arts and Letters, and he won the Academy Award in Art in 1998.

Since 1970 Mr. Moore has held more than 28 solo exhibitions. His paintings are on display in major collections and museums around the world, and he is currently in the news for his part in bringing about an exhibition called *Contemporary Cityscapes, Tel Aviv-Yafo*, which was mounted this past summer at the Tel Aviv Museum of Art.

Mr. Moore's appointment to Penn marks a return to the Philadelphia world: He taught at Temple's Tyler School of Art for 20 years before taking a position at Boston University's fine arts school, where he headed the painting department.



John Moore

Photo by Jeff Hurwitz



Love and 'Lost' on Locust Walk

At 36th and Locust Walk, where Tony Smith's *We Lost* stood for almost 25 years, the message was changed this summer to *LOVE*, by Robert Indiana. *We Lost* is out for restoration, to be reinstalled in another location not yet announced. *LOVE*, a polychromed aluminum sculpture that measures 72" x 72" x 36" and weighs 500 pounds, is a gift of Jeffrey and Sivia Loria. Penn's sculpture is one of many variations on the theme that Indiana created between 1966 and 1998, including a Christmas card for MOMA, a serigraph done especially for the ICA's Indiana show at Penn, and the sculpture that gives Center City's "Love Park" its name.

For more on *We Lost*, see page 8.

Photo by M.F.M.

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The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Senate Chair John Keene or Executive Assistant Carolyn Burdon, Box 12 College Hall/6303, (215) 898-6943 or burdon@pobox.upenn.edu.

Actions Taken by the Senate Executive Committee Wednesday, September 8, 1999

1. Chair's Report.

a. The Chair expressed sadness over the deaths of 1992-1993 Faculty Senate chair David Hildebrand and Senate Committee on the Faculty member and 1969-1970 Faculty Senate Secretary Ralph Ginsberg over the summer. SEC members observed a moment of silence in their memory. A memorial service for David Hildebrand will be held Friday, October 1 at 2 p.m. in Logan 17. A service for Ralph Ginsberg will be held on Monday, September 27 at 4 p.m. in the Zellerbach Theater, Annenberg Center.

b. SEC members were reminded to submit nominees for service on the Senate Nominating Committee and to submit their names for observer status on University Council. The chair urged attendance at University Council meetings.

c. The Chair drew attention to the items before the Faculty Senate this year as published in his letter to the faculty on page 2 of *Almanac* September 7, 1999. They include continued discussion and clarification of the University's copyright and software policies, the School of Nursing request for handbook changes in policies for clinical faculty, a review of revisions to the Policy on Misconduct in Research, and consideration of recommendations of the Medical School's proposals for changes in the structure of its faculty (to be presented this winter).

d. Recognition was extended to Richard Wesley, head of the department of architecture for his contributions to the design of the interior of the new Faculty Club in the Inn at Penn.

2. Past Chair's Report on Academic Planning and Budget Committee and on Capital Council. In his capacity as Past Chair, John Keene reported that there had been no meetings of either group since his return to campus in August. He stated that he will be meeting with Vice President for Facilities Management Omar Blaik prior to each Capital Council meeting to discuss the issues on the agenda.

3. Information Discussion with President Rodin and Provost Barchi. President Rodin noted the great freshman convocation held the previous evening and the increased participation of the faculty in the freshman reading project with the discussion sessions moved to Tuesday. The new Alcohol Policy is being implemented with Stephanie Ives as coordinator. The President announced that Marguerite Miller, associate editor of *Almanac*, will become the editor of *Almanac* on November 1, 1999, succeeding Karen Gaines. Dr. Rodin thanked Martin Pring, chair of the search committee [see message at right].

President Rodin turned to discussion of the University of Pennsylvania Health System, as requested by Faculty Senate Chair Keene. In the national context, the UPHS has been affected by the recent enactment of the balanced budget act in which Medicare payments to medical educational institutions were reduced. The impact has been greater than Congress expected and it is hoped the recognition of the impact will prevent further cuts. In the local context, third party payers have delayed and reduced reimbursement. The State also cut its support of uncom-

pensated care. The Hunter Group was brought in to find ways to improve UPHS performance. Recommendations that are accepted will be implemented right away; there will be aggressive remediation. President Rodin said the University's first responsibility to the Medical School is to protect it as much as possible from what is happening at UPHS. Neither health services nor patient care will be sacrificed.

In response to a query as to whether the problem could be solved with faculty shrinkage, Provost Barchi said that one of the options to be considered is a reformulation of the policies for clinician educators at Penn. Another option is to shift some clinician educators to the tenure track.

Provost Barchi apologized for stealing Faculty Senate Chair Peter Conn in order to appoint him deputy provost. Professor Conn's credentials and experience are a perfect match for the position. He noted that the freshmen class is the most outstanding Penn has ever had and that 80% made Penn their first choice. He drew attention to the new Alcohol Policy, citing the many new options available to students, such as movies, late-night gym activities, live jazz and late-night eateries. Provost Barchi asked faculty to be role models and to follow the new policies at department parties.

The Provost discussed copyright policy at the request of Faculty Senate Chair Keene. Provost Barchi did not accept the Faculty Senate's proposal (*Almanac* April 27, 1999). The objection concerns the interpretation of the copyright law as it pertains to faculty intellectual property. He is reviewing copyright policies from other institutions. The Provost plans to reach a decision well before the end of the academic year.

Provost Barchi said a broad-based committee on distance learning has been established which will be considering what Penn should be doing and where the investment should be.

4. Status of the Campus Development Plan Process (CDP). Vice President for Facilities Management Omar Blaik gave an extended presentation on the process. He observed that many campus development projects are underway or being contemplated, and that a context, or integrative framework, is needed to tie the Capital Development Program to institutional goals. Recommendations will be made by the committees that have been established for academic use of particular sites. Architects will work within general guidelines set by the CDP. In response to a SEC member, Mr. Blaik said the campus boundary on the west is 40th to 43rd Street, with no further expansion desired in that direction. At present the boundary on the north is Chestnut Street. SEC members expressed concern that there should be proper faculty input to developmental decisions. The process includes open meetings to receive additional suggestions. Others urged faculty to speak with their deans to promote fulfilling school proposals. Mr. Blaik said the committee members made presentations to the Academic Planning and Budget Committee and the trustees, requesting recommendations. Mr. Blaik invited faculty input.

5. Real Estate Projects. Executive Vice President John Fry reviewed major strategies that are shaping the University's planning efforts. Responding to a SEC member's inquiry about a safety overlay in the campus development plan, Mr. Fry said the Penn police boundary to the west is 43rd Street. He said the Academic Committee will consider whether any new parcels should be selected for academic use. Concern was expressed that opportunities for academic use of new parcels may be lost to other use due to lack of funds. Mr. Fry stated the goal of moving some administrative offices eastward and freeing up space in the center of campus for academic use. Several SEC members asked that the recommendations come before the Faculty Senate prior to presentation to the Trustees.

Almanac: Marguerite Miller

To the University Community

I am very pleased to report that President Rodin announced, with delight, to the Senate Executive Committee on September 8 that she had chosen Marguerite Miller to be the new Editor of *Almanac*, effective November 1, when Karen Gaines is to retire. The search committee (*Almanac* May 11) advertised the position nationally and received over sixty applications, many from highly qualified candidates. We interviewed eight of them, three internal and five external, and sent the names and summaries of three, of whom Marguerite was the recommended choice, to the President.

Marguerite has been with *Almanac* for nineteen years, and Associate Editor since 1986. As well as participating in the editing and layout of each issue, she has had primary responsibility for a number of regular features, special items and inserts, and has brought out complete issues when Karen Gaines has been absent (most recently January 12 of this year). She has also contributed to University life and governance, including having served as Secretary of the A-1 Assembly (now PPSA).

President Rodin mentioned in her announcement that, as well as her depth of experience, Marguerite brings a blend of exciting ideas on guiding the necessary evolution of *Almanac* together with a strong commitment to maintain its traditional values of independence and integrity and its central role in the life of the University. I heartily concur and am confident that you will join me in welcoming Marguerite as Editor-Designate, and will cooperate in her smooth transition to the helm, perhaps temporarily short-staffed as she seeks to fill her own former position.

As we look forward to a new era, we also celebrate the former one. For twenty-five of its twenty-eight years in its current form Karen Gaines and *Almanac* have been synonymous. Karen established its values and developed its role. Now is the time to express our thanks and wish her well in her new life.

— Martin Pring
Chair, *Almanac* Advisory Board

ALMANAC September 14, 1999



Marguerite Miller

Photo by Andrew Miller

Speaking Out

Lacking Victim Support?

In the early 1970s, a Victim Support unit within Public Safety was established, in response to several on-campus attacks on women—and an ensuing sit-in in College Hall. The unit was created after careful deliberation, and following extensive discussion to assess campus needs. It was designed to provide a safe location on campus where women could report problems of harassment and rape to police officials, and receive sympathetic counseling, advice, and help. To reflect its responsibility for both student concerns and general campus safety, it was to be headed by a Women's Security Specialist who reported jointly to the Provost and to the Vice President responsible for Public Safety. For the ensuing 20 years, this position was held by several distinguished women with formal police training who provided extensive, compassionate support to a large number of women students, staff and faculty.

During the past five or six years we have seen a silent but systematic dismantling of these arrangements. First, the dual reporting system was quietly abolished, and responsibility for Victim Support (renamed "Special Services") was housed exclusively within Public Safety. This was followed by moving its location from its secure on-campus site on Locust Walk, first to Walnut and 40th Streets and recently to Chestnut Street near 41st. The selection of the Women's Security Specialist (renamed Security Specialist) ceased to involve consultation with concerned campus groups. The last individual to hold this position was appointed without consultation and recently resigned, and it is not even clear whether an office with designated responsibility for victim support now exists.

While these changes have occurred without any consultation or announcement, they have not gone unnoticed by members of the campus community. Over the past few years, several delegations of women have requested meetings with Vice President for Public Safety Thomas Seamon, but the resulting conversations can be most charitably described as polite but unproductive. At the meeting of University Council last December, a group of women students formally expressed concern about the increasing insensitivity of Public Safety to women's issues. Concurrently, questions were raised about the insensitivity of Public Safety to people of color. Mr. Seamon's response at the March Council meeting was published in *Almanac* on April 6, 1999, and interested readers can judge the level of sensitivity for themselves. Although individual members of Council have expressed the view that these are matters which demand attention, the University administration has responded with a deafening silence.

One might, perhaps, make an argument that an organized resource designed to deal with women's safety issues is no longer needed because problems of rape and sexual harassment have been solved. But should not the University administration be prepared to openly defend and discuss such a position, rather than surreptitiously dismantling a resource which has provided such vital service?

— Phoebe Leboy, Professor of Biochemistry/Dent
— Ann Matter, Professor of Religious Studies
— Fay Ajzenberg-Selove, Professor of Physics
— Regina Austin, Professor of Law
— Phyllis Rackin, Professor of English
— Adelaide Delluva, Emeritus Professor of Animal Biology
— Drew Faust, Professor of History
— Helen Davies, Professor of Microbiology/Med
— Rosane Rocher, Professor of South Asia Regional Studies
— Madeleine Joullié, Professor of Chemistry
— Roselyn Eisenberg, Professor of Microbiology/Vet
— Yvonne Paterson, Professor of Microbiology/Med, on behalf of the Board of the Association of Women Faculty and Administrators (AWFA)

Response

I write in reply to the concern of members of our faculty that the position of Director of Special Services within the Division of Public Safety has changed from its original intent. In fact, the position remains very much in keeping with its origins, and has been strengthened since it was instituted.

The position of Director of Victim Support was created more than 20 years ago in response to crimes against women on campus. In the past two decades, this position was held by several women with backgrounds in the criminal justice system. In 1994, a search was conducted by John Kuprevich, who was Commissioner of Public Safety at the time. A range of members of the Penn community were involved in the search process. Maureen Rush was hired as Director of Victim Support and reported directly to the Commissioner of Public Safety.

In 1996 when Ms. Rush was named director of police operations, I conducted a search for her successor. The search process again included a range of members of the Penn community. As a result of this search, Dr. Susan Hawkins was hired as the Director of Special Services. The change in title from Director of Victim Support to Director of Special Services was made to more accurately reflect the more diverse and expanded role of the Director. In the spring, Dr. Hawkins left the post to join the Department of Psychiatry at the Medical Center. Detective Supervisor Patricia Brennan is serving as the Acting Director of Special Services until the position is filled.

The Director of Special Services continues as an important and very valuable position in the Division of Public Safety and the University. We are anxious to fill the position, and we will again involve members of the Penn community in our search. In the interim, Ms. Brennan will continue to work closely with administrators and resource centers throughout the University.

At all times, through our ongoing interactions and referrals with the Associate Vice Provost for University Life, the Penn Women's Center, Counseling and Psychological Services, and many other University offices and centers, we will continue to ensure that compassionate, caring, and professional services are delivered to all members of our community.

— Thomas A. Seamon, Vice President for Public Safety

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

Call for Nominations: Honorary Degrees 2001

Dear Colleagues,

We are writing to invite you to nominate candidates for University of Pennsylvania honorary degrees to be presented at the 2001 Commencement. The criterion for selection is the degree to which the candidate reflects the highest ideal of the University, which is to produce graduates who change the world through innovative acts of scholarship, scientific discovery, artistic creativity and/or societal leadership.

We encourage you to involve your faculty colleagues in the procedure. A nomination may be supported by letters from one or several members of the faculty, and from one or several departments. Letters should state how the nominee meets the criterion for selection, what the nominee's unique achievements and contributions are, and why the nominee should be honored by this University at this particular time. Please include as much biographical and other supporting information as possible, but please do not ask the nominee for information, because nominees should not know that they are being considered. We also encourage nominations from departments and schools whose fields have not been recognized by honorary degrees in recent years.

The policy of the University Council Honorary Degrees Committee is that all those nominated in previous years who have not yet received an honorary degree are reconsidered each year. It is not unusual for a candidate to be selected a few years after the initial nomination. The list of those who have received University of Pennsylvania honorary degrees in previous years is on the Internet and can be accessed through www.upenn.edu/commencement/history.html.

Please address nominations to the University Council Committee on Honorary Degrees, c/o Office of the Secretary, 221 College Hall/6303. Also, they may be faxed to (215) 898-0103. The University Council Committee's recommendations are forwarded to the Trustees' Committee on Honorary Degrees and Awards, which makes the final selection.

Please send letters of nomination on your official stationery and sign them. Please note that it is University policy not to consider Penn standing or emeriti faculty or trustees for Penn honorary degrees. If you have any questions, please e-mail or telephone the committee secretary, Dr. Judith K. Rogers, at rogersjk@pobox.upenn.edu or (215) 898-0412.

Nominations are accepted with gratitude at any time during the year, but those received after October 30 may not be able to be considered for the 2001 Commencement.

Honorary degrees are an important statement of our values and aspirations as a university, and we strongly encourage your participation in this process.

— Howard Kunreuther, Chair,
University Council Committee on
Honorary Degrees

— Judith Rodin, President

Everything New under the Sun *by Judith Rodin*

Welcome, Class of 2003!

What a class you are, and what a pleasure it is to welcome you to Penn. Beginning tonight, at this Convocation, you are embarking on a wonderful journey, one that Provost Barchi, the faculty, deans, and your fellow Penn students look forward to sharing with you. It is a journey I took at Penn as a student in the 1960s, and one that still inspires me today.

This Convocation ushers in a new era for you. Tomorrow morning, as the adage goes, you will find everything new under the sun. Discoveries. Awakenings. Ideas. Friends. New ways of life.

Always remember that you are outstanding students—at the University of Pennsylvania, one of the greatest institutions of higher learning in the nation and the world.

You will carry on the legacy of Penn's founder, the great statesman Benjamin Franklin. America's first scientist founded Penn, America's first university, in the birthplace of American democracy—the great city of Philadelphia.

You join the ranks of alumni who founded the United States, and those who fought for democracy and changed the course of world history. You join the ranks of alumni who have risen to the top of every profession and life's work, and you will add to this great legacy.

Each of you brings your own unique talents and fresh ideas to this historic University. Build upon them. Challenge them. Nourish them. Exploit them.

When I was sitting where you are—when I was a freshman at Penn—I remember feeling many emotions: excitement, anticipation, eagerness, nervousness. I also vividly recall a feeling of uncertainty. What would Penn really be like? Would I make friends? Would I meet expectations? Exceed them?

I quickly found out what Penn was really like, and I loved it. I loved the intellectual stimulation, the beauty of the campus, the City of Philadelphia, the world at my doorstep.

The same world is open to you, even more so and even better than when I was a student. Our academic programs are exceptional—innovative, challenging, encouraging. Our faculty are committed and dedicated scholars and teachers.

Provocative undergraduate research and interdisciplinary study are not the exception at Penn—they are the norm. Ask the more than forty College students who recently received University grants for their research on such diverse topics as: the U.N. and Irish civil rights; non-spatial task-functioning of the brain; and music performance in Islamic and Judaic mysticism. Ask the Engineering students who just qualified for the National Sunrayce 1999 in a solar-powered car which they designed and built themselves. Ask the Nursing students involved with the Advance Practice Program in Health Leadership. Or ask the Wharton students in last year's Management 100 course who worked with colleagues to have an impact on life in our surrounding neighborhoods.

Each of these instances — and I have named only a handful — involves students taking the initiative to create bridges, to explore, to turn their uncertainty into knowledge and experience.

New spaces for study and reflection also continue to emerge all over campus. In fact, yours will be the first class to use the bright new undergraduate study center in Van Pelt Library on College Green. Writers House and Civic House are looking forward to having you frequent their programs and coffee hours, adding your energy to their dynamic efforts. Your class just inaugurated the freshly renovated Irvine Auditorium during the performances of *Copenhagen*. Irvine will host wonderful performances of all kinds for you this year.

There is so much to do and learn here. Explore broadly and well.

Last year, a recent Penn alumna told a group of freshmen that one of the greatest gifts that Penn affords you is the opportunity to become “close friends with people who are nothing at all like you.”

I agree, and in your class, there is ample opportunity to meet and become friends with students from all over the world, and those virtually from your own backyard. The Class of 2003 includes students from every

U.S. state and from 65 countries. There are also 129 students from the many neighborhoods in Philadelphia—Penn's hometown—which is also my hometown.

Collectively, the Class of 2003 is a stellar group, and I hope you will take delight in learning of one another's individual achievements. Sitting next to you may be Amanda, who was junior mayor of Cape Town, South Africa. Or Dario, who escaped from Bosnia wearing a priest's collar. Or Rachel, who sang for Pope John Paul the Second. Or John—who goes by “Robbie”—and who is a bass player and founder of his own swing band. Or Melissa, who speaks Tibetan.

Among you are scores of valedictorians and salutatorians; student journalists; National Honor Society members; athletes; students who have started their own businesses; students who are the latest generation in their families to come to Penn, and students who are the first in their families to attend college. Whatever you bring to our campus, *each* of you brings something special.

Sitting next to you may be a fellow freshman who shares your interest in ultimate Frisbee, or Lauryn Hill, Green Day, or Ricky Martin; or someone who enjoys theoretical discussions about the environment; or who adores horror films and wants to see *The Sixth Sense*—for the seventh time.

Each of you brings singular abilities and interests. Each of you was chosen to be part of Penn's Class of 2003 because you are special in your own way. Always remember that. I have every reason to believe that you will exceed our expectations, and your own.

Gaining knowledge. Creating knowledge. Imparting knowledge. These are the reasons we are here. Using knowledge wisely, using knowledge well—these are the tasks before us all as members of an academic community.

Be proud. Learn from each other. Enjoy each other. And take good care of each other, academically and socially. Be safe and be smart.

I welcome you to the University of Pennsylvania, and look forward to watching you grow in knowledge and the certainty of your path in life.

Good luck to each of you.

No Place Like Penn: The September 23 Weekend

The third annual “No Place Like Penn” weekend will be held from September 23 through 26. The centerpiece of the weekend will be an appearance by Bill Maher of ABC's *Politically Incorrect with Bill Maher* at Irvine Auditorium. He will host a political panel discussion on September 24 at 8 p.m. that will feature four panelists to be announced. Tickets are \$5 each and will be available on September 15 and 16 at 10 a.m. on Locust Walk. A maximum of two tickets may be purchased and Penn ID is required.

“No Place Like Penn” will also feature showings of *Willy Wonka and the Chocolate Factory* and *There's Something About Mary* on College Green on September 23. On September 24 there will be a chance to meet student clubs and organizations on Locust Walk and a picnic for the Class of 2000. On the 25th, there will be a volleyball tournament, a barbecue on College Green, the Penn/Villanova football game and a block party at Sansom Common. The 26th will feature a trip to the Phillies/Mets baseball game and a show by hypnotist John DeLuca.

For more information, see the [September At Penn](#) calendar or visit dolphin.upenn.edu/~oslaf/nplp/.

The weekend is organized by the Office of Student Life, and sponsored by the Tangible Change Committee, SPEC, Connaissance and the UA.

Staff Changes

Interim Treasurer: Amy Bosio

Amy A. Bosio, a Penn alumna who has been with the Treasurer's Office of the University since March 1996, became Interim Treasurer on July 1, replacing Scott C. Lederman on his retirement. Vice President for Finance Kathryn Engebretson announced this summer. Since March 1998, Ms. Bosio had served as associate treasurer responsible for cash management, trust administration, construction finance and real estate, and central gifts processing.



Amy Bosio

Before joining Penn as Assistant Comptroller in March 1996, Ms. Bosio was with Miller Anderson and Sherrerd. Prior to Miller Anderson, Ms. Bosio held positions at Price Waterhouse and Bell Atlantic Corporation. She took her B.A. in economics from Penn in 1983, and an M.B.A. in 1989.

Stretching to New Levels *by Robert Barchi*

Members of the Class of 2003, it is my great pleasure to join the President in formally welcoming you to the University of Pennsylvania. What a fantastic time to be joining our community of scholars.

During my 25 years as a teacher and scientist on Penn's campus, I have witnessed an amazing procession of advances in our fund of knowledge. Many of these you may already take for granted: man on the moon; personal computers with gigabytes of storage. Others have probably surprised even you: cloning sheep and genes that improve memory. And the pace of discovery continues to build; each year bringing even more exciting advances than the last.

Of course, each new answer raises a dozen new questions, and the opportunities for intellectual discovery have never been richer than they are right now.

I would love to be starting my own academic adventure over again. But the time is yours: embrace this opportunity to grow and to learn, as you begin your intellectual journey with us tonight.

You've all heard those stories about bootcamp training where new recruits are told to look to their right and look to their left and know that of every three individuals who start, only one will make it through the program.

Your experience here will be very different. We know that we have already selected the very best and the very brightest students in the world. Of the students who surround each of you now, more than 90 percent will march onto Franklin Field for graduation. Our job is to help you grow, not to "weed you out."

We want you to succeed here, just as you did in high school. Each of you was among the intellectual elite of your class. At Penn, you will be surrounded by peers who are equally talented, and who will greatly enrich your experience here. However, expectations within this unique community of scholars will be high; you will have to stretch. We are committed to assisting each of you so that you can meet the intellectual challenges that lay ahead.

In this university, with its world-class faculty, with its twelve schools and with its wealth of graduate programs, you will have access to a remarkable spectrum of opportunities.

However, at this critical stage in your educational journey the initiative shifts largely to you: you must seek out challenge, seize opportunity and create your own path. This is a defining moment for you; a transition between a world that is familiar and was created for you and one that is for now largely unknown and will be created by you.

Penn is constantly humming with intellectual discovery. It is also abuzz with social, recreational and cultural opportunities that will help make your undergraduate years unforgettable. During the next four years you will form close and lasting bonds with your classmates. Many of these new friendships will endure; one may turn into a marriage; another, a best friend for life.

As you become a member of this new family, this community of scholars, I urge you to consider the responsibility that each of you has to one another. Look out for your friends; take a moment to be sure that your roommate or classmate is okay. Contribute to our community in as many ways as you can—certainly academically. But also consider giving a bit more of yourself to this new and treasured place; take your civic responsibilities seriously. Be aware; think fun, but think smart.

You will define Penn during your four years here. It is your energy and enthusiasm that will carry this campus through its joys and through its difficult times.

Members of the Class of 2003, you are a very special group to me.

Although I am practically a Penn lifer, I became Provost just last January; and you are the first class I've had the opportunity to welcome. So in a sense we will go through these four full years together, learning as we go and I am sure, sharing many of the same triumphs and tribulations.

As we begin our time together, what I wish for you is this: That in four years you will say that you have learned and grown beyond your wildest expectations; that you felt a true sense of community and brotherhood with your peers and with your faculty mentors. That you stretched your minds to new levels of knowledge and insight.

That your intellectual curiosity and thirst for knowledge reached new heights. That you felt supported and secure. That you made lasting memories. That you are eager to start your new life but will sorely miss the Red and Blue.

In your four years at Penn, I wish for you endless discovery, unlimited imagination, enduring friendships and satisfying achievements. Grow wisely. And enjoy every possible minute you can in this extraordinary place and in this exceptional time of learning and discovery.



Christine Brisson



Christopher Donovan

Two New College House Deans

Dr. David B. Brownlee, director of College Houses and Academic Services, recently announced that Spruce and Gregory College Houses have new Houses Deans: Dr. Christine Brisson and Dr. Christopher Donovan.

Spruce: Dr. Brisson is a scholar of linguistics who took a B.A. in history in 1990 and a Ph.D. in linguistics in 1998 at Rutgers. She comes to Penn with six years of residential experience; from 1992 to 1998, she worked at Douglass College, Rutgers' undergraduate college for women, in the residence life system where she developed and presented key training materials on student governance and created a leadership seminar for campus councils. In spring 1999, she served as special projects officer, managing communications and designing publications for the American Philosophical Society. Dr. Brisson has taught graduate and undergraduate English and linguistics courses, at Rutgers, Temple, and Cornell, where she was a visiting assistant professor in fall 1998. She has lectured on language acquisition, African American English, noun phrases and verb usage at Johns Hopkins, CUNY, Stanford, and the University of Chicago.

Gregory: Dr. Donovan took a B.A. in English literature from Penn in 1992, and a Ph.D. in contemporary American literature from NYU in January 1999 where he received a full Fellowship-in-Residence. While in New York, Dr. Donovan worked at several major publishing houses including *Vogue* magazine. At Penn, he has been a member of the Department of Housing and Conference Services since May 1991, most significantly as an early move-in coordinator, billing counselor, graduate assignments counselor, and publications writer. During the summer of 1993, Dr. Donovan served as head prefect for the Penn Summer Academy in Communications, an innovative program for gifted students in the arts, offered by CGS. Beginning in March 1999, Dr. Donovan worked within Penn's newly established Conference Services division, promoting the campus to outside organizations and helping to coordinate dining and facilities aspects of on-campus conferences.

Q and A in Penn Health System: The Hunter Group

Following is another of the e-mail series being used by Dean William Kelley and Interim Chief Operating Officer Robert Martin to update Penn Health System members on the *financial turnaround project* now in progress.

Who Is The Hunter Group? The Hunter Group is a consulting firm made up of senior health care executives and clinicians. All members have at least 15 years of experience in health care. The team working at UPHS includes individuals with expertise in finance; marketing and managed care; and physician group management. The team also includes a nurse executive, two physicians, and three former health care CEOs.

Does the Hunter Group have experience with academic medical centers? Yes. The Hunter Group's academically affiliated clients have included the University of California-San Diego, George Washington University, Northwestern Medical Center, New England Medical Center, Henry Ford Health System, UCLA Medical Center, and Johns Hopkins Health System. Teams from the Hunter Group are currently at the Detroit Medical Center, the University of California-San Francisco/Stanford Health Care, and the University of Illinois at Chicago Medical Center.

Why do we need to pay someone else to do this work instead of coming up with the ideas ourselves? There are three main reasons for bringing in an outside group:

—**Time:** Because they are focused on this one task, the Hunter team can accomplish in 90 days what would take UPHS working alone much longer to do. Given the scope of our challenges, we don't want to waste any time.

—**Objectivity:** As outsiders, the Hunter Group team members can be completely objective. They have no obligation to anyone at UPHS except the Steering Committee.

—**Experience:** Finally, the Hunter Group has extensive experience helping hospitals and health systems—especially academic medical centers—throughout the country improve their financial situation. They have gathered a wealth of data about the health care industry, including academic health systems and teaching hospitals. Their vast experience has given them a richness of understanding about what has and hasn't worked in other organizations.

How much is the Hunter Group getting paid? The terms of our contract are confidential.

How are they coming up with recommendations? The Hunter Group is reviewing data about all aspects of our operations and interviewing people throughout UPHS. They have already conducted more than 80 interviews. The Hunter Team is also receiving input from the UPHS Management Advisory Work Group, the UPHS Physician Advisory Work Group, and the UPHS Steering Committee.

Will the Hunter Group interview people or observe work on the off shifts? Yes.

How long is the Hunter Group going to be here? Their contract is through the end of November.

Who decides what changes to make? The Hunter Group makes recommendations. UPHS leadership, in consultation with the Steering Committee, will decide which actions to take, and will develop a schedule for putting changes in place.

When will changes start being made? Recommendations are being provided to leadership on an ongoing basis. Final recommendations are expected by the end of November. Implementation may begin as soon as leadership decides.

Where are there opportunities for savings? The Hunter Group is taking a thorough look at the entire Health System. This includes the way we are organized and the effectiveness of our management reporting systems and all of our systems, processes, and infrastructure.

What if employees have ideas? Whom should they tell? Employees can share their ideas with their entity leadership or members of the Steering Committee, Management Work Group, or Physician Advisory Work Group. (Membership lists for these groups were e-mailed to Administrative Forum members on August 12.) You can also give your suggestions to Kathy Tregear, who is serving as staff liaison to the Hunter Group. Kathy's phone number is 215-614-0296. Her e-mail address is ktregear@mail.med.upenn.edu. We also have a 24-hour, toll-free number, 1-877-MY-INPUT (code UPHS), where you can leave questions, suggestions, and concerns.

Why is UPHS losing so much money? Teaching hospitals and academic health systems throughout the country are experiencing severe financial difficulties. Three major causes are contributing to this situation: the Balanced Budget Act of 1997, which slashed Medicare payments; reduced and/or delayed payments from payors (particularly HMOs); and state cuts that have increased the amount of charity care we provide (which at HUP was already the highest in the Commonwealth).

Will employees still receive their incentive payout? Yes.

Is there going to be another layoff? We are awaiting the Hunter Group's assessment and recommendations before we make any large-scale decisions. You can be assured that we are absolutely committed to continuing to provide the highest-quality patient care.

Is UPHS looking at outsourcing support services? We are examining every area of the organization for opportunities to improve our performance, which may include outsourcing certain services.

What is UPHS doing about the Balanced Budget Act? We have been taking our message to Congress and the White House to try to convince them to change the Balanced Budget Act. UPHS is also participating in two major national grassroots efforts to get the attention of our representatives in Washington. Employees can help by sending postcards and e-mails to Congress. (Call 215-349-5136 for more information on the BBA campaigns.)

Why aren't there any nurses or direct patient-care providers on the Steering Committee? Is anybody from direct patient care going to have input to the Hunter Group? Maureen McCausland, chief nurse executive of UPHS, is a member of the Management Work Group. In addition, the Hunter Group is conducting hundreds of interviews with representatives from throughout the Health System. Those interviewed will include nurses and direct patient-care providers.

New Staff Orientation

The next New Staff Orientation will be held on September 23, in The Terrace Room, Logan Hall from 9 a.m. to 12:15 p.m. Subsequent sessions will be held on October 14, November 18, and December 13, at the same location and time. To register, please send e-mail to hrtrg@pobox.upenn.edu indicating which program you would like to attend. Please include the name of your school/department and a campus phone number.

Training and Development Programs

Powerful Presentations: October 4-5, 9 a.m.-5 p.m.

Words at Work: October 4, 11, and 18, 9 a.m.-12:30 p.m.

What Matters Most (Formerly Time Quest): October 7, 9 a.m.-5 p.m.

***HR Management Principles:** October 8, 12, 15, and 19, 9 a.m.-12:30 p.m.

***Building and Managing Effective Working Relationships:** October 27, 28, and 29, 9 a.m.-5 p.m.

** For supervisors*

All training programs will be held at the Training & Development Center at 3624 Market Street, Suite 1B South. To register for these programs, please visit the Training and Development web site at www.hr.upenn.edu/trainreg

OPPORTUNITIES

All open positions at Penn are posted on the Human Resources web site, www.hr.upenn.edu. Today's Penn Partnership provides services to Penn hiring officers for the hire of permanent and temporary office support staff. Today's also manages the Penn Job Application Center. You may contact them at (215) 222-3400 for your employment needs. Penn's Job Application Center at 3550 Market Street, Suite 110, is open 8 a.m.-6 p.m. weekdays where computer stations are available for you to browse the openings and/or apply on-line.

Classifieds

THERAPY
Shari D. Sobel, Ph.D. Psychotherapy (215) 747-0460.

HELP WANTED

Part-time Jazz Ensemble Director needed for the University of Pennsylvania Jazz Ensemble: Job requirements include: experience playing in and directing a big band; a bachelors degree in music; availability to rehearse 2 nights a week; familiarity with a wide variety of big band repertoire; broad range of instrumental ability; excellent people and administrative skills. This position runs from September through April and reports directly to the Coordinator of Student Performing Arts. Submit cover letter and resume to: Ty Furman, Student Performing Arts, 521 Annenberg Center, 3680 Walnut St., Philadelphia, PA 19104, or fax: 215-573-8056. Applicants will be contacted if an interview is required.

The Molecular Pathology Laboratory and the Center for Alzheimer's Disease Research seek an individual with experience in molecular genetics and assay development using DNA technology. Responsibilities include developing and performing new clinical research tests for gene mutations underlying Alzheimer's Disease. The position requires a B.Sc./M.Sc., or equivalent, with 3-5 years experience in molecular biology techniques, including nucleic acid isolation, PCR, and automated DNA sequencing. Computer and analytical skills will be very helpful. Good interpersonal skills are necessary to function as part of a highly interactive laboratory. Send resume, cover letter and three references to: Dr. Debra Leonard, 7103 Founders, Department of Pathology and Laboratory Medicine, University of Pennsylvania, 3400 Spruce Street, Philadelphia, PA 19104-4283, fax: (215) 662-7529.

To place a classified ad call (215) 898-5274.

Go West! To an Arts and Restaurant Festival



The University City District (UCD) kicks off its second year of "3rd Thursdays" with the *Go West! Arts and Restaurant Festival at Sansom Common* on Thursday, September 16 from 5 p.m. to 9 p.m. at 36th and Sansom Streets. WXPN will broadcast the World Cafe with David Dye live from the festival. The featured performer will be singer/songwriter David Mead, who blends skilled composition with the bite of American rock 'n' roll.

Other performers include: the Spiral Q Puppet Theater; dancers from Philadanco!; The Heavenly Land Band performing New Orleans-style jazz; Philly's Jazz Jumpers; West Philadelphia's own double dutch world champions; and the West Powelton Stepers drill team.

The festival will also feature food from over 15 area restaurants and Charyn Pfeuffer from *Philadelphia Weekly* who will be handing out free movie passes. For more information call (888) GOWEST7 or visit www.gowest.org.



Krystal Breakly of Philadanco accepts a piece of cheese from Spiral Q Puppet Theater's "The Elder," while chef Chaz Covington of Marigold Dining Room looks on. All three will participate in the Go West! Arts and Restaurant Festival at Sansom Common.

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 **August 30 1999 through September 5, 1999**. Also reported were **Crimes Against Property: 24 total thefts & attempts (including 4 thefts of bicycles & parts, 4 thefts from autos (& attempts), 2 thefts of autos (& attempts) and 3 burglaries (& attempts)), 1 incident of trespassing & loitering, and 3 incidents of criminal mischief & vandalism**. Full reports on the Web (www.upenn.edu/almanac/v46/n03/crimes.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 **August 30, 1999 and September 5 1999**. The University Police actively patrols from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

Crimes Against Persons

- 34th to 38th/Market to Civic Center:** Robberies (& Attempts)—1
08/30/99 11:56 AM Johnson Pavilion Laptop computer taken/Arrest
- 38th to 41st/Market to Baltimore:** Threats & Harassment—1; Indecent Exposure & Lewdness—1
08/31/99 7:17 PM 4039 Chestnut Unwanted calls received
09/02/99 12:59 AM 3925 Walnut St Complainant reported male making lewd actions
- 41st to 43rd/Market to Baltimore:** Robberies (& Attempts)—1
09/02/99 5:59 AM 42nd & Market Complainant robbed by unknown male
- 30th to 34th/Market to University:** Aggravated Assaults—1
09/04/99 8:46 AM 33rd & Walnut Complainant struck by suspect

Crimes Against Society

No reported incidents against Society in all sectors, this period.

18th District Report

19 incidents and 3 arrests (1 rape, 6 aggravated assaults and 12 robberies) were reported between **August 30th and September 5, 1999** by the 18th District covering the Schuylkill River to 49th Street and Market St. to Woodland Avenue.

| | | | |
|----------|----------|-----------------|---------------------------|
| 08/31/99 | 12:40 PM | 4400 Chestnut | Robbery /Arrest |
| 08/31/99 | 3:00 PM | 4000 Blk Spruce | Rape |
| 09/01/99 | 12:03 AM | 5000 Hazel | Robbery |
| 09/01/99 | 12:40 PM | 4400 Chestnut | Robbery |
| 09/01/99 | 12:50 PM | 4000 Ludlow | Robbery |
| 09/01/99 | 2:14 PM | 4300 Spruce | Aggravated Assault/Arrest |
| 09/01/99 | 7:45 PM | 4200 Sansom | Robbery |
| 09/01/99 | 8:26 PM | 4800 Chestnut | Aggravated Assault |
| 09/01/99 | 10:46 PM | 5100 Walnut | Robbery/Arrest |
| 09/02/99 | 5:45 AM | 4200 Market | Robbery |
| 09/02/99 | 8:00 AM | 5007 Hazel | Aggravated Assault/Arrest |
| 09/02/99 | 3:00 PM | 4950 Walnut | Robbery |
| 09/02/99 | 6:18 PM | 5038 Walnut | Aggravated Assault |
| 09/02/99 | 11:59 PM | 100 Farragut | Robbery |
| 09/03/99 | 6:20 AM | 4400 Spruce | Robbery |
| 09/04/99 | 2:00 AM | 4600 Market | Aggravated Assault |
| 09/04/99 | 2:48 AM | 4700 Walnut | Robbery |
| 09/04/99 | 9:50 PM | 4905 Catherine | Aggravated Assault |
| 09/05/99 | 1:45 AM | 4802 Spruce | Robbery |

Update

SEPTEMBER AT PENN

EXHIBITS

Now *The Family of Men*; Barbara Pollack photo exhibition; Meyerson Lower Gallery, GSFA. *Through October 1*. (Penn Humanities Forum; GSFA).

14 *Alvaro Siza: Appointments*; curator: Matthew Becker, OHM Design; Kroiz Gallery, Fisher Fine Arts Library. *Through November 19*. (GSFA).

22 *Cuban Contemporary Art Exhibit @ Penn*; showcase of the work of seven Cuban artists living in Cuba, Europe and the U.S.; opening reception: 7-10 p.m.; Bob & Penny Fox Art Gallery, Logan Hall. *Through October 1*. (Center for Hispanic Excellence; Cubartists).

TALKS

16 *High Tech and Public Discourse in Planning Environments*; Michael Schiffer, MIT; 6 p.m.; room B3, Meyerson Hall (GSFA).

17 *The Importance of Being Bruegel*; Larry Silver; 3 p.m.; Rich Seminar Room, Jaffe Building (History of Art).

23 *The Charles C. Leighton Memorial Lecture: From Adolescence to Mature Adulthood: Thoughts on the Managed Care Backlash*; Uwe Reinhardt, Princeton; 4-5:30 p.m.; Austrian Auditorium, CRB; RSVP by September 17 to Baumrita@wharton.upenn.edu (LDI).

Kelly Writers House

All events are free and are held at 3805 Locust Walk. Info: (215) 573-WRIT.

16 *The Play's the Thing*; monthly play reading and thinking group explores *Copenhagen* by Michael Frayn; 5 p.m.

18 *Book Launch Reading*; Shawn Walker reads from her book *The Purchase of a Day*; webcast available by reservation only; e-mail thorpe@english.upenn.edu for reservations; 7 p.m.

22 *Speakeasy: Poetry, Prose and Anything Goes*; open mic performance night; 8 p.m.

The **deadline** for the Update is each Monday for the following week's issue.



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URL: www.upenn.edu/almanac/

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

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Rooms with a View— to Studying

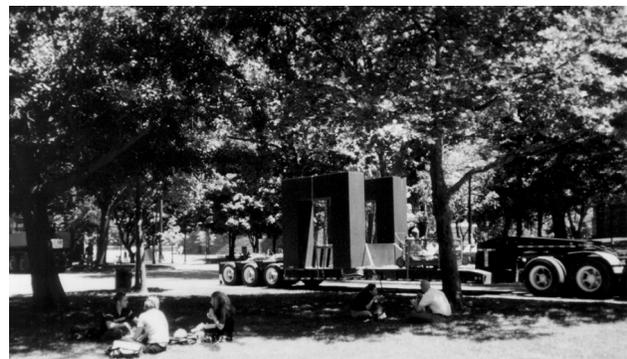
This fall students came back to find two new 24-hour study centers at the core of campus. One is the renovated Rosengarten Study Center in Van Pelt-Dietrich Library Center (*right*), which had its ceremonial opening last Thursday. The other—already in use around-the-clock, too—is the Silfen Student Study Center of Perelman Quad. Its ribbon will be cut Tuesday, September 21, at 2 p.m. Named for its donors—Trustee David Silfen and his wife, Lyn—the \$2 million Silfen Center is a glass-walled, light-filled space on the north side of Williams Hall, where it acts as a beacon at night. Designed by Venturi, Scott Brown and Associates, it has a wired study lounge (*left*) that seats 50; a café (*above*) open weekdays 7:30 a.m. to midnight; a meeting room; and a lobby (*above right*) connecting it to Williams. On a lower level are the PSA offices and retail store; two meeting rooms; and two activities suites serving 14 student groups.—*M.F.M.*



Photographs by Marguerite F. Miller

'We Lost': A Tale of Two Sculptures

The curiously-named sculpture wheeled away from Locust Walk this summer bore with it a Penn "urban legend" of sorts. Unveiled in 1966 at an ICA-Wadsworth Athenaeum show in Hartford, the giant open cube had already been given the name *We Lost* by its creator, in oblique homage to a piece that he and his fabricator had abandoned when they couldn't solve a design problem. But, by the time Penn bought and installed the Tony Smith sculpture in 1975, a lot had happened to bring war to the forefront of Penn minds. One campus protest ended with the agreement to put a peace symbol on College Green. And the U.S. withdrew from Vietnam. By the end of the 'seventies these stories had become woven together so that newcomers were routinely told that *We Lost* was a memorial to the U.S. withdrawal from Vietnam, erected by alumni of the protest era. But the protestors' memorial, installed after the 1970 Moratorium, is not the sculpture that moved away this summer. It is David Linquist's Peace Symbol, the bas relief outside Van Pelt/Dietrich that serves as a backdrop for speeches still.—*K.C.G.*



Photograph by Duane Ball

