

UNIVERSITY of PENNSYLVANIA *Almanac*

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Vice President and Chief of Staff: Pedro Ramos



Pedro Ramos

Pedro Ramos, a partner with Ballard Spahr Andrews & Ingersoll, LLP, has been named Penn's vice president and chief of staff, President Judith Rodin announced. Mr. Ramos will begin his new position in January.

Reporting directly to Dr. Rodin, he will play a key role in senior-level decision making and serve as a senior policy advisor on short-term and longer-range issues.

"Pedro Ramos is a proven leader with extensive policy-making experience and a demonstrated commitment to the principles of education," said President Rodin. "His legal, business, and civic experience equip him with a wealth of skills and seasoned judgment that are an excellent match for his new responsibilities. We are absolutely delighted about his decision to join the senior leadership team at Penn."

At Ballard Spahr since 1992, Mr. Ramos devoted a substantial portion of his practice to advising colleges, universities, hospitals and large not-for-profit organizations.

"Pedro has been an outstanding lawyer at Ballard Spahr and has been an outstanding civic leader in Philadelphia," said David Cohen, Ballard Spahr chairman. "I have no doubt that he will be an outstanding addition to the excellent management team at Penn."

Mr. Ramos has served two one-year terms as president of the Philadelphia school board and three as vice president. In addition to his role with the Board of Education, he serves on the boards of Congreso de Latinos Unidos, Inc., Mellon PSFS, and Philadelphia Futures. He has received the Leon J. Obermeyer Award and was selected as an Eisenhower Exchange Fellow.

He earned his B.A. degree from the University of Pennsylvania in 1987 and his J.D. degree from the University of Michigan in 1992.

COUNCIL Agenda

Wednesday, December 5, 2001, 4 to 6 p.m., Bodek Lounge, Houston Hall

- I. Approval of the minutes of November 7, 2001. 1 minute.
- II. Follow-up comments or questions on Status Reports. 5 minutes.
- III. Open Forum. Presentation 3 minutes each; discussion 5 minutes each.
- IV. Adjournment by 6 p.m.

TO: University Community
FROM: David Hackney, Chair, Council Steering Committee
Larry Gross, Moderator, University Council
SUBJECT: University Council Open Forum December 5, 2001

The issues for the University Council Open Forum, in the order in which they will be addressed are:

1. Elevators in Hamilton College House
2. University's commitment to financial aid, recruitment and retention
3. Development of standard resource centers in the context of the Strategic Plan
4. Policy that A-3 employees who are members of University Council and Council committees can attend meetings
5. Inclusion of transgender people in the University non-discrimination policies

Presentations will be limited to 3 minutes. Issues that are not on the schedule will be accommodated if time allows. The University Council meeting is from 4 to 6 p.m. on Wednesday, December 5, in Bodek Lounge, Houston Hall. The meeting is open to any member of the University Community who wishes to attend, subject to space limitations. We suggest that people interested in the Open Forum arrive at 4 p.m.

Director of Fire and Emergency Services: Ted Bateman



Ted Bateman

"It is with great pleasure that I announce the appointment of Ted Bateman as the Director of Fire and Emergency Services," said Vice President for Public Safety Maureen Rush. His appointment was effective December 1.

"Ted has an extensive and prestigious background in the Fire Services with the Philadelphia Fire Department," she added. During his 30-year career with the Philadelphia Fire Department he held numerous high-level command positions, including Deputy Fire Marshall, Battalion Chief, Department Safety Officer, Public Information Officer, Captain, and Special Projects Officer.

Mr. Bateman came to the Division of Public Safety in March, 2000. On July 1, 2001, he was appointed Interim Director of Fire and Emergency Services. Mr. Bateman holds a M.S. in Public Safety Administration from Saint Joseph's University and is a graduate of the Executive Fire Officer Program at the National Fire Academy.

PENNCards and Security

The Division of Public Safety's Advisory Board has issued the following statement regarding PENNCard policies and the enforcement of these policies.

Acknowledging that building security is currently a School and Center responsibility, the Division of Public Safety (DPS) Advisory Board also recognizes that DPS must be prepared to undertake heightened security measures at specific buildings or across campus in the event of an emergency or high security risk. The Advisory Board reviewed the current policies governing the use of PENNCard identification cards, and wishes to acknowledge that there are currently two University of Pennsylvania policies governing their use:

The first policy is the University of Pennsylvania Human Resources Policy Number 119. This policy states, "Each faculty and regular staff member will be issued a photo identification card (PENNCard) while a member of the University community. The PENNCard is the property of the University of Pennsylvania and is not transferable. It should be carried at all times and presented upon request of any University official."

The second PENNCard policy is the University of Pennsylvania Security Policy for 24 Hour Academic Buildings (see *Almanac* Of Record, January 19, 2000). This policy requires faculty, staff and students utilizing Academic Buildings between the hours of 10 p.m. and 7 a.m. to prominently display their PENNCard identification.

The Advisory Board wishes to note that in the event of a heightened security risk, members of the Penn community must be prepared for the enforcement of these policies, as well as potentially greater restrictions on access to campus buildings and events. To that end, the DPS Advisory Board recommends that these policies be expanded to include a statement to the effect that "Faculty, staff and students of the University of Pennsylvania must carry their PENNCard identification cards with them, or risk being denied access to a University event or building."

The DPS Advisory Board also wishes to acknowledge that some Schools and Centers may implement procedures regarding their individual building internal security that exceed those governing the general PENNCard policies adopted by the University.

—Dennis Culhane, Chair, DPS Advisory Board

(See page 2 for list of DPS Advisory Board)

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DPS Advisory Board

Maureen Rush, Vice President, DPS
Dennis Culhane, Chair, DPS Advisory Board
Tom Rambo, Chief of Police, UPPD
Elijah Anderson, Sociology
Jeanne Arnold, African Am. Resource Center
William Baxt, Emergency Medicine
David Brownlee, Col. Houses & Academic Svcs.
Glenn Bryan, City & Community Relations
Rev. William Gipson, Chaplain
Larry Gross, Annenberg School for Comm.
Odell Guyton, Corporate Compliance Officer
Barry Hiltz, Facilities Operations
Dana Hork, UA Chair
Sean Kennedy, Anesthesia
Mike Krouse, UA
Peter Kuriloff, Education
Christopher Leahy, GAPSA Chair
Vivian Seltzer, SSW
Howard Stevenson, Pediatrics, GSE
Barry Stupine, Vet. Hospital.
Wendy White, VP & General Counsel
Neil Weiner, CSYP
D. L. Wormley, Neighborhood Initiatives, UCD

SENATE From the Senate Office

The following agenda is published in accordance with the Faculty Senate Rules. Questions may be directed to Carolyn Burdon either by telephone at (215) 898-6943 or by e-mail at burdon@pobox.upenn.edu.

Agenda of Senate Executive Committee Meeting

Wednesday, December 12, 2001, from 3-5:30 p.m.

Note New Location: Golkin Room, 2nd Floor, Houston Hall

1. Approval of the minutes of October 31, 2001
2. Chair's Report
3. Past Chair's Report on Academic Planning and Budget and Capital Council
4. Senate Nominating Committee
5. Discussion on Report of the Gender Equity Committee with Co-chairs Phoebe Leboy and Barbara Lowery
6. Discussion with Vice President for Finance Craig Carnaroli and Chief Investment Officer Landis Zimmerman
 - a. University Investments: Where the Endowment Stands
 - b. Implications of the Economic Slowdown
7. Discussion with Vice President for Development and Alumni Relations Virginia Clark on Annual Giving Trends, including the history of how it has been affected during the recent surge and past recessions
8. Other new business
9. Adjournment by 5:30 p.m.

DEATHS

Mr. Majumdar: Graduate Student

Anirban Majumdar, a first-year computer and information science Ph.D. student in the School of Engineering and Applied Science—missing since November 2—has died at the age of 25.



Anirban Majumdar

Prior to attending Penn this semester, Mr. Majumdar worked as a programmer analyst with Wipro Technologies in India. He graduated from the Indian Institute of Technology in Guwahati in 1999. Mr. Majumdar was from Calcutta, India.

He is survived by his mother, Manita Majumdar; and brother, Abhijit.

Mrs. Rubillo: Retired Accountant

Wilma Smith Rubillo, a retired Human Resources accountant, died on November 6, at the age of 69.

Mrs. Rubillo came to Penn in 1985 as a receptionist after working for El Dorado Floor Covering and Oscar Mayer Company. She became an administrative assistant in 1986, a junior account in 1987, and accountant I in 1988 and an accountant II in 1989. She worked in the Human Resources Division as an accountant II until her retirement in 1999.

She is survived by a daughter, Kathy Huff; a son, John; a brother; seven grandchildren; and one great-grandchild.

Memorial donations may be sent to Hospital of the University of Pennsylvania Cancer Research, Attention: Harriet Goodstein, Penn Tower, Sixth Floor, 3400 Spruce St., Philadelphia, PA 19104-4283.

To Report A Death

Almanac appreciates being informed of the deaths of current and former faculty and staff members, students, and other members of the University community.

However, notices of alumni deaths should be directed to the Alumni Records Office at Room 545, Franklin Building, call (215) 898-8136 or e-mail record@ben.dev.upenn.edu.

Dr. Thomas McNair Scott, Pediatric Research Pioneer

Dr. Thomas Frederick McNair Scott, a pioneering pediatric researcher and teacher, died at his home on November 25 at the age of 100.

Dr. Scott was a pioneer in pediatrics, serving as the first professor of pediatrics at Temple University from 1938 to 1940, then the first director of the Research Department at the Children's Hospital of Philadelphia (CHOP) and Professor of Pediatric Research at Penn where he taught for 35 years. After retirement, he moved to Hahnemann Medical School as Director of Pediatric Ambulatory Education, where he was "particularly valued for his broad historical knowledge of pediatric and infectious diseases."

Dr. Scott's contributions to medicine were many, including: the discovery and characterization of the lymphocytic choriomeningitis virus (LCNV), the early use of tissue culture for growing viruses, the development of the test to identify and differentiate Herpes labialis from Herpes genitalis, and the identification of the cause of atypical measles. He was instrumental in extending the then restricted pediatric hospital visiting hours, a practice that was rapidly taken up by hospitals all over the world.

Dr. Scott was born in Inchbar, Scotland. He was brought up in the south of England, attended secondary school at Cheltenham College, and university at Gonville and Caius College, Cambridge, where he gained first-class honors in the natural sciences. He trained at St. George's Hospital, London, where he qualified in 1927.

According to his son, Dr. Robert McNair Scott, Penn Med. '66, Dr. Thomas Scott said that he made two pivotal decisions in his life: The first to visit America, which he did as a founding member of the Cambridge Medical Students Association in 1926, and which led to a fellowship at the Thorndike Laboratory at Boston City Hospital in 1930. The second to accept a pediatric residency at the Harriet Lane Home of Johns Hopkins University Medical School, Baltimore, 1931-34. As a result of these decisions, he met and married his life-long companion, a fellow scientist, Dr. Mary Dwight Baker. He was able to pursue his research interests, starting at the Rockefeller Institute in 1934, and he became an internationally revered teacher and researcher in pediatric medicine.

In 1936, Dr. Scott returned to London to be the first pediatrician to head the children's service at St. George's Hospital. In 1938, he emi-

grated to the U.S. to take up his position at Temple University. In 1940, he joined CHOP.

During WWII, in May 1941, Dr. Scott took a leave of absence from CHOP and returned to Great Britain to serve on the staff of the Harvard Red Cross Hospital, a public health facility in Salisbury. Later, after the U.S. declared war, he was inducted into the United States Army.

Returning to civilian life in 1946, he resumed his position as Director of Research at CHOP, which he built into an impressive organization—today known as the Joseph Stokes Research Institute. In 1959, he served as the Principal Investigator for the Philadelphia portion of the NIH Collaborative Study of Child Development and Cerebral Palsy, a longitudinal study of roughly 50,000 children, to learn what happens to children from birth to age eight. In 1975, when the study ended, he retired from Penn and took up his post at Hahnemann Medical School where he worked until the age of 85.

Upon that retirement, Dr. Scott and his wife moved into Logan Square East. "They were inveterate travelers, visiting family, and friends in Europe, Asia, Africa, North and South America. During this period, Dr. Scott volunteered in several NIH-sponsored studies on aging. After losing his cherished partner in 1995, he continued to travel, and maintained his broad interest in current events and involvement in family and friends, with whom he enjoyed his 100th birthday last June," said his son Robert.

"He will be remembered by all who knew him as a beloved, erudite, courtly and charming gentleman, as a sensitive and exceptional clinician, a superb diagnostician, and an inspiring teacher, whose emphasis was always on the whole patient and their environment," his son added.

He is survived by a daughter, Carolyn Höhn of Heidelberg, Germany; a son, Robert McNair Scott of Kathmandu, Nepal, four grandsons, and a great granddaughter.

In lieu of flowers, donations can be made in his name to "Treffpunkt SHV e.V.," the daycare center for traumatic brain injured adults in Heidelberg, attended by his grandson, Peter Höhn. Checks may be made out to Carolyn Höhn for "Treffpunkt SHV e.V." and sent to: UBSPaineWebber, Attn: Kathleen MacGregor, 100 Overlook Center, Princeton NJ 08540. Treffpunkt SHV e.V. is a registered charity.

HONORS & Other Things

AAOMS Award: Dr. Fonseca



Raymond Fonseca

Dr. Raymond J. Fonseca, dean of the School of Dental Medicine, has been named the William J. Gies Award winner by the American Association of Oral and Maxillofacial Surgeons (AAOMS). The award is given annually in recognition of an educator's distinguished

achievement in the field of oral and maxillofacial surgery.

Dr. Rodin: NAWBO Award

President Judith Rodin received the 2001 Women of Distinction Award last week, presented by the National Association of Women Business Owners (NAWBO). Dr. Rodin was one of 25 women recognized for making exceptional contributions in their field and in their community.

PENNSmiles for Children

The School of Dental Medicine has received funding from the Health Resources Services Administration (HRSA) to equip a mobile dental van for delivery of oral health education, screening, and referral services to minority children in West Philadelphia. Known as PENNSmiles, the initiative will enable the Dental School to provide treatment to local minority children in their own neighborhoods.

"It is very important for us not only to provide access to care to those children who otherwise would not be able to get it, but also to strengthen our ongoing relationship with the Philadelphia School District," said Dean Fonseca.

Wallace Berry Award: Dr. Judd

Dr. Cristle Collins Judd, associate professor of music, has been awarded the Wallace Berry Award from the Society for Music Theory for her book, *Reading Renaissance Music Theory: Hearing with the Eyes* (Cambridge University Press, 2000). The annual award is given in recognition of a distinguished book that constitutes a significant contribution to the field of music theory.

The committee, in conferring the award cited Dr. Judd's book "...in its very nature, an exemplary work. A deeply researched hermeneutic study, it examines the manifold cultural and theoretical resonances of musical examples that theorists deploy in their writings."

Penn Faculty Fulbright Scholars

Two faculty members have been named Fulbright Scholars this year.

Dr. Philip M. Nichols, associate professor of legal studies, will lecture in *Law and Legal Concepts*, at Mongolian National University.

Dr. Peggy R. Sanday, professor of anthropology, will lecture in *Human Consequences of Anthropology in the Past, Present and Future from the Point of View of Philosophy*, at St. Petersburg State University, Russia.

President AAS: Dr. Ludden

Dr. David Ludden, professor of history, has been elected president of the Association of Asian Studies (AAS), for a one-year term beginning in April 2002. The AAS is the preeminent international organization representing scholars of East, Southeast, and South Asia.

APS Executive Officer: Drs. Dunn

Dr. Richard Slaton Dunn and Dr. Mary Maples Dunn have been named the executive officer of the American Philosophical Society beginning March 1, 2002. Dr. Richard Dunn, emeritus professor of history, was the Roy F. and Jeannette P. Nichols Professor of American History, and the founder and director of the McNeil Center for Early American Studies. His wife, Dr. Mary Dunn is the former President of Smith College and professor of history and dean at Bryn Mawr College, and until recently, was the acting dean of the Radcliffe Institute for Advanced Study and director of the Arthur and Elizabeth Schlesinger Library at Radcliffe.

GSA Nursing Research Award

Dr. Neville E. Strumpf, the Edith Clemmer Steinbright Professor in Gerontology, and Dr. Lois K. Evans, co-director of the John A. Hartford Center for Gerontologic Nursing Excellence at Penn's School of Nursing, will share the fourth annual Doris Schwartz Gerontological Nursing Research Award from the Gerontological Society of America. Dr. Strumpf and Dr. Evans have focused their research on changing the care of frail elderly people from control-based custodial care to individualized restorative care. They were the first to investigate restraint use in the U.S., comparing its use here to the lack of restraint use in the U.K. and Sweden.

Nursing Awards

Student Nurses at Penn (SNAP) received several honors at the Student Nurses Association of Pennsylvania's 49th annual convention in November. For the first time, a Penn student has been elected to the state board of directors. Sophomore Laura Breyfogle was elected to the position of Secretary-Treasurer on the Executive Committee. She will also chair the Budget and Scholarship Committees for the state. Ms. Breyfogle is currently treasurer of SNAP and secretary-treasurer of the University's Nominations and Elections Committee.

SNAP received the Chapter Excellence Award, the Web site Award, and Gold Achievement Membership Award.

Assistant Professor of Health Care of Women and Children Dr. Diane Spatz, was selected as Faculty Advisor of the Year.

Institute of Medicine: New Members

Dr. Racquel E. Gur, professor and director, neuropsychiatry section, and Dr. Brian L. Strom, professor and chair, department of biostatistics and epidemiology, and director, Center for Clinical Epidemiology and Biostatistics, have been elected as members to the Institute of Medicine.

Dr. Ralph F. Hirschmann, professor of bioorganic chemistry, has been elected to the Institute's senior membership. The Institute of Medicine, is an arm of the National Academies.

Anti-Terrorism Research

The Office of the Vice Provost for Research is carrying announcements of anti-terrorism research funding opportunities on its web site, plus links to bioterrorism information from multiple sources including the CDC and the Pennsylvania Department of Health.

This information may be accessed at www.upenn.edu/research/.

—Neal Nathanson,
Vice Provost for Research

2001-2002 Telephone Directory



Cover Design: Creative Communications, University of Pennsylvania

The cover this year is "Celebrating 125 Years of Women at Penn," a collage with archival photos with colorful insets of modern photos of women at Penn—from our pioneers up to today's students. On November 1 and 2, more than 2,000 Penn alumnae, administrators, teachers, mothers, daughters, and award-winners honored these pioneering women and the achievements of the 100,000 Penn alumnae who have followed them. For more information on "125 Years of Women at Penn," visit www.alumni.upenn.edu/celebratewomen/.

Faculty/Staff Directory: In Print and Online

The 2001-2002 Faculty and Staff Telephone Directory has been distributed.

Update Your Directory Record Online, all year long: please continue to use the online update feature to revise your directory information throughout the year, allowing the University community access to more immediate and accurate information. We will use this online data to produce next year's directory. The web update form is available at www.upenn.edu/directories/dir-update.html. To update your directory record, you must enter your PennNet ID and password. (For more information regarding your PennNet ID and password, go to www.upenn.edu/computing/netid.)

New faculty/staff members may edit their record online after they have obtained a PennCard and a PennNet ID/password.

Submitting Corrections to the Telephone Directory (Paper Version): corrections, omissions, or changes to the 2001-2002 Faculty and Staff Telephone Directory should be submitted via e-mail to fsdirectory@pobox.upenn.edu. We will issue a directory update, with these changes, in January 2002. To order additional copies of the telephone directory or to inquire about orders, send an e-mail to fsdirectory@pobox.upenn.edu.

To update your online directory record:

- Use the web update form: www.upenn.edu/directories/dir-update.html
- Enter your PennNet ID and password to log in

To submit corrections to the 2001-2002

Telephone Directory (paper version):

- Send an e-mail to fsdirectory@pobox.upenn.edu
- To order more copies/inquire about orders: Send an e-mail to fsdirectory@pobox.upenn.edu

—Donna M. Petrelli Aquino, Senior IT Support Specialist, Division of Business Services

Report of the Ombudsman

A Two-Year Report by Walter D. Wales, University Ombudsman, 1999-2001

This report is both an informal account of my impressions during my two-year term as Ombudsman and a formal record of the cases that have come through the Office of the Ombudsman during that term. This account must be prefaced with a statement of my own gratitude to my colleague Gulbun O'Connor. Dr. O'Connor, with her long experience as Associate Ombudsman, has provided essential continuity within the Office. Her insight into the operations of the University and her sound judgement not only made my work much easier, but have been the key elements in the successful operation of the Office.

At the outset it must be noted that the Office of the Ombudsman has a purely reactive role at the University. The Office neither sets nor enforces policies. Individuals who feel that they have been—or are going to be—treated improperly seek out the services of the Office. The Office attempts to find redress for those complaints if—and only if—the individual allows the Office to contact those against whom the complaint is made. The Office has no formal authority, but relies primarily on the goodwill of the individuals with whom it interacts. The Office serves in many ways as a “court of last resort”—at least within the University—for individuals whose problems have not been satisfactorily addressed by other offices of the University.

The University is, on balance, a community in which most units work effectively and in which most of the members of that community are relatively productive and satisfied. However, it is probably inevitable, given the function of the Ombudsman's Office, that the picture of the University that is presented to us is frequently an unflattering one. We focus on the frayed edges of the fabric of the University, where individual units do not always function well and where individuals are often neither productive nor satisfied. Worse yet, too often problems reach us at a stage when an impasse has already been reached, and our efforts to find mutually-satisfactory resolutions to those problems are not successful.

Conflicts between supervisor and employee were more numerous than I had anticipated. Although in some cases the employee and the job were simply mismatched, in many cases the supervisors appeared to lack the ability to help a less-than-perfect employee become an effective contributor and sought instead to solve the difficulty by replacing the employee. In too many of such cases the supervisors appeared to lack the ability to lead and depended instead on their authority to command. It is possible that in some cases the “Peter Principle” had resulted in very able employees being given managerial responsibilities for which they lacked both aptitude and training.

Among the most distressing conflicts which come to the Office are those that occur between a graduate student and that graduate student's mentor. Most graduate student-mentor relationships are very close and productive—indeed, I suspect that most of our graduate alumni recall those relationships as among the most stimulating and productive relationships in their lives. It is therefore particularly

distressing to see the few cases where breakdowns occur—even more so because those breakdowns can seldom be repaired. Unfortunately, I did not discern any pattern that would be helpful in either predicting or preventing future breakdowns.

The sample of cases that come to the Office of the Ombudsman seems relatively small considering the overall size of the University. Since the sample is also very biased toward dysfunctional relationships it probably represents a few freckles on an otherwise healthy system rather than a festering blotch heralding melanoma. I did get a sense that many parts of the University are moving closer to a corporate style of management. If this is indeed the case it may make the operation of the University more efficient. However, it may also cost the University part of the reputation that has made it one of the most desired employers in the region.

Since the Office was not always able to find satisfactory solutions to the problems that were brought there, it would have been easy to become discouraged—and indeed I did so quite regularly. One of the aspects of the work that made it much more gratifying than it might have been, however, was the positive attitudes of everyone—both complainants and those complained of—with whom we worked. They treated us with unfailing courtesy and they gave the Office consistent respect. I am grateful to all of them for helping the Office provide the service the University expects.

The data in the table (*on page 5*) represent three different periods of time. The first column at the left is included to provide a baseline for comparison. The figures in this column are annual averages over the three-year period from 1992 to 1995. The figures for those individual years were reported—with some minor differences in categorization—in the fall of 1995. The next columns—1995-96 through 1998-99—are data from past years that have not previously been reported. The final two columns are data for the two years of my term as Ombudsman. The records in all cases reflect cases initiated between September 1 and August 31 of the specified time interval.

The most striking feature of the overall table is the pronounced drop in the number of cases from the 1992-1995 average to 1997-98. This drop occurs across all categories, but is most striking for graduate students. While there has been a small increase since then the recent totals remain less than two-thirds the 1992-95 averages.

There is no obvious explanation for the decrease. On the supply side one might speculate that the University's personnel practices underwent a remarkable transformation during the period. On the demand side one might speculate that the availability of the services of the Ombudsman's Office has not been widely recognized by changing populations such as graduate students. I know of no reason to believe that either of these speculations has any basis in reality, nor do I have any other explanation for the decrease. I leave it as a mystery to be solved by agents more perceptive and energetic than I am.

November, 2001

Cases Handled by the Office of the Ombudsman 1992-2001

Academic Year	1992-95 (Average)	1995-96	1996-97	1997-98	1998-99	1999-2000	2000-01
Total Cases	268	233	199	146	149	170	168
Categorized by Issues Raised							
Job Related	94	90	84	55	56	73	72
Job/Promotion	6	7	4	2	7	7	
Procedural	51	29	20	34	27	30	28
Academic/Procedural	54	40	41	10	17	26	27
Academic	9	6	3	8	13	8	4
Academic Integrity	5	13	6	5	3	4	3
Discrimination	2						
Benefits	2	6	8	3	1	7	2
Financial Aid	2	5	4	3	2	2	1
Sexual Harassment	3	6	4	1	5	6	
Harassment	8	3	3	7			
Misc./Personal	37	31	20	15	22	13	18
Categorized by Status of Complainant							
Employees	138	126	116	94	81	96	102
A1	56	57	63	40	42	39	47
A3	51	41	30	30	20	38	24
A5	8	7	1	4	2	3	1
A2	23	21	22	20	17	16	30
Annenberg	1						
Arts and Science	5	6	2	3	4	3	7
Dental Medicine	1	2	1	1	3		
Education	1	1	3	2	1		
Engineering	1	4					
Fine Arts	4	2	1	2	2		
Medicine	9	7	9	9	7	9	10
Nursing	1	1	1	1	2	1	
Social Work	1						
Veterinary Medicine	1	2	3	3			
Wharton	1	1	1	2	1	3	
Students	107	91	67	43	50	57	49
Undergraduate	45	31	28	24	22	22	23
Arts and Science	26	19	17	10	13	17	15
CGS	2	4	1	5	1	2	
Engineering	4	2	1	1	2	5	
Nursing	2	1					
Wharton	11	6	9	8	6	3	2
Graduate	62	60	39	19	28	35	26
Annenberg	1	1					
Arts and Science	15	17	14	8	6	11	11
Biomed.	2	3	2	1	1	3	3
CGS	3	1	1				
Dental Medicine	2	1	2				
Education	8	8	13	2	4	4	2
Engineering	3	4	2	1	3	3	1
Fels Institute	1						
Fine Arts	13	14	1	1	4	2	5
Law	1	1	2				
Medicine	2	2	2				
Nursing	1	2	2	2	3	2	
Social Work	6	5	1	1	1		
Veterinary Medicine	1	2	1	1			
Wharton	5	3	1	2	2	4	3
Alumni	7	4	2	1	2	3	3
Other	15	12	14	8	16	14	14

Deep Discount Days: December 3-9

Celebrate the holidays with week-long savings. The Sansom Common shops at 36th and Walnut Streets and others have special discounts in celebration of the holiday season. Participants include: Penn Bookstore; Computer Connection; Douglas Cosmetics; Smith Bros.; Shula's 2; Steve Madden; Vog International Salon; La Terrasse; Messages Card Shop; Bitar's; Eastern Mountain Sports; Gap; and Annenberg Center for the Performing Arts.

See next week's issue for *Almanac's* annual Holiday Shopping Guide.

Retirement Seminars

Sessions will be held in Irvine Auditorium, Room G-16; no pre-registration required.

Programs for New Bolton Center and Morris Arboretum will be scheduled at a later date.

TIAA-CREF: December 4, 11:30 a.m.-12:30 p.m. *New Faculty & Staff:* an overview of Penn's Tax-Deferred Retirement Plan (TDR) and TIAA-CREF products and services available; for new or newly eligible faculty and staff and anyone who has questions regarding the Plan.

TIAA-CREF: December 4, 1:30-2:30 p.m.

The New Tax Law and Your Retirement Plans: Economic Growth and Tax Relief and Reconciliation Act 2001: This year's tax legislation contained many provisions that make retirement and education savings even more attractive. The major changes affecting retirement and education savings products and the increased contribution limits, catch-up provisions for late savers, pension portability, tuition finance savings plans and Education IRAs.

The Vanguard Group: December 5, 11:30 a.m.-12:30 p.m.

The Budget and Debt Management Workshop: for employees seeking more control of their finances, and covers establishing a budget; assessing your financial worth; using and controlling credit; managing debt; saving and spending wisely.

The Vanguard Group: December 5, 1:30-2:30 p.m. *Investments—The Basics:* for employees new to investing and covers understanding mutual funds, identifying goals and assessing your risk tolerance, setting asset allocation targets and staying on track, creating an investment plan.

The Vanguard Group: December 6, 11:30 a.m.-12:30 p.m.

Investments: Beyond the Basics: for employees who want to build a well-diversified portfolio, and covers defining investment strategies, setting sub-asset allocation targets, selecting active and passive investments, evaluating mutual funds.

The Vanguard Group: December 6, 1:30-2:30 p.m. *Retirement Distribution Options:* for faculty and staff age 50 and over who are planning to retire and need guidance on the process, distribution options, tax and beneficiary planning, as well as post-retirement investment options.

TIAA-CREF: December 7, 11:30 a.m.-12:30 p.m. *Developing an Investment Strategy:* some key issues to consider when developing an investment strategy. Afterwards, the participants should understand the reasoning behind questions in the risk tolerance/asset allocation questionnaire and be able to answer them.

TIAA-CREF: December 7, 1:30-2:30 p.m.

Retirement Distribution Flexibilities: the retirement preparation process and TIAA-CREF's income flexibilities at retirement; for participants over age 50 and in the process of planning for retirement, and looking for guidance on selecting the most suitable retirement distributions using a needs-based approach.

—Division of Human Resources

Flu Shots for Faculty & Staff: December 6 & 7

Human Resources has arranged for on-campus flu shots on December 6 and 7 for Penn faculty and staff, including those with high risk conditions. Occupational Medicine will administer the inoculations at the times and locations listed below.

Important information regarding this process:

1. You must pre-register on-line (See "To Pre-Register" below)
2. Please bring with you:
 - \$5 cash for a co-pay
 - Your PENNCard
 - The Confirmation Form from the end of the registration process.
3. Please wear clothes with easy access to your upper arm.

Thursday, December 6, 10 a.m. – 2:30 p.m.

School of Engineering, Towne Building, 220 South 33rd Street, 2nd Floor Lounge

Friday, December 7, 10 a.m.-3 p.m.

Wharton School, Steinberg/Dietrich Hall, 3620 Locust Walk, Student Lounge

To Pre-Register:


1. Go to www.hr.upenn.edu
2. Click on "Course Catalog", located at the top right of the HR home page
3. Scroll down to "Browse by Category".
4. Select "Health Promotions" from the

drop-down menu and then click "Go" – 9 flu shot times will appear with 2 different dates and locations.

5. Click on your preferred date and time—A full description will appear.
6. Scroll to the bottom of the page and click on the "Register for this Course" icon.
7. If that time slot is full, select another time slot until you find one that is open.
8. Follow the registration instructions and print your confirmation sheet at the very end of the process.

If you do not have access to a computer to register on-line, please contact Orna Rosenthal at (215) 898-5116 or rosenthal@hr.upenn.edu.

— Division of Human Resources



Are you responsible for some of the 153,000 hits to *Almanac's* web site last week?

Get on board Express Almanac: To register, send an e-mail message with "subscribe" as the Subject to almanac@pobox.upenn.edu and include your name, e-mail address, and mailing address. —Ed.

Penn's Way 2002

For information about the Penn's Way Campaign, call (215) 898-4738 or e-mail pennsway@pobox.upenn.edu or visit The Penn's Way 2002 Campaign website, www.upenn.edu/osl/pennsway/ which lists the partner organizations—The Center for Responsible Funding and The United Way of Southeastern Pennsylvania, as well as the University Coordinators, Frequently Asked Questions (and Answers), Pledge Form Instructions, and examples of what your gift can provide to those in need.

To be eligible for the Week Three raffle drawing and the subsequent weekly drawings, you must submit your sealed confidential envelope to Payroll by the close of business on Friday, December 7. The drawing will be on Monday, December 10.

—Valarie Swain-Cade McCoullum and Mitchell Marcus, Penn's Way Co-Chairs

Week One Raffle Winners

1. Overnight stay with breakfast at the Sheraton—Margaret Jewell, School of Med.
2. Book from University of Penn Press—Marlene Vaughn-Combs, ISC
3. Gift certificate for dinner for 2 at the Ivy Grille—Mozell Graham, ISC
4. \$20 gift certificate to Shula's—Christine McDevitt, ISC/Finance
5. \$10 gift certificate to Houston Market—Meg Insall, ISC
6. Book of 10 passes for the Class of 1923 Ice Rink—Orville Horwitz, MD
7. Tickets for 2 to a performance at the Annenberg Center—Harold Robert Carter, ISC
8. One Faculty Club membership—Janet Burns, SAS/Math Dept.
9. Lunch for 2 in the Harrison Dining Room, Faculty Club—Gary Colten, Microbiology-Dental
10. Picture Frame—Brianna Wills, School of Nursing/Development

Week Two Prizes

1. Six tickets to the Stimulus Children's Theater production of "A Woolly Bully Itch"
2. Free Month of Parking from Parking Services
3. Household membership to the University of Pennsylvania Museum
4. Overnight stay with breakfast at the Inn at Penn
5. Household Membership to the Morris Arboretum for one year
6. \$25 gift certificate to the Morris Arboretum plant sale in Spring 2002
7. \$20 gift certificate to Shula's
8. Book of ten passes for the Class of 1923 Ice Rink
9. Photographic Portrait Book
10. \$10 gift certificate to Houston Market

Week Three Prizes

1. Epson Stylus C60 printer from the Computer Connection
2. \$100 Book Store Gift Certificate
3. 5 CDs from WXPn
4. Beautiful handmade sari
5. Framed University photograph collection
6. Two \$10 gift certificates for Houston Market
7. Book from University of Pennsylvania Press
8. Penn T-Shirt
9. Picture Frame
10. Penn Tote-Bag

Update

DECEMBER AT PENN

TALKS

7 *Homeobox Genes in Angiogenesis and Wound Repair*; Nancy Boudreau, University of California, San Francisco; 2:30 p.m.; second floor, Vagelos Research Labs (IME).

9 *Afghanistan: A Cultural Briefing*; Brian Spooner, Museum; Fredrik Hiebert, Museum; Robert Dyson, anthropology; 2 p.m.; Rainey Auditorium, University Museum (Museum); Philadelphia History Exhibitions Initiative).

11 *Porcupine Quillwork Demonstration*; Jo Esther Parshall Bear, Cheyenne River Lakota, one of the foremost living practitioners of this art; 11:30 a.m.; Mesoamerican Gallery, University Museum. Free with Museum admission.

Calendar Deadlines: The deadline for the January At Penn calendar is *December 4*. See www.upenn.edu/calendar/caldead.html for more details.



Man's leggings with porcupine quill work, buckskin, and hair from the Mandam people, North Dakota, circa 1830, in the Museum's American section. Quillworking, the art of using the processed and dyed quills of the porcupine to decorate clothing and other items, is an artistic technique used by Native Americans.

CLASSIFIEDS—PERSONAL

TAX SPECIALIST

Tax Specialist on campus Sage CPA/MBA. Tax Return Prep & Advice, Small business & personal; non-profits, estates, tax negotiation & audits, green card residents, new tax act changes; No charge for first appointment-Day/Evg. Off season discount. 3916 Locust Walk (St. Mary Admin. Office). Call Tim (610) 532-2871.

HOME INSPECTION

Need Home Repairs? You may be entitled to money for home repairs. Roof/plumbing leaks, water stains, etc. *at no cost to you*. Call for free property inspection today. Lisa Smith (267) 252-6736.

THERAPY

Competent psychotherapy: group, family and individual. Please call for an appointment: Shari D. Sobel, Ph.D. (215) 747-0460.

Almanac is not responsible for contents of classified ad material.



One of three rare bronze reproductions of 2,000-year-old gold artifacts from Afghanistan, buried at the site of the Tillya Tepe. The cast is 2 1/2 inches wide by 3 1/2 inches high. The reproductions and molds were recently loaned to the Museum.

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 **November 19, 2001 to November 25, 2001**. Also reported were **16 Crimes Against Property (including 16 Thefts)**. Full reports on the Web (www.upenn.edu/almanac/v48/n14/crimes.html). Prior weeks' reports are also on-line. —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 **November 19, 2001 and November 25, 2001**. 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.

11/19/01	5:41 PM	4224 Osage Ave	Computer and stereo taken from residence
11/19/01	11:27 PM	399 S 34th St.	Vehicle taken
11/21/01	11:35 AM	4010 Spruce St.	Lock box safe and backpack taken
11/22/01	1:56 AM	3744 Spruce St.	Merchandise taken without payment/Arrest
11/22/01	10:43 PM	250 S. 33rd St.	Glass to snack container broken
11/24/01	10:12 AM	41st/Chester	Window to auto broken
11/24/01	4:09 PM	4101 Walnut St.	Unknown person attempted to enter residence
11/25/01	2:08 PM	3914 Spruce St.	Various property taken from residence
11/25/01	5:21 PM	3714 Spruce St.	Unauthorized person in area/Arrest

18th District Report

7 incidents and 1 arrest (including 6 robberies, and 1 homicide) were reported between **November 19, 2001 and November 25, 2001** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

11/19/01	11:59 PM	3800 Sansom	Robbery
11/20/01	11:14 AM	4857 Chestnut	Robbery
11/20/01	2:45 PM	4301 Locust	Robbery/Arrest
11/21/01	5:30 AM	3000 Market	Robbery
11/23/01	9:37 AM	5147 Baltimore	Homicide
11/25/01	6:00 AM	721 51st St	Robbery
11/25/01	10:15 PM	400 48th St	Robbery

CLASSIFIEDS—UNIVERSITY

RESEARCH

Quit Smoking for Free! If you are 18 years of age or older, you may be eligible to receive 8 sessions of free counseling and study medication at no cost. Interested? Call the Quit for Health Program at (215) 746- 7170.

Do you have high cholesterol? Doctors at Penn are launching a novel new research study looking at two well-known cholesterol lowering agents. The study involves several visits to the Hospital of the University of Pennsylvania. If you have elevated cholesterol levels, are not currently taking any lipid-lowering medications, and think you might be interested in this study, please contact David Berezich at berezich@mail.med.upenn.edu or (215) 662-9040. Compensation is provided.

If you have **hypertension** or hypertension plus stable Type 2 diabetes, please call to learn about exciting upcoming research trials. Most visits take place in the morning. Renumeration varies per study. For information, call Virginia Ford @ (215) 662-2638.

Postmenopausal women age 55 to 100 years old are needed for a research study examining estrogen use, memory, and the ability to smell. Subjects compensated \$50 for approximately 2 hours of time. For study details contact the Smell and Taste Center at the Hospital of the University of Pennsylvania, (215) 662-6580.

CHOP researchers are **seeking families/ individuals with high myopia (near-sightedness)** to identify causal genes. High myopia predisposes to blinding disorders such as retinal detachments, glaucoma, macular degeneration and premature cataracts. Must have onset of myopia <12 years of age and myopia of 6.00 diopters or more. Participants will receive a free eye exam. Contact Karen Russell at (215) 590-2927 or russellk@email.chop.edu.

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

Help Wanted: Work Study-Student

A position for a work-study student is available for the spring 2002 semester at *Almanac*. Duties include desktop publishing, web design and maintenance, proof-reading, research.

Send e-mail to morrisma@pobox.upenn.edu.



Almanac

Suite 211 Nichols House
3600 Chestnut Street, Philadelphia, PA 19104-6106
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E-Mail: almanac@pobox.upenn.edu
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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ALMANAC ADVISORY BOARD: *For the Faculty Senate*, Martin Pring (*Chair*), Helen Davies, David Hackney, Phoebe Leboy, Mitchell Marcus, Joseph Turow. *For the Administration*, Lori N. Doyle. *For the Staff Assemblies*, Michele Taylor, PPSA; Karen Pinckney, A-3 Assembly; David N. Nelson, Librarians Assembly.

The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic, or other University administered programs or employment. Questions or complaints regarding this policy should be directed to Valerie Hayes, Executive Director, Office of Affirmative Action, 3600 Chestnut Street, 2nd floor, Philadelphia, PA 19104-6106 or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

Reply to The Gender Equity Report

Colleagues:

In June 2000, Provost Barchi and then Faculty Senate Chair Larry Gross, convened a joint faculty/administration committee to undertake a systematic review of the status of women faculty at the University of Pennsylvania. Their final report has been submitted and is published in this issue.

Gender Equity at Penn

The “good news” is that Penn’s persistent focus since 1970 on gender equity issues among faculty has resulted in “marked progress” in increasing the percentage of women among the University’s faculty (rising from 7% to 24% University-wide). This reflects the notable gains that the University has made in the hiring of women faculty over the past 10 years. The result is roughly consistent with changes at Penn’s peer institutions during this period.

In addition, the study found few instances of statistically significant salary differentials between women and men. Also, women have entered administrative positions in the schools and the University administration in rough proportion to their numbers in the University’s faculty. And in areas such as the awarding of University Research Foundation grants and Lindback Teaching Awards, women faculty have achieved and maintain parity with their male colleagues.

The challenge now is that Penn, like most of its peers, seems to have reached a “plateau” in achieving gender equity among the faculty. Many academic departments do a superb job of recruiting, hiring, supporting, and promoting women faculty, but others—despite our longstanding institutional commitment—still do not.

Further, while the University has made considerable headway in appointing women to University and mid-level administrative posts, women are significantly under-represented among department chairs. Women also tend to be under-represented among holders of endowed and term chairs. Finally, while there was not a significant overall difference in salaries between men and women, the fact that some specific disciplinary groupings show women with lower salaries is a matter of concern.

Although Penn women faculty are more satisfied with some aspects of their work than women faculty nationally, survey data showed that most women faculty and many of their male colleagues feel that women are at a disadvantage in the University and—despite data to the contrary—many women continue to believe they are paid less than their male counterparts.

Taken together, findings such as these buttress the committee’s conclusion that gender equity “problems reside primarily in individual departments rather than at the University level.” Thus, their suggestion that we work more closely with the deans to develop ways to correct these departmental problems seems appropriate, and we intend to do so.

Penn’s Commitment

As far back as the Cohn Commission report of 1971, Penn has made an institutional commitment to gender equity amongst its faculty. In the *Agenda for Excellence* (1995), Penn re-committed itself to “attract and retain underrepresented minority and women faculty.”

Based on these commitments, persistent efforts have gotten us this far—but it will require more to improve beyond this point in some instances and to avoid slipping backwards.

Next Steps

Therefore, along with our own efforts we are asking the Deans and department chairs to be responsible for redoubling their efforts to assure gender equity among the faculty. Specifically, we will:

- Make gender equity (including the accurate *perception* of equity) again a priority of the new University strategic plan now being prepared and ask that the Deans make it a major priority in their new strategic plans.
- Meet with the Deans within the next two months to develop concrete policies and methods to hold all academic departments *accountable* to increase the number of women taking into account their numbers in the Ph.D. pool.
- Simultaneously, develop concrete *incentives and disincentives* to promote such increases.
- Ask the Deans and the Provost’s Staff Conference to monitor the appointment of women as senior faculty and bring better balance to the appointment of women and men at the senior ranks.
- Redouble both School and Administration efforts to retain senior women faculty.
- Review gender equity in salaries in all of the Schools and ask the Deans to correct any inequities found.
- Work with the Deans to see that women attain the leadership and scholarly rewards in the Schools consistent with their interests and capabilities and find additional ways to enhance the environment for women at Penn.
- Schedule a series of discussions on this report and the University’s progress in responding to it in a variety of campus venues, including the Faculty Senate Executive Committee meeting in December, the University Council meeting in January, and the next meeting of the Affirmative Action Council.
- Report back to University Council, the Faculty Senate Executive Committee, the Affirmative Action Council, and the campus community (via *Almanac*) by the beginning of the next academic year on the completion of the steps outlined above.
- Report annually to University Council, the Faculty Senate Executive Committee, the Affirmative Action Council, and the campus community (via *Almanac*) in the fall of each academic year on our progress in improving Penn’s gender equity profile.

On this occasion of the 125th anniversary of women students at Penn, we take great pride in Penn’s achievements in making women faculty integral and equitably represented members of the University faculty. Given Penn’s record of past success in this area, we are confident that focused attention to the current challenges of furthering equity at the departmental level across the University will help assure continued progress towards full gender equity among Penn’s faculty.

—Judith Rodin, President

—Robert Barchi, Provost