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Dental Faculty Teaching Excellence Awards



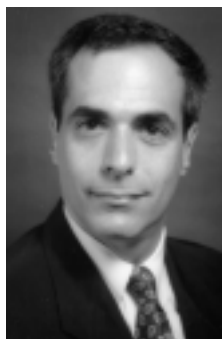
Yi-Tai Jou



Steven Liu



Lawrence Montgomery



Elliot Hersh

Four faculty members from the School of Dental Medicine (SDM) were recognized for their teaching excellence during the School's recent Alumni Faculty Senior Day dinner. Each year, the senior class votes on and presents these awards at this event; several of this year's recipients have been honored in years past.

The Earl Bank Hoyt Award, given to an alumnus who is an outstanding full-time junior faculty member, was given to *Dr. Yi-Tai Jou*, assistant professor of endodontics. This is the second year in a row that Dr. Jou, SDM '99, was so honored. The award was established by a grateful patient to honor the dedication and teaching excellence of the 1918 alumnus who

was a distinguished clinician and educator.

Also for the second consecutive year, the **Joseph L. T. Appleton Award**, presented to a part-time faculty member for excellence in clinical teaching, was awarded to *Dr. Steven Liu*, assistant professor clinician educator of general restorative dentistry. The award is named for a 1914 alumnus who was dean of the school from 1941 to 1951.

Dr. Lawrence Montgomery won the **Robert E. DeRevere Award** for excellence in pre-clinical teaching by a part-time faculty member. Given annually since 1982, this award is named for a 1945 dental alumnus who, in addition to teaching, managed dental services at Children's

Heart Hospital of Philadelphia and Philadelphia General Hospital.

Finally, for the ninth year, *Dr. Elliot Hersh*, associate professor of pharmacology in the Department of Oral Surgery/Pharmacology, received the **Basic Science Award** for excellence in teaching within the basic sciences. He previously won it the last three years as well as in 1996, 1994, 1993, 1992 and 1990.

James Wilson Stepping Down

Dr. James Wilson, director of the Institute for Human Gene Therapy since it was founded in 1992, will step down as director July 1. He will dedicate more of his time to "teaching and research in the development of novel gene delivery vehicles and their application in the treatment of diabetes, cystic fibrosis and infectious diseases."

Dean Arthur Rubenstein announced that he has accepted the findings and recommendations of the eight-member faculty committee which was charged in August 2001 with reviewing IHGT's focus as well as the state of gene therapy research. They recommended that IHGT broaden its scientific focus to include cell-based therapies, as well as stem cell biology and molecular virology.

School of Nursing Teaching Awards



Diane Spatz



Michael Clark



Susan Gennaro



Eileen Sullivan-Marx

Four School of Nursing faculty members have been recognized for their teaching excellence.

The **Faculty Teaching Award** recognizes a member of the School of Nursing faculty for excellence in teaching. *Dr. Diane Spatz*, assistant professor of health care for women and children, received this year's award for "...demonstrat[ing] both a professional and personal commitment to teaching undergraduate students."

The **Academic Support Staff Teaching Award** recognizes excellence in teaching including knowledge of subject matter, ability to present subject matter clearly, and have an interest, be accessible and have a willingness to work with students. This year's award was received by *Michael Clark*, a clinical instructor and pre-

ceptor. He was recognized for "the dedication he has to teaching future nurses and molding them into knowledgeable people like himself. His fluency in the subject matter of nursing and his ability to convey that to his students is amazing."

The **Doctoral Student Organization Faculty Award** recognizes the significant impact and contributions of the faculty to the development of future nursing scholars, researchers, and leaders. *Dr. Susan Gennaro*, professor, Director of Doctoral and Postdoctoral Studies, and Director of the International Center of Research for Women, Children, and Families, is recognized "because of the example she sets to all for personal and professional excellence. Her brilliant scholarship and commitment to nursing are

outstanding. Further, she sets high standards for doctoral students and expects us to meet them but cares enough for each of us individually to provide just the right support. She has compassion, sensitivity, and a commitment to fairness that is evident in her interactions with students."

The **Undergraduate Advisor Award** recognizes a member of the faculty who excels in advising undergraduate students. *Dr. Eileen Sullivan-Marx*, associate professor of nursing, was recognized as, "thoroughly aware of what Penn had to offer and what [was] needed to do to take full advantage of those opportunities. It's important to have mentors like Eileen to expose all students to opportunities that she knows a lot about and provides ways to engage in them."

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Salary Guidelines for 2002-2003

The principle guiding our salary planning for fiscal year 2003 is to pay faculty and staff competitively, in relationship to the markets for their positions and prevailing economic conditions. Salary increases should acknowledge the valuable contributions of faculty and staff to the University, and should help Penn remain a strong and financially viable institution. With this in mind, the following guidelines are recommended.

Faculty Increase Guidelines

Although individual faculty guidelines are made at the school level, with Deans issuing to Department Chairs their own guidelines regarding available resources, certain standards have been established to which we ask all Deans to adhere:

- The minimum academic salary for new assistant professors will be \$47,500. Salary increases to continuing faculty are to be based on general merit, including recognition of outstanding teaching, scholarship, research, and service. As in previous years, there will be no minimum base increment for continuing faculty.
- The pool for merit increases for faculty shall not exceed 3.5 percent. In cases where schools wish to make faculty members' salaries more competitive to meet market standards, Deans may supplement the pool, but this supplement must not exceed 0.5 percent without prior approval of the Provost. Salary increases for merit should range from 1.0 to 6.0 percent. Recommendations to provide an increase lower than 1.0 percent for non-meritorious performance or more than 6.0 percent for extraordinary performance should be made in consultation with the Provost. We also ask that Deans pay particular attention to any faculty who meet standards of merit, but whose salaries for various reasons may have lagged over the years.
- The Provost will review the Deans' faculty salary recommendations prior to their release to ensure that raises on average reflect market conditions in each discipline.

Judith Rodin, President

Robert L. Barchi, Provost

John A. Fry, Executive Vice President

Staff Increase Guidelines

Penn's salary structure and the information technology (IT) broadband salary structure have been adjusted to reflect market competitiveness, effective April 1, 2002. All staff salaries must be at or above the minimum of their respective grades, effective April 1, 2002.

The following are guidelines for the July 1, 2002 merit salary increase program:

- Monthly, weekly, and hourly paid staff members (excluding bargaining units) are eligible for a merit increase if they are in a full-time or part-time regular status, are not student workers, and were employed by the University on or before February 28, 2002. Schools and Responsibility Centers may find it necessary to generate funds for staff salary increases through administrative restructuring, managing staff vacancies and other cost-saving initiatives. Success in these initiatives will enhance a School or Center's flexibility in awarding competitive salary increases for high performance.
- Performance is the primary basis for all staff salary increases. Performance appraisals must be completed for all staff receiving a merit increase in order to substantiate the level of merit increase awarded. This year in particular, given overall University budget constraints, organizational impact and market competitiveness will need to be taken into consideration in determining salary increases. Salary increases for performance that meets expectations may vary, but should generally range from 1.0 to 3.0 percent. Salary increases above 3.0 percent should be given for performance that exceeds established goals and expectations. Where performance consistently exceeds established goals and expectations, salary increases may be awarded up to 6.0 percent. If performance does not meet expectations, no increase will be awarded.

Salary decisions are among the most important decisions that we make. We believe this year's salary guidelines will reward high performing staff for their contributions to the overall accomplishment of the University's mission while helping it remain a strong and financially viable institution.

Commencement Invitation

To the Penn Community:

Penn's Commencement is a wonderful opportunity to gather together in celebration of the impressive accomplishments of our students. On behalf of the Trustees, Officers, and Deans and their faculties, we would like to invite all members of the Penn community to attend the University's 246th Commencement on Monday, May 13, 2002. We are very fortunate to have Mr. James Lehrer as our Commencement speaker this year.

Led by flag bearers and bagpipers, the Academic Procession steps forth from the Annenberg Center at 9 a.m., then pauses for approximately 45 minutes in front of College Hall to applaud the graduating students as they pass through our ranks. The procession then proceeds to Franklin Field where the ceremony begins at 10:15 a.m.

If you wish to attend the festivities, please seek advance approval from your supervisor to assure that the business needs of your department will continue to be met. Whether you wish to join the festivities around Locust Walk and College Green, or come to the ceremony itself (tickets are not necessary), we very much hope that you will join us in this University-wide culmination of the academic year.

*Judith Rodin,
President*

*Robert Barchi,
Provost*

*Leslie Laird Kruhly,
Secretary*

Agenda for University Council Meeting

Wednesday, April 24, 2002, from 4 to 6 p.m.

Bodek Lounge, Houston Hall

- I. Approval of the minutes of March 27, 2002 Council meeting.
- II. Follow-up comments or questions on Status Reports. 5 minutes.
- III. Graduate/Professional Student Assembly Three-Year Strategic Plan. Presentation 5 minutes, discussion 5 minutes.
- IV. 2001-2002 Year-end Reports of Council Committees. Presentation 5 minutes, discussion 5 minutes each.
 1. Personnel Benefits (*Almanac* April 23, 2002)
 2. Recreation and Intercollegiate Athletics (*Almanac* April 23, 2002)
 3. International Programs (*Almanac* April 23, 2002)
 4. Bookstores
 5. Communications
 6. Community Relations
 7. Quality of Student Life
 8. Safety and Security
- V. Preliminary discussion of issues to be dealt with in the coming academic year (Council Bylaws IV.3(e)): discussion 15 minutes.
- VI. Adjournment by 6 p.m.

Correction

In last week's issue, the School of Medicine's Teaching Awards story included an inaccuracy about Dr. William Ming Fu Lee, associate professor of medicine, Hematology/Oncology. He is a *member* of the Cell and Molecular Biology (CAMB) Graduate Group, not the *chair* of CAMB. We regret the error.

— Eds.

Deaths

Dr. Elkinton, Emeritus Professor

Dr. Joseph Russell Elkinton, professor emeritus of renal electrolyte in the School of Medicine, died on April 6, at the age of 91.

Dr. Elkinton earned his bachelors degree from Haverford College and his M.D. from Harvard University Medical School in 1937. From 1948 until his retirement in 1971, Dr. Elkinton headed the chemical section, now the renal-electrolyte and hypertension division of the School of Medicine, where he developed a research program in blood chemistry and kidney disease. He also was the editor of the *Annals of Internal Medicine* from 1960 until 1971.

He is survived by a daughter, Gwyneth E. Loud; a son Joseph S.; a brother and five grandchildren.

A memorial service will be held at 2:30 p.m. on June 16 at Wellesley, MA, Friends Meeting.

Mr. Trescher, Emeritus Trustee

Robert Lincoln Trescher, Penn Emeritus Trustee and Chair Emeritus of the Board of Overseers of the Museum of Archaeology and Anthropology, died on April 10 at the age of 89.

Mr. Trescher (W '34, L '37, H '82) was Chairman and Senior Partner of the law firm of Montgomery, McCracken, Walker & Rhoads and, until recently, served as counsel to that firm. A past Chancellor of the Philadelphia Bar Association, he was a fellow of the American Bar Foundation

and the American College of Trial Lawyers. In addition, he was former Vice Chairman of the American Bar Association's Commission on Standards of Judicial Administration and former Chairman of the Standing Committee on the Federal Judiciary.

Mr. Trescher was a past Vice Chair of Penn's Board of Trustees and member and Chair Emeritus of the Board of Overseers of the Museum of Archaeology and Anthropology. Mr. Trescher was a former Chair of the Board of Overseers of the Law School, President of the Law Alumni Association, and served as Chair of the Development Fund of the Law School from 1955 to 1965.

He was presented with the Law School's Distinguished Service Award in 1979, received the University's Alumni Award of Merit in 1959, and was the first recipient of the Marian Angell Godfrey Boyer Medal for Distinguished Service to the University Museum. Mr. Trescher established the Robert L. Trescher Trustee Scholarship. He has supported several areas of the University, including the Law School, the Medical Center, and the University Museum.

He is survived by his wife, Glendora; two



Robert Trescher

daughters, Victoria Agnich and Ellen Hass; and four grandchildren.

Memorial contributions may be made to the Law School of The University of Pennsylvania, 33rd and Spruce Sts., Philadelphia, PA 19104 or to the University of Pennsylvania Museum of Archaeology and Anthropology, 34th and Chestnut Sts., Philadelphia, PA 19104.

Dr. Winn, Former Dean of Wharton

Dr. Willis Jay Winn, former dean of the Wharton School, died on April 11 at the age of 84.

Mr. Winn, a native of Plattsburg, Mo., received his bachelors degree from Central College, of Fayette, Mo. He received his M.B.A. from Wharton in 1940, and became an instructor in finance in the same year. He completed his Ph.D. in philosophy at Penn in 1951. In 1957 he became a professor of finance and in 1958 was selected acting dean and then dean of the Wharton School. He received an honorary degree in economics in 1972.

He remained dean until 1971 when he was appointed president of the Federal Reserve Bank of Cleveland and a member of the Federal Reserve Board's Open Market Committee. He remained president of the Federal Reserve Bank of Cleveland until he retired in 1982.

He is survived by his wife, Lois Gengelbach Winn; a daughter, Judith; a son, Steven; and a granddaughter. Memorial donations may be made to the Willis Winn College Scholarship Fund, U.S. Bank, Box E, Plattsburg, MO., 64477.

Sir Peter Shephard, A Visionary Landscape Architect and Planner

Sir Peter Shephard, the former dean of the Graduate School of Fine Arts and emeritus professor of landscape architecture who transformed Penn's campus, died in England on April 11, at the age of 88.

Mr. Shephard, an architect, landscape architect, and planner, was born in Birkenhead, England, and graduated from the Liverpool School of Architecture in 1936. His early career was in central and local government in England and he worked on projects such as New Towns and the Greater London Development Plan. He was a founding partner in the firm of Bridgwater and Shephard (later Shephard, Epstein and Hunter).

Mr. Shephard came to Penn in 1957 as a visiting professor, becoming professor with tenure in 1971. He served as dean of GSFA from 1971 until 1979. During his tenure as dean, Mr. Shephard was responsible for the development of the Landscape Architecture Master Plan or "the LAMP" as it became known. The LAMP, when implemented transformed the area from the Schuylkill River to 40th St. and Woodland Walk from 33rd and Chestnut streets to Woodland Cemetery into a pedestrian campus.

While dean, Mr. Shephard also established an interdisciplinary undergraduate major in the Design of the Environment. This major, an interdisciplinary degree, synthesized the departments of architecture, city planning, fine arts, and landscape architecture, which was considered ahead of its time.

He continued teaching at Penn until 1994 when he became professor emeritus but returned

to participate through last fall in a series of public lectures in landscape architecture which he had developed while dean.

Some of Mr. Shephard's most well known projects include the London Zoo, Bessborough gardens, and the gardens of the U.S. Ambassador at Winifred House. He also published books on garden design, *Modern Gardens* (1953) and *Gardens* (1969).

Mr. Shephard became a Commander of the Order of the British Empire (CBE) in 1972 and was knighted "for services to architecture" in



Peter Shephard

1980. He was president of the Landscape Institute from 1965-1966 and awarded the Landscape Institute Medal (UK)—the profession's highest accolade, in 1999.

Mr. Shephard is survived by his daughter, Sarah; and a son, Paul.

Mr. Shephard's essay—from the out-of-print *Landscape Development Plan* of February 1977—*The Spaces in Between*—which had appeared in *Almanac* October 7, 1980—is now available on line at www.upenn.edu/almanac/issues/past/Shephard.html.



This drawing of Blanche Levy Park, University of Pennsylvania, Philadelphia, PA, was a gift of the architect, Sir Peter Shephard and is part of the collection of his drawings now in Penn's Architectural Archives. The pedestrian-oriented area was constructed in 1980.

Both photos are courtesy of The Architectural Archives, University of Pennsylvania

Open Enrollment Reminder: April 22–May 3

Open Enrollment for the 2002–2003 Plan Year began Monday, April 22. You should have already received your personalized Open Enrollment materials at your home address. You will be able to make changes to your benefits elections via the Open Enrollment website at www.hr.upenn.edu/openenroll or by calling the Penn Benefits Center at 1-888-PENN-BEN (1-888-736-6236) between April 22 and May 3.

Stop by one of the Open Enrollment Fairs which will be held on April 24, 29, and 30, to speak with benefits providers and pick up new provider directories. The fairs on Wednesday, April 24 and Monday, April 29 will be held in

Houston Hall, from 10 a.m.–2:30 p.m. Note that the April 29 fair will be a combined Health and Open Enrollment Fair (sponsored jointly by the Benefits and Quality of Worklife divisions of Human Resources). Free health screenings will be available in addition to the opportunity to obtain information from the benefits providers. The fair on Tuesday, April 30 will be held at New Bolton Center from 10 a.m.–2 p.m.

If you make a change to your elections during Open Enrollment, you will receive confirmation of your benefits elections from the Penn Benefits Center. Confirmation statements will be mailed the week of May 20, 2002. Employees

who do not make any changes to their elections will not receive confirmation statements.

Please note that if you are covering dependents between the ages of 19 and 23 who are full-time college students, you must certify your dependents' continued eligibility each year during Open Enrollment. If you fail to do so during the Open Enrollment period of April 22 through May 3, your student dependents will not continue to be covered under your plans. You can certify their eligibility either through the Open Enrollment website (www.hr.upenn.edu/openenroll) or by calling the Penn Benefits Center at 1-888-PENNBEN (1-888-736-6236).

—Division of Human Resources

Tell-A-Friend about Penn Faculty Practice Dental Plan

During open enrollment, all Penn Faculty Practice (PFP) Dental Plan subscribers who refer a coworker to the Plan have a chance to win one of five prizes in the Tell-A-Friend Program.

The prizes include a weekend for two at the Penn Club in New York City, a weekend for two at the Inn at Penn in Philadelphia, a Penn Bookstore Gift Certificate, lunch for four at the Penn Faculty Club, and six dental goodie bags.

To be eligible for a prize, any Tell-A-Friend referral must become a PFP Dental Plan subscriber during open enrollment. PFP Plan subscribers should watch their mail for an entry form or call (215) 573-8844 to request one.

PNC Bank Partnership

As a special service to Penn faculty and staff members, PNC Bank offers a free checking account with Direct Deposit through its Workplace Banking program. PNC Bank representatives will be on campus in the atrium of the Bookstore to discuss the WorkPlace Banking program this Thursday and Friday, April 25–26, noon–5 p.m.

Participants are also entitled to a savings or money market account at no additional charge. The PennCard may be linked to these accounts and used as a no-fee ATM card at any of PNC's 3,300 ATMs, including those located throughout campus. Free online banking through their Account Link web site, discounted financial planning services, loans, and investment services, are some of the other features offered to Penn employees through this special program.

As a special promotion, faculty and staff members who open a new WorkPlace Banking account with Direct Deposit now through May 31, 2002 will receive a \$50 credit to their account. For more information, go to www.pncbank.com/wpb, call 1-888-PNC-WORK, or visit the PNC information desk in the PennCard office (Franklin Building, Suite, 150).

—Marlayne Dundovich, Director,
PennCard Center

Speaking Out

PENNCare's Climbing Costs

According to your statement in the recent *Almanac*, Penn contributes 80% of the cost of benefits. I'm in the PENNCare plan right now, which will cost my family \$2,568 next year (A 27.4% increase!!!). If I do the math that means Penn pays \$10,272 of my PENNCare cost.

Total Cost: = \$12,840 for Health Insurance

Penn Contribution—80% = \$10,272

My contribution—20% = \$2,568

(PENNCare Plan)

I find that impossible to believe. While health care is expensive, it would not cost my wife and me \$13,000 per year. Can you explain how you come to this figure?

I note also in the recent issue of *Current*, Jack, you said that the increase cost of \$46/mo. in PENNCare is "offset by a wider provider network." Maybe for some but for me it's a gross/net extra cost of \$46/mo.

I feel like I'm a silent partner in the operations of the University and it's health care providers but never to the upside, only on the expense side. Costs are never reduced and even in years when Penn may have a surplus, salary increases continue to exist in a very narrow range.

This puts a squeeze of those of us who try to excel in our positions but find the financial rewards resulting in us doing slightly better than breaking even, after taxes.

Response from HR

The letter by Mr. Dorfman appears to indicate that he interpreted cost sharing to be 80% for all plans. In fact, the April 16, 2002 issue of *Almanac* stated, "Penn will contribute an average of 80% of the cost of benefits. On average, employees will be responsible for cost sharing the remaining 20%." These cost sharing percentages were derived by averaging the subsidies for all the plans and the subsidy level varies by plan. For example, the PENNCare subsidy is 73%, the subsidy for the Aetna HMO plan is 90%, and the subsidy for the Keystone HMO is 92%. For PENNCare, the University will contribute \$6,978 for family coverage during the next fiscal year and an employee will be asked to cost share 27%, or \$2,568.

Medical plan costs are determined not on an individual basis, but on the average expected cost for all plan participants, projected inflation increases and our past utilization experience with these plans. Mr. Dorfman is correct in his letter that health care is expensive. The fact is that national health care costs are increasing significantly, which means that health care premiums are rising as well. For prescription drugs alone, which are included in each of the plans, the average increase next year is expected to range from 20% to 30%. The University provides the prescription drug benefit as part of the medical plan at no additional cost to employees.

Each year, the University provides employees with the opportunity to evaluate their enrollment needs and make changes as they feel best suit their personal circumstances. If cost is a factor in their decision, employees have the opportunity to consider other health care options. As stated in *Almanac* on April 16, 2002, employees may choose the Point of Service Plan, which offers a very comprehensive benefit or they may wish to participate in the Keystone HMO or Aetna HMO. We recommend that employees choose their options carefully by balancing their personal needs with the plan description and the cost of the plan.

It is also important to consider that in calculating net cost, gross income is reduced by the amount of medical contributions; therefore, employees save in federal, FICA, and applicable state taxes. To the extent employees have un-reimbursed expenses or out of pocket costs, they can use the pre-tax spending account, which will also reduce their income for tax purposes.

Since we regularly benchmark our plans with those of other Ivy League and other research institutions, we know that the plans the University offers our employees are very competitive and are generous vis-à-vis the level of benefits. Our goal continues to be to provide our employees with a variety of health care options to meet their needs and provide the best possible value for them and their dependents.

—John J. Heuer,
Vice President for Human Resources

Speaking Out welcomes reader contributions. Short, timely letters on University issues will 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. —Eds.

2001-2002 Year-end Report of the Committee on Personnel Benefits

April 18, 2002

The committee met six times this year. Health care costs and privacy were the two dominant issues discussed. The committee also discussed retiree benefits, parity of mental health benefits, dental benefits, pre-tax expense accounts, benefits administration, and long-term care. Issues involving health care providers were referred to appropriate staff.

Health Care Costs: During the past eighteen months there has been an extraordinary increase in the cost of health care benefits. It is estimated that the University's cost in the current fiscal year will exceed budget by nearly 30%. This topic was discussed in detail in a recent article in *Almanac*, Vol. 48, No. 25, March 5, 2002 (www.upenn.edu/almanac/v48/n25/HealthCosts.html). That article also compared Penn employee benefits and costs with those provided by other employers in the Philadelphia area. We will not repeat that analysis here. Much of the committee's work this year involved this issue. The committee advises the administration on issues involving benefits and provides a venue for a candid discussion of ways to contain this increase as well as the manner in which the increased costs are shared between the University and the employees. Benefits are an important component of total compensation and are of concern to all employees of the University.

A large component of the cost of health care is the cost of prescription medications. The committee received a detailed report from Caremark on these increased costs. A major factor in this increase was the use of maintenance medications such as statins and anti-depressants. The cost of these medications is much less if they are ordered by mail. The committee discussed the advantages and disadvantages of requiring mail order fulfillment. As a result of these discussions the committee recommended that the administration use incentives rather than penalties to increase the use of mail-order fulfillment.

Privacy Issues: Last year's report on the privacy of personal information recommended that social security numbers not be used as client identifiers by any of our health care providers. Major steps were taken by most of our health care providers to implement this recommendation; however, Keystone continued to use Social Security numbers. The committee met with Keystone and restated our concern about this matter. As a result there have been two additional meetings between Keystone, Human Resource personnel, the chair of the benefits committee and the University's Chief Privacy Officer. Based on these meetings, we are optimistic that Keystone will change its policy early next fall.

Retiree Benefits: The committee received several complaints from retired faculty concerning a precipitous increase in the cost of the Penn Faculty Practice (PFP) Dental Plan for retirees. This is not an employee benefit since it is not managed by the University's Human Resources staff. Participants enter into individual contracts with the PFP Plan and pay the full cost. The chair of the committee met with representatives of the plan to discuss the issue and was told that the increase was needed to cover the services provided by the plan. As a result of this issue the committee became aware that there was no good source of information available on retiree benefits other than in one-to-one counseling. The Human Resources-Benefits Department has agreed to undertake a review of retiree benefits during the next academic year.

Mental Health Parity: Over the past two years there has been a movement toward parity for mental health benefits. In particular, the inpatient mental health benefit for the in-network portion of the UPHS (University of Pennsylvania Health Systems) Point of Service plan and for the Keystone HMO has increased to unlimited days. The inpatient mental health benefit for the Aetna HMO has increased from 60 to 90 days. The outpatient mental health benefit for the HMOs and in-network portion UPHS Point of Service plan has increased from 20 to 30 visits. This movement will continue during the next fiscal year with an increase in outpatient mental health benefits for the HMOs and in-network portion of the UPHS Point of Service plan from 30 visits to 60 visits.

Utilization and cost information for these benefits have been difficult to obtain. We have no information from the HMOs, only inpatient data

from Plan 100, only outpatient data from the UPHS Point of Service Plan. The only full data is from PENNCare. These benefits are used by a very small number of participants. For example in FY 2001, only 0.2% (1 in 500) of the participants used the inpatient benefits for Plan 100 and PENNCare while 9% of PENNCare participants used the outpatient benefits (professional services). Total cost for PENNCare use of this benefit for FY 2001 increased by 22%; the cost increase in all other plans are unknown. Overall health care costs increased by about the same percentage between FY 2000 and FY 2001.

Long-term Care: The committee reviewed the long-term care plan offered to the University's employees. Currently about 200 employees are enrolled in this plan. (An additional 200 individuals are enrolled in an individual TIAA-CREF plan). In many ways the long-term care plan resembles life insurance. If you sign up at a young age, say 30, the cost is relatively low but you must pay for many years. If you sign up when you are older, the cost is much greater. Like life insurance there is a fixed benefit and a strong criterion for payment of this benefit. To continue the analogy one step further, the current long-term health plan offered by the University has a non-forfeiture feature. The difference between non-forfeiture and no non-forfeiture is similar to the difference between whole life insurance and term life insurance. With the non-forfeiture feature you will get some benefit if you stop paying premiums. With no non-forfeiture feature, coverage stops if payments stop. The University's current vendor has several tiers of non-forfeiture plans available of which one is offered to University employees. As one would expect: the richer the non-forfeiture feature, the greater the cost of the benefit. The committee recommended that the University consider the possibility of offering a lower tier non-forfeiture benefit next year.

As one can see from the previous discussion, decision making with regard to long-term care insurance is not easy. It is even more difficult when one considers the variety of plans offered by external vendors (e.g., TIAA-CREF, AARP). There is no "standard" plan with respect to benefits and, consequently costs vary widely. The committee recommends that the University provide more information (on the web, in printed form, and in *Almanac*) to help employees make an informed decision on this issue.

Pre-tax Expense Accounts: Information about pre-tax expense accounts for health care and dependent care was published in *Almanac* of March 19 (www.upenn.edu/almanac/v48/n26/PreTax.html). Reimbursements for such accounts may be limited by law under certain circumstances. Employees earning in excess of \$85,000 in 2002 may be affected by these limitations, and should be sure to read the information cited above.

In response to an inquiry from an employee, the University published the amounts remaining in pre-tax accounts at the end of the 2000-2001 plan year. The amount was \$73,200 or an average of \$29.49 per participant in the health care spending account, and \$15,900 or an average of \$25.57 per participant in the dependent care spending account. As permitted in the relevant Treasury regulations, these funds were used by the University to offset the costs incurred in administering the plan.

Benefits Administration: The University is moving the health and welfare benefits administration services from Hewitt Associates to ADP starting in July 2002. The main reason for this change is that Hewitt is changing their administrative platform and a change by the University would be very costly. In addition, ADP will also be able to manage the tax-sheltered accounts and COBRA. The transition should be transparent to the University community.

Dental Benefits: We are pleased to report that in response to the committee's recommendation, maximum coverage for the MetLife Dental Plan will increase from \$1,000 to \$1,500 next year.

It is a pleasure to acknowledge the support provided to the committee by the Human Resources staff, in particular by Leny Bader, Executive Director of Benefits; Geri Zima, Manager of Benefits Administration; and Janice Gaspari, who provided staff support to the committee.

—Gerald J. Porter, Chair
www.upenn.edu/almanac 5

2001-2002 Year-end Report of the Committee on Recreation and Intercollegiate Athletics

April 15, 2002

During the 2001-2002 academic year the University Council Committee on Recreation and Intercollegiate Athletics (CRIA) was charged with: a) helping the DRIA develop educational programs and ongoing sources of advice and information about performance-enhancing drugs and supplements; b) maintaining oversight over the improvement of recreational facilities; c) continuing to monitor the University's compliance with the letter and the spirit of NCAA regulations; d) working with DRIA to ensure that academic priorities are given appropriate attention by coaches and the Department. Help DRIA develop mechanisms for improving academic support for student athletes; e) establishing lines of communication with the coaching staff to better understand their perspective; f) suggesting initiatives that can increase faculty involvement in recruiting and in campus life for student-athletes.

CRIA met seven times with the Director and the appropriate Associate/Assistant Directors of the Division of Recreation and Intercollegiate Athletics (DRIA) for discussions on individual charges. CRIA subcommittees were formed to examine GAPSA recreation issues and academic support for student-athletes. Their findings have been incorporated into this report.

1. *Help the DRIA develop educational programs and ongoing sources of advice and information about performance-enhancing drugs and supplements.* CRIA stands ready to support any DRIA-initiated educational programs for student-athletes.

2. *Maintain oversight over the improvement of recreational facilities.* The committee met with Dr. Michael Diorka to discuss this charge. The major issue of discussion focused on construction of the David S. Pottruck Health and Fitness Center. The building was "topped off" on 20 December 2001. Contractors and sub-contractors have certified that they have no labor contract negotiations between the present and the projected completion date in the 2003.

The Pottruck Center has utilized a four-level cantilever design in order to provide a maximum of space with the small construction site footprint that is available. The main entry level will contain the Katz Fitness Center, climbing wall, pro shop/juice bar, administrative offices and locker facilities. Three basketball courts and free weight/selectorized training area are planned for the second level. A spinning (stationary bicycle) room, state-of-the-art cardio/selectorized room and indoor golf center will be located on the third level. Two aerobic rooms and a second cardio/selectorized room will be installed on the top (fourth) level..

Gimbel pool will be closed again this summer while new mechanicals are installed. Arrangements have again been made for the use of the Drexel University pool. Transportation to the pool will be via the LUCY bus. This will be the final construction closing for the pool. The new pool area will contain both a 50-meter competitive pool and a 25-yard instructional pool. Additional features will include a sauna on the pool deck, a new timing system and computerized scoreboard. The swimming pool is the only portion of the fitness center that will be shared with a team that competes in intercollegiate athletics. The remainder of the facility is dedicated for the exclusive use of Penn students, staff and faculty.

During the first year of construction, a 20% decrease (from 2,000 to 1,600 visits/day) in student usage was noted. This was not unexpected and there is every reason to believe that visits will return to pre-construction levels with the opening of the new facility.

GAPSA issues. A CRIA subcommittee composed of Hillary Holmes (CRIA), Ann Tiao (CRIA) and Mike Stevens (GAPSA), met with Dr. Diorka for the purpose of developing a recreation program for graduate and professional students. An intramural program is already set up for graduate school teams with games that are played on a regular basis, however, the subcommittee felt that this type of program may not be meeting the needs of all the graduate student lifestyles. In an attempt to involve more graduate students in a recreation program, three "sporting events" were held. All events were held on the weekend with a total attendance of over 200 people. The volleyball event proved most popular but more importantly each event drew a sufficient number of students to provide both competition and make the event fun. Graduate/professional students from nearly all schools at the University including SAS, Wharton, Medicine, SEAS, Nursing, GSE, GSFA, Law, Veterinary, and Annenberg participated. Continuation of the "sporting event" program is planned for the 2002-2003 academic year. GAPSA and CRIA wish to thank Murray Grant, Stan Wilson, and Dr. Mike Diorka for their help and support in this endeavor.

3. *Work with DRIA to ensure that academic priorities are given appropriate attention by coaches and the Department. Help DRIA develop mechanisms for improving academic support for student-athletes.* Over the past three years CRIA has worked with Assistant Athletic Director Rosemary Burnette on developing a comprehensive plan to support student-athletes at Penn. CRIA believes the components of this program should include: 1) participation in the Pre-Freshman Program (for those who require it); 2) tutorial and individual study support program; 3) a system for monitoring progress of student-athletes; 4) fostering competition for academic excellence among our student-athletes; and 5) involvement of faculty as mentors and resources.

a) *Pre-Freshman Program (PFP)/PENNCAP:* The PFP is a four-week summer academic enrichment program. During the month of August, 110 students enroll in rigorous courses designed by faculty in each of the four undergraduate schools. They also receive comprehensive individualized counseling and academic support services. Each student is assigned a Peer Counselor and participates in social and cultural enrichment activities. This program is devised to provide students and student-athletes with necessary background skills for academic success at Penn. A principal concern of the PFP is its small size. Consequently only half of the student-athletes (and students) who should participate in this program are able to do so. **Recommendation:** The Provost should appoint a committee to evaluate the logistics and feasibility of increasing the number of students who can attend PFP each year.

b) *Collegiate Academic Achievement Program (CAAP).* The greatest change in support for student-athletes during the past year has been the institution of CAAP. In previous years, a chronic problem for student-athletes has been their ability to access tutoring services. In many cases scheduled tutoring was held at time that conflicted with practice. This year DRIA initiated "walk-in" tutorials. Previously tutoring was arranged by appointment. In the new system, the tutoring sessions have a set schedule. Student-athlete who requires help with a subject shows up at a preset time and place. Although the system has been in place for less than one year, early indications are that it is very compatible with most student-athlete lifestyles. Freshmen student-athletes are required to attend the tutorial/individual study sessions. Upperclassmen with a 2.5 or lower GPA are "invited" to attend these sessions. Approximately 60-80 students attend per night. PENNCAP counselors go to CAAP sessions to periodically to check in with PENNCAP student-athletes.

The basic goal of the program is to bring tutoring to the athlete at a time(s) when he is free. CAAP sessions are held in the evening (7:30-10 p.m.). CAAP tutors are student-athletes, hired and trained by Tutoring Center after meeting the same rigorous standards as other TC tutors. The use of qualified student-athletes as tutors has an added benefit in that their employment does not dilute of the TC tutor pool utilized by other students. Additionally, tutors can provide feedback to DRIA on students' improvement/attitude, via their time sheets.

In addition to CAAP sessions, student's can also attend group tutorials sponsored by the TC. The Learning Resource Services and Center provides 8 weeks of information sessions, divided by sport, to discuss services, skills, strategy and hours of availability, on-site or near athletics. Like CAAP, the TC also has walk-in tutoring sites on campus at Harnwell House, SH-DH, Towne and Vance. Tutoring center offers special sessions on 5 intro courses, 4 nights a week. Students can get 30-minute session on a walk-in basis. All tutoring services are free to students and 50% of the student body takes advantage of tutoring services. Some courses/professors have organized special supplemental instruction, example: Organic Chemistry offers supplemental questions and session for answering questions.

c) *Monitoring student-athlete performance.* An essential element of any support program for student-athletes is the ability to monitor progress through the semester. CRIA examined two potential solutions to this problem, the Mid-semester Warning (M-SW) and a student-originated request to release information directly to DRIA. The initial appeal of the M-SW was that that it was an ongoing Penn program that could provide DRIA with the necessary information on student-athlete progress. Further investigation showed several problems with using M-SW: 1), it is utilized only in the College and; 2) with the exception of language departments it is largely ignored. A student-originated form was then explored. This one page form contains an authorization to release academic information to DRIA that is signed by the student-athlete. Faculty will be asked to answer two questions. What is the student-athlete's standing in class? What are the performance indicators? Filling out the form should take the faculty member less than an minute. The return will be to DRIA. **Recommendation:** The Provost should endorse a mechanism that will enable DRIA to

monitor the performance of its student athletes in the classroom.

d) *Fostering competition for academic excellence among Penn student-athletes.* An initiative that recognizes academic excellence should accompany the recent changes in DRIA academic support programs. These programs are low cost/no cost initiatives that provide encouragement for student-athletes and a spirit of competition amongst the University's athletic teams. For example, these awards should recognize "best team GPA" or "most improved team GPA". Furthermore, the creation of an "Academic All-Penn Athlete" designation would permit recognition of individual student-athletes across all sports that achieve a certain GPA. If initiated, CRIA would like to see this award become a part the student-

athletes permanent record. **Recommendation:** DRIA initiate an awards program that recognizes the academic excellence of our student-athletes.

e) *Faculty involvement in recruiting and encouraging academic excellence among Penn student-athletes.* DRIA is currently attempting to encourage interactions between faculty, student-athletes and the department. Faculty participation helps recruiting good students. In addition, faculty can also mentor student-athletes as well as assist in career choices made at the conclusion of the undergraduate years. This program is in its very early stages and more details will be available in the upcoming academic year.

—Edward T. Lally, Chair

2001-2002 Year-end Report and Recommendations of the Committee on International Programs

April 18, 2002

1. Charge to the Committee

Standing Charge from the Council Bylaws: The Committee on International Programs shall review and monitor issues related to the international programs and other international activities of the University. The International Programs Committee shall advise and make policy recommendations in such areas as services for international students and scholars, foreign fellowships and studies abroad, faculty, staff and student exchange programs, and cooperative undertakings with foreign universities. The Committee shall consist of eight faculty members, one A-1 staff member, one A-3 staff member, three undergraduates, and three graduate/professional students. The director of International Programs shall be a non-voting ex officio member of the Committee.

Specific Charges for 2001-2002:

(1) Explore ways to make the Penn environment more inviting for international visitors, in particular visiting scholars, post doctoral fellows, etc.

(2) Evaluate University services and academic offerings to international students. Examples include assistance with visa issues, and English courses for those who are not native speakers of the language.

(3) The committee will also examine and advise the University Council on ways the University can coordinate and expand its international endeavors at Penn and its global presence beyond the campus.

2. Number of Times the Committee Met

3 times (November 30, 2001, February 1, 2002, and March 21, 2002)

3. Major Points Addressed by the Committee

A. *The Effect of September 11 on Penn's International Community:*

At each meeting, Dr. Joyce Randolph, Executive Director of the Office of International Programs, briefed the Committee on the impact of September 11 on the University community and its international endeavors. Study Abroad programs are little influenced; in fact enrollments are at an all-time high this year. Penn's huge international population (3500 students and 1400 scholars) is more influenced in that some potential scholars and students experience delays in receiving visas; some who work with bio-hazardous materials are undergoing background checks; and almost all are included in a new INS data tracking system that IPO is helping to implement. Penn's main INS tracking responsibility is to make sure students are "in status" and to report those who are not. The one program that has experienced a negative response is Penn's English Language Program for foreign students which suffered a 27% drop in enrollment this year, compared to spring 2001.

B. *Previous Committee Recommendations:*

The Committee reviewed the two main recommendations of predecessor Committees from 1999-2000 and 2000-2001.

—The first was to provide expanded office space for OIP in a central part of the campus. We were pleased to learn at the March meeting that adequate office space will be provided in International House, although it is not a central location as had been strongly recommended.

—The second was that "The University needs to develop a plan to provide moderately priced short-term housing for international visitors." No action has been taken on this recommendation. This Committee for the third consecutive year renews the recommendation that the University take action in this regard.

Recommendation for action by the University:

Housing for Short-Term International Guests:

The Committee has been concerned about the lack of adequate housing for short-term international guests. Visitors to the campus who stay for a few days can find adequate hotel accommodations and long-term visitors can rent furnished or unfurnished apartments. However, visitors to Penn who need to stay near the campus for a period of one week to several months find very little suitable housing. As a major research university, Penn should have facilities to encourage visits of research collaborators who need to be housed near campus. Laboratory research particularly requires proximity to campus since experimental work often requires late night and weekend activity in University laboratory buildings. Unfortunately, Penn short-term housing is now mostly limited to guest suites in Grad Towers at \$1200 per month, a cost we think too high to be affordable for many visiting scholars and research students. The one other source of short-term housing near campus is the Divine Tracy Hotel, which although inexpensive, has dress codes which discriminate against women and a particular religious orientation, a situation not appropriate for many of our international visitors.

The Committee has reviewed a number of housing options over the past two years and is concerned that the University not only has no plans to fill the need for moderately priced short-term housing but has actually eliminated the low end units which were once available. The Committee understands that the University cannot put its resources into developing such housing unless there is a demonstrated need. In last year's Committee report, we suggested that surveys be carried out within Departments with significant research personnel to determine the current need for moderate cost short-term housing. In the absence of any such effort by the University administration, the Committee itself initiated a survey of three Departments (Biology, Economics, Electrical Engineering) and one School (Nursing) to gauge the need for short-term visitor housing. The surveys indicated a need for housing of short-term international faculty, postdoctoral, and graduate student research collaborators. Based on these surveys we estimate that in the coming academic year over 50 such scholars from these four academic units will need housing for periods of 1 week to several months. University-wide, we would project a need to house several hundred to more than one thousand international scholars per year for short-term periods. Moreover, the availability of such housing may itself lead to increased visits from international collaborators, thus generating additional demand.

The Committee recommended last year that the University develop a plan to provide modest but inviting units at the price range of \$600-\$800 per month, the number of which would be determined by appropriate surveys and market research. In our discussions with Mr. Larry Moneta, we learned that there are currently no plans at present to develop moderate cost short-term housing options. We did learn, however, that the University is considering renovating the Sheraton Hotel to create a floor of two-room suites. The monthly cost of such suites is projected to be several times what the Committee estimates visiting research scholars will be able to afford. The Committee advises the University administration to rethink plans for renovation of properties such as the Sheraton Hotel, incorporating at least some single rooms that would need to be only slightly

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renovated to meet the needs of short-term scholar visitors.

Committee Recommendation:

The University needs to develop a plan to provide moderately priced short-term housing for international visitors. Housing at a cost affordable to student, postdoctoral, and junior research level visitors needs to be created. The number of units to be developed should be determined by appropriate surveys and market research. One appropriate site for such housing would be in the renovated Sheraton Hotel, in which single rooms could be modified to contain a kitchenette.

C. The University's Visibility and Coordination of International Expertise

Committee members noted that Penn is richly endowed with international faculty expertise and programs, but that the University community and the media are unaware of this richness. It suggested a public relations effort be undertaken to make Penn's international resources known both within and outside the University. It recommended a special website be created listing all international endeavors and faculty, and that a printed "index to faculty expertise" be disseminated to national and international media organizations. The Committee suggested the Communications Office would be the appropriate office to house and manage an on-line and hard-copy index. As a beginning, OIP has an international inventory of individuals at Penn, and a list of linkage agreements with international institutions that can be updated and expanded. The Committee also noted the desirability of including information on Penn's Area Studies Centers in a comprehensive website and index of faculty expertise.

Recommendation for action by the University:

Recommendation of the International Programs Committee of University Council, Academic Year 2001-2002

Objective:

To make Penn faculty expertise on various parts of the world readily available to the mass media. An enhanced presence of Penn faculty as experts on newspapers, magazines, TV, and radio would contribute to the University's stature and visibility.

Specifications:

a. To create a separate section on the Penn website with faculty expertise. This section would include an index and a search engine. Faculty names, countries or areas of expertise (e.g. Pakistan, Middle East), and topics of expertise (e.g. politics, economy, culture) would be searchable with Boolean operators ("or," "and" etc.). Basic contact information on each relevant faculty member (and personal webpages, if available) would be linked to the search engine. A team of Work-Study students supervised by a faculty member would be in charge of gathering and organizing the information. Appropriate compensation should be arranged for the faculty member supervising this project.

b. To inform Penn faculty that a teleconferencing facility exists on campus where media interviews can take place. One such facility, the Innovative Learning Space, is located in the Towne Building, Room 319. It is a Central Pool Classroom, and scheduling requests are processed by Classroom Technology Services. The room does not have a background displaying the Penn name and logo, but these images can be projected on the wall.

c. To create an initial printed version of the index of international faculty expertise to be mailed to the most important news organizations

nationally and internationally so as to make them aware of the existence of the website section [points (a) and (b) above] and of the teleconferencing room [point (c) above].

D. Centralization of Information and Interaction

The Committee endorsed a suggestion that every effort should be made to increase interaction among Offices of International Programs of the various Schools in the University, their directors, and coordinators of other international endeavors in the Schools through a common link. As a beginning, it was suggested that International Programs Directors of the various schools might be included in the International Programs Committee.

Recommendation for action by the University: The Committee recommends the Provost and University Council look into the issue of centralization of international endeavors and make recommendations regarding the feasibility of greater integration.

E. Models for International Graduate Training

The Committee discussed the suggestion that internationally-focused dual-site training be expanded for graduate students, particularly those who work in disciplines that do not include international studies in their curriculum. The model for this, provided by Prof. Edwin Abel, is the Biomedical Graduate Group's arrangement with three medical colleges in Korea. Dr. Randolph noted that other graduate exchange programs exist in SAS, Medicine, Wharton, Law, Dental Medicine, and Fine Arts, many of which endorse dual-site training for graduate students and that also serve as models.

Recommendation for action by next year's Committee: The Committee recommended that consideration of dual-site graduate training, and other arrangements for expanded international graduate training in non-internationally-oriented fields, be tabled until next year when a more thorough discussion can be undertaken. Meantime, the Committee suggested that Schools be encouraged to explore the feasibility of dual-site graduate training.

F. English Language Courses for Non-Native Speakers

The issue of competence in English language training for non-native speakers of English, particularly those who serve as Teaching Assistants, was briefly discussed by the Committee. It was suggested a discussion be included in next year's committee charge.

Recommendation for action by next year's Committee: The Committee recommended a thorough discussion of competence in English language training for non-native speakers be undertaken by next year's committee.

G. Global Perspectives

The Committee expressed interest in reviewing and commenting on the report of the Global Perspectives Subcommittee for the University's Strategic Plan. Due to the lateness in publishing the Subcommittee's report in *Almanac*, this year's Committee was unable to consider it, but recommends that it be examined next year.

Recommendation for action by next year's Committee: The Committee recommends the Global Perspectives Subcommittee Report, which is part of the University's Strategic Plan for 2002-2007, be seen and commented on by the 2002-2003 International Programs Committee.

— Sandra T. Barnes, Chair

UPHS-MS 150 City to Shore Bike Tour

The UPHS cycling team for the National Multiple Sclerosis Society's MS 150 City to Shore Bike Tour invites the Penn community to join them. The tour takes place on Saturday, September 28 and Sunday, September 29.

The ride begins at the Woodcrest Station of the Lindenwold High Speed Line, Cherry Hill, NJ and ends on the beach in Ocean City, NJ. The second day of the route is reversed. Ride options are the traditional 2-day, 150-mile route (with an optional 100-mile, Century Challenge route the first day), and there is a 45-mile, one-day option on Saturday that starts in Hammonton, NJ.

On-line registration is available at www.ms150biketour.org/city2shore/index.htm (be sure to indicate UPHS Team) all riders who register by August 15 will receive a UPHS team cycling jersey to wear on the ride.

Captains of the UPHS Team are Emily Silvis, radiology and Dr. Stephen Kolb, neurology. For details, call Emily at (215) 662-3024 or e-mail silvis@rad.upenn.edu.

The Penn Community is invited to a team sign-up Happy Hour (cash bar) on April 23, from 5-7 p.m. at the New Deck Tavern. RSVP to Emily Silvis at silvis@rad.upenn.edu.

—Emily Silvis, Stephen Kolb, Captains

Instinet Golf Classic: For Breast Cancer Research

The Instinet Classic, a Senior PGA Tour event, will be held from May 13-19 at Tournament Players Club at Jasna Polana in Princeton. Two-time defending champion, Gil Morgan, as well as other great golfers such as Chi Chi Rodriguez, Gary Player, Jay Siegel, Leonard Thompson, Bob Murphy, will be competing.

Since its inauguration in 2000, this event has benefited breast cancer research at the Leonard and Madlyn Abramson Family Cancer Research Institute at Penn's Cancer Center. All net proceeds go to supporting the research, which is led by Dr. Barbara Weber, an internationally recognized leader in breast cancer genetics.

For volunteering opportunities, ticket information, and directions, please call the Tournament Office at (610) 239-2700.

BEN Deposits

Dear Colleagues,

The Treasurer's Office and Information Systems & Computing are pleased to announce that BEN Deposits, a new, web-based deposit system that allows schools/centers to submit and track information about cash and check deposits on-line, will be rolled out in May 2002. The new system replaces the current paper processing of deposit information and is integrated with BEN Financials. Depositors participating in a limited rollout that began in March find the system extremely easy to learn and use and have reported greatly improved efficiency and time savings.

BEN Deposits Overview

The key functions BEN Deposits makes available to depositors around the University are:

- Ability to create on-line deposits
- Ability to search for deposits in four different ways
- Ability to download deposit transactions to a spreadsheet
- Ability to store and update a user profile containing account number and contact information to streamline the deposit process

The security structure of BEN Deposits has been designed so that each deposit is linked to a specific University center (for a list, visit www.finance.upenn.edu/ben/benhelpt/schoolcodes.shtml). Depositors will have the ability to download and/or find deposit activity based on this structure and their unique security level. This security structure does not, however, limit where depositors may deposit funds.

Rollout Plans

All depositors will need to submit an access request form and complete training before June 30. The new system and the old paper system will operate in parallel until that date.

Before an individual can use the new system, successful completion of training is required. The Financial Training Department is offering depositors a choice of instructor-led classroom training or on-line training which they can complete at their convenience at their own workstation. Participants in the limited rollout who chose the online training option have found it easy to use and comprehensive as well as convenient.

More Information

For more information about BEN Deposits, please visit the BEN Deposits web site at www.finance.upenn.edu/ben/bendep. We welcome comments and/or questions regarding the transition to BEN Deposits. Please contact the Cashier's Office at either (215) 898-7258 or via e-mail at deposits@pobox.upenn.edu.

We look forward to working with the Penn community during the transition to BEN Deposits.

—Office of the Cashier

A-3 Assembly

Call for Nominations: Board Members and Officers for 2002-2003

The A-3 Assembly is the representational body for all full-time, weekly-paid (non-exempt) employees. The A-3 Assembly's primary goal is to represent the interests of its membership throughout all segments of the University of Pennsylvania community. In addition to inviting nominations for the positions named below, the A-3 Assembly seeks volunteers to serve on the Executive Board. The Executive Board consists of 20 weekly-paid employees and serves as the elected official voice of the A-3 Assembly. The A-3 Assembly accomplishes its mission by:

1. Establishing a non-exempt employee-based support mechanism to help employees with job-related issues and provide appropriate resources to assist.
2. Create a supportive network to work toward achieving the University's goals and objectives and enhance the status of all staff.
3. Provide speakers from the University community to provide information to address the needs and concerns of non-exempt employees.
4. Offer programs to enhance non-exempt employees' skills and development.

All weekly-paid employees are invited to self-nominate or submit names for consideration to Troy Odom; e-mail: troyo@pobox.upenn.edu or phone: (215) 573-9235 no later than Monday, May 6, 2002.

Executive Board Members: 20 positions are available. The Executive Board Members participate in Executive Board meetings, and can serve on other University committees. From the membership of the **Executive Board**: the following positions will be elected for the coming year 2002-2003:

Chair: The Chairperson is the principal executive officer, who calls meetings, prepares agendas, presides over meetings, and provides leadership and representation at the University Council and other meetings.

Vice-Chair: The Vice-Chairperson is the second executive officer of the A-3 Assembly. The Vice-Chairperson shall be the primary advisor to the Chairperson in University matters. In the temporary absence of the Chairperson, the Vice-Chairperson shall assume all duties and responsibilities otherwise handled by the Chairperson.

Secretary: The Secretary is the third executive officer of the A-3 Assembly. The Secretary is responsible for all routine correspondence of the Board. The Secretary acts as Chief communications officer for the A-3 Assembly.

Treasurer: The Treasurer is the fourth executive officer of the A-3 Assembly. The Treasurer shall be held accountable and responsible for handling the finances and maintaining all financial records of the Board. Such records should be made available for audit upon request from the Board.

The home department and campus extension of the nominee should be included along with a brief bio (position, length of service, etc). A supporting statement can be included, if desired. The current Executive Board will compile the names and contact the nominees. A list of candidates will be prepared and distributed to the A-3 Assembly membership prior to the election to be held on May 22, 2002 from noon-1p.m. in the Bishop White Room, 2nd Floor Houston Hall.

Questions on the nominating and election process can be directed to Troy Odom at e-mail: troyo@pobox.upenn.edu or phone: (215) 573-9235.

—Troy Odom, Chair, A-3 Assembly

Penn Reading Project: *Things Fall Apart*

On behalf of the Council of Undergraduate Deans, we are pleased to announce that Chinua Achebe's *Things Fall Apart* will be the text for the 2002-03 Penn Reading Project. Discussion sessions for this campus-wide freshman reading project will be held on the afternoon of Wednesday, September 4, 2002.

The Penn Reading Project is marking its twelfth year. It represents, for entering students, their introduction to intellectual life at the University and to the engagement with faculty that they will experience throughout their years at Penn. It is one of the highlights of the New Student Orientation program, and significantly contributes to the shaping of students' expectations about their upcoming college career.

In *Things Fall Apart*, Chinua Achebe captures a rich culture in transition. Originally published in 1958, the novel explores the internal struggles of Okonkwo, a Nigerian tribesman whose personal strength and integrity are undermined by fears that he will become like his ineffectual father. Okonkwo's personal challenges are echoed in the larger cultural narrative, as European colonists bring Christianity to Okonkwo's community, threatening the ritualistic Ibo way of life.

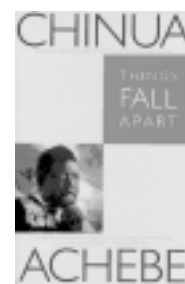
Though *Things Fall Apart* is historical fiction, it has been hailed since it appeared as a revealing portrait of a pre-colonial African culture. The book also raises the broader topic of an older culture giving way to modernity. *Things Fall Apart* will confront readers with difficult, timely issues such as how to be different from one's parents; how Western culture interacts with other cultures; and how to handle pressures that come from self, family, and community.

Faculty members are warmly encouraged to lead a small discussion group in September. To add your name to the list of discussion leaders, please respond to David Fox (dfox@sas or (215) 573-5636). A copy of the text will be sent to discussion leaders in July, along with additional information about the Reading Project. As in previous years, prior to the PRP sessions, there will be an orientation for our discussion leaders, and information about related events will be forthcoming. Many faculty have found these preliminary meetings with colleagues from around the University to be as rewarding as the discussion sessions themselves.

—David Fox, Director,
Penn Reading Project

—Peter Conn, Deputy Provost

N.B.: To read more about the book now, visit the Amazon.com website at www.amazon.com/exec/obidos/ASIN/0385474547/qid%3D1018979708/sr%3D8-1/ref%3D/002-6122494-3590445.



It's Time for the 18th Annual Philadelphia International Children's Festival

Exclusively for Penn Faculty, Staff and Their Families:

A Special Children's Festival Event—Wednesday, May 1 from 5:30 to 8 p.m.

You and your family are invited to the fourth annual Philadelphia International Children's Festival Opening Night Picnic and Performance for Penn Faculty and Staff. On Wednesday, May 1, enjoy a picnic beginning at 5:30 p.m. with the Phillie Phanatic on the Annenberg Center's Outdoor Plaza, followed by the 7 p.m. Opening Night Performance hosted by NBC 10's Renee Chenualt-Fattah and featuring performances by a variety of Festival artists.

Tickets for both the picnic and performance are only \$6, and are limited. So call (215) 898-3900 or stop by the Annenberg Center Box Office and purchase your tickets today. When you purchase Opening Night tickets, you'll receive a special 2-for-1 ticket voucher good for free tickets to performances by *Tomas Kubinek* and *The Drummers of Brazza* on Sunday, May 5.

At this year's Children's Festival, you'll see the wacky duo *Smythe & Saucier in Circo Comedia*; the magical lunacy of *Tomás Kubinek*; *The Drummers of Brazza* from the Republic of the Congo; Emmy Award-winning children's folk singer *Tom Chapin*; the amazing *Cashore Marionettes*; *Matthias Kuchta* and his puppets in *Snow White*; captivating theatre for children, including *Walking the Tightrope*, *Martha*, and *Matthew & Stephen*; Philly's favorite team of *Give & Take Jugglers*; musical duo *Ernie & Neal*; the charming storytelling of *Cynthia Joba*; plus international craft-making, food and much more!

For more information, visit www.pennpresents.org. If you would like a brochure, please e-mail your campus address with your mail code, to Roy A. Wilbur at rwilbur@pobox.upenn.edu.

Special thanks to University Square, Penn Business Services, ARAMARK, Krispy Kreme, White Dog Cafe, McDonald's, and The Phillies for helping to make the Festival's Opening Night events possible.

—Michael Rose, Managing Director, Annenberg Center/PENN Presents



The Drummers of Brazza: Emile Biayenda and his troupe of drummers and dancers from the Republic of the Congo weave the traditional rhythms of their ethnic heritage with American jazz, rap and hip-hop into an energetic show of explosive percussion, passionate song and acrobatic dance. They are part of the Philadelphia International Children's Festival Opening Night show.

A Garden Party at the Museum for Faculty and Staff: May 3

The University of Pennsylvania Museum of Archaeology and Anthropology, in partnership with Human Resources Quality of Worklife Programs, invites Penn faculty and staff to a party:

- When:** Friday, May 3 (Rain date: Tuesday, May 7)
Time: 11:30 a.m. to 2 p.m.
Why: To celebrate the opening of the Museum's new Mainwaring Wing and Stoner Courtyard garden
Where: The Stoner Courtyard garden at 3260 South Street
What: Live calypso music by the *Steel Kings*
Complimentary cookies and lemonade
Tours of the new wing
Conversation with the building and landscape architects
Exhibition Opening: *Photographic Explorations*

"The Stoner Courtyard garden is an elegant new contemplative public garden space on our beautiful campus, one that we want the Penn community to visit, use, and enjoy," said Dr. Jeremy A. Sabloff, the Williams Director of the University of Pennsylvania Museum. "We hope everyone will come out, celebrate the opening of our new Mainwaring Wing for collections storage and study, and get acquainted with this wonderful new space." Jack Heuer, Vice President for Human Resources, added, "We all know the value that beautiful space on our campus adds to the experience of working at Penn. Human Resources is pleased to help the Museum tell the campus about this beautiful new area for the campus community to enjoy."

Termination of Penn Express Modem Pool: June 30

The Express Modem Pool will be discontinued as planned on June 30, 2002. The termination plans were first announced two years ago, when the regular modem pool was discontinued and users were directed to commercial ISP services for remote access to PennNet and the Internet. Since that time, the Express Pool has been continued as a transitional service for the convenience of the Penn community. The Express Pool uses aging technology and does not provide the data transfer speeds that ISPs offer and that are required to take advantage of many online services.

The termination of the Express Modem Pool will affect about 1,200 individuals, most of whom use the service sporadically, rather than as their primary means of accessing the Internet from off-campus. Those using the Express Modem Pool as their primary ISP can learn about alternatives at the remote access web site at www.upenn.edu/computing/remote.

The web site provides information on whom to contact with questions about the policy and how to get assistance making the transition. A useful chart comparing service options and prices is available at www.upenn.edu/computing/remote/help_chart.html.

—Information Systems and Computing



Are you responsible for some of the 296,000 hits to *Almanac's* website 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, and e-mail address and mailing address.

—Ed.

Almanac Reminder

There are only a handful of weekly issues remaining in the spring semester schedule, so if you anticipate a need to publish information of concern to faculty and staff, please contact *Almanac* promptly to reserve some space. — Ed.

CLASSIFIEDS—PERSONAL

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 (215) 424-6748.

ACCOUNTANT

Tax Professional on Campus—Tax Return preparation & advice by Sage CPA/MBA for personal & small business; non-profits, estates, trusts, alien & Green Card Residents, advice, appeals, audits, no charge for first appointment-Day/Evg. Early Filer & Off Season Discounts. Call Tim (610) 853-2871—3916 Locust Walk (Church Admin. Office).

Almanac is not responsible for contents of classified ad material.

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

Update

APRIL AT PENN

CANCELLATION

The April 25 *Single Parents* meeting has been cancelled.

CONFERENCES

26 *Doing Business in Africa*; four panel discussions: *Challenges and Prospects for Doing Business in Africa: An MBA Perspective*; 8:30-10 a.m.; *Policies for Enhancing Trade with Africa*; 10 a.m.-12:15 p.m.; *Doing Business in Africa: Opportunities and Challenges*; 1:15 p.m.-2:45 p.m.; *Investing in Africa: Creating a Conducive Environment*; 2:45 p.m.-4 p.m.; Goldkin Room, Houston Hall; info.: aadinar@sas.upenn.edu (African Studies Center; La Salle University; International Visitors Council of Philadelphia).

29 *Jewish Biblical Interpretation in Comparative Context*; info.: call (215) 238-1290 or e-mail allenshe@sas.upenn.edu or see www.cjs.upenn.edu/Program/2001-2002/Colloquium.html. Through May 1 (Center for Advanced Judaic Studies).

EXHIBIT

27 *Closely Observed*; Andrea Baldeck, photographer; Baldeck's images invite close inspection and a psychological response; Upper Gallery at Widener Visitor Center. Through October 20 (Morris Arboretum).

FILMS

25 *Death and the Compass*; film directed by Alex Cox, based on the Borges story *Muerte y la Brújula*; 7:30 p.m.; Film Studies, 4th floor west, Van Pelt-Dietrich Library Center (Library).

Post-Communism Film Festival

Screening at 8 p.m.; International House; tickets are free: first come, first serve, available one hour before each show. Through April 28.

24 *Videograms of a Revolution*

- 25** *Conspirators of Pleasure*
- 26** *The Werckmeister Harmonies*
- 27** *Tuvalu*
- 28** *Brother*; 7 p.m.

FITNESS/LEARNING

25 *Performance and Staff Development Program: Making the Process Work for You*; Sharon Harris, Director of Staff and Labor Relations; how to effectively prepare for your annual performance appraisal; noon-2 p.m.; Class of '55 Room, Van Pelt-Dietrich (African-American Resource Center).

READING/SIGNING

30 *Victor Mair*; discusses and signs his book *Columbia History of Chinese Literature*; noon; Penn Bookstore.

SPECIAL EVENT

25 *Faculty and Staff Appreciation Days*; Penn Bookstore promotion offering an extra 10% off all purchases for Penn faculty and staff. Also April 26.

TALKS

23 *Abberant Signaling Complexes in Astrocytomas: Transgenic Mouse Models*; Abhijit Guha, University of Toronto; 3 p.m.; Grossman Auditorium, Wistar (Wistar Institute).

25 *Evolution vs Religion: Is it Always So?*; Andrew Petto, University of the Arts; 8:30 a.m.; International House; \$5; info.: (215) 386-0234 x 103 (Global Village at Philadelphia Cathedral).

Recognition of Glycans in Biological Systems; Yuan Lee, Johns Hopkins University; 4 p.m.; Class of '62 Lecture Hall, John Morgan Bldg (Biochemistry; Molecular Biophysics).

30 *Social Dehumanization Through Biotechnology: An Empirical Examination*; John Evans, University of California at San Diego; noon; Suite 320, 3401 Market Street (Center for Bioethics).

Deadlines: The deadline for the weekly Update is each Monday for the following week's issue. The deadline for the Summer At Penn calendar is May 14. For submission information, see www.upenn.edu/almanac/calendar/caldead.html.

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 April 8 to April 14, 2002. Also reported were 27 Crimes Against Property (including 25 thefts, and 2 retail thefts). Full reports on the Web (www.upenn.edu/almanac/v48/n31/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 April 8 to April 14, 2002. 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.

04/08/02	5:36 PM	3200 Market St.	Complainant punched by unknown driver
04/10/02	1:45 AM	4034 Spruce St.	Unwanted call received
04/11/02	3:33 AM	3600 Chestnut St.	Unwanted calls received
04/11/02	5:30 PM	3900 Spruce St.	Bottles thrown at vehicles/2 arrested
04/11/02	5:57 PM	3930 Spruce St.	Males interfering with police/4 arrested
04/13/02	1:20 AM	4049 Sansom St.	Complainant assaulted by 2 males/2 arrested
04/13/02	11:12 PM	3930 Spruce St.	2 males fighting/Arrested

18th District Report

9 incidents and 3 arrests (including 6 robberies and 3 aggravated assaults) were reported between April 8 to April 14, 2002 by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

04/10/02	8:50 AM	4800 Baltimore	Robbery/Arrest
04/12/02	2:50 PM	4000 Market	Robbery
04/13/02	10:00 PM	4500 Springfield	Aggravated Assault
04/13/02	1:15 AM	4049 Sansom	Aggravated Assault/Arrest
04/13/02	2:18 AM	4400 Pine	Robbery
04/14/02	6:00 PM	4528 Sansom	Aggravated Assault
04/14/02	4:40 AM	1302 May	Robbery/Arrest
04/14/02	3:30 AM	4400 Osage	Robbery
04/14/02	1:30 AM	4408 Osage	Robbery

CLASSIFIEDS—UNIVERSITY

HELP WANTED

Graduate School of Education Center for Health, Achievement, Neighborhood, Growth and Ethnic Studies Data Management Department is looking for a **part-time Data Entry** clerk. 5 days a week. \$12 an hr. 20 hours a week.

Duties: Enter survey data for educational research center projects via electronic data entry; validate and correct data entered; track and file completed surveys; produce status reports.

Qualifications: HS Diploma or GED required; 1-2 years data-entry experience preferred; accurate typing skills required; attention to detail; excellent communication skills. Please call (215) 573-6053 or e-mail: jkeys@gse.upenn.edu for more information.

RESEARCH

Spina bifida: Researchers at the University of Pennsylvania School of Medicine are working with individuals and families affected by spina bifida to identify the causes of this serious birth defect. This research study is open to individuals with myelomeningocele (spina bifida cystica or aperta) and their families. For more information about this study, please contact Katy Hoess (215) 573-9319 or 866-275-SBRR (toll free), e-mail: khoess@cceb.med.upenn.edu or visit our website at: www.sbr.info.

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 Rose Giordano at Giordano@mail.med.upenn.edu or (215) 662-9040. Compensation is provided.

Interested in preventing prostate cancer? Call Lisa @UPCC (215) 614-1811 regarding SELECT research study.

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

Interesting Sites on the Web

Do you know of an interesting Penn website that is up-to-date, and easy to navigate: *Almanac* is now accepting suggestions for inclusion in the "Other Interesting Sites" link on our homepage. —Ed.



Almanac

Suite 211 Nichols House
3600 Chestnut Street, Philadelphia, PA 19104-6106
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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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University of Pennsylvania Commencement Events 2002

School Ceremonies and Speakers

Baccalaureate Ceremony

Sunday, May 12

Irvine Auditorium

1:30-2:30 p.m.—Ceremony for students whose last names begin with A-K

3-4 p.m.—Ceremony for students whose last names begin with L-Z

Speaker: James O'Donnell, Ph.D., Penn Professor of Classical Studies and Vice Provost for Information Systems and Computing; Provost-Elect, Georgetown University

Commencement

Monday, May 13

Franklin Field

8:30 a.m.—Gates Open

9 a.m.—Procession Enters Franklin Field

10:15 a.m.—Ceremony begins

Speaker: Jim Lehrer, Executive Editor and Anchor, *The NewsHour with Jim Lehrer*

* * * * *

Honorary Degree Recipients

• *Joan Ganz Cooney*, Co-founder and Chairman, Executive Committee, Sesame Workshop (formerly Children's Television Workshop); Doctor of Laws

• *Eric Hobsbawm*, Ph.D., Professor Emeritus of Economic and Social History, Birkbeck College, University of London; Doctor of Humane Letters

• *Irwin M. Jacobs*, Sc.D., Chairman, CEO, and Co-founder, QUALCOMM; Doctor of Science

• *Jim Lehrer*, Executive Editor and Anchor, *The NewsHour with Jim Lehrer*; Doctor of Laws

• *Richard E. Smalley*, Ph.D., Professor of Chemistry and Professor of Physics; Director of the Carbon Nanotechnology Laboratory, Rice University; 1996 Nobel Laureate in Chemistry; Doctor of Science

For additional information on
May 12-13 events:

Commencement Website:
www.upenn.edu/commencement

Commencement Hotline:
(215) 573-GRAD

Annenberg School for Communication

Ceremony and Reception: Monday, May 13, 2:30 p.m., Room 110 Annenberg School

Speaker: Pat Mitchell, President and CEO of PBS

Biomedical Graduate Studies

Ceremony and Reception: Monday, May 13, 12:30 p.m., Auditorium and Lobby, Biomedical Research Building (BRB) II/III

College of Arts and Sciences

Ceremony: Sunday, May 12, 7 p.m., Franklin Field

Speaker: Jon M. Huntsman, Jr., C'87, Deputy United States Trade Representative

Graduate Division,

School of Arts and Sciences

Ceremony: Monday, May 13, 1 p.m., Hamilton Village (Superblock), 39th Street and Locust Walk

Speaker: Rosemary A. Stevens, Professor of History and Sociology of Science, SAS
Reception: Class of 1920 Commons, following the ceremony

College of General Studies

Ceremony: Monday, May 13, noon, Upper Egyptian Gallery, University Museum
Reception: Chinese Rotunda, University Museum, following the ceremony

School of Dental Medicine

Ceremony: Monday, May 13, 1 p.m., Irvine Auditorium
Speaker: Richard A. Collier, Esq., WG'67, Chair, School of Dental Medicine Overseers
Reception: School of Dental Medicine, following the ceremony

Graduate School of Education

Ceremony: Monday, May 13, 2:30 p.m., First District Plaza, 3801 Market Street
Speaker: Richard Elmore, Professor of Educational Leadership, Harvard Graduate School of Education
Preceded by Reception: Lunch in Houston Hall, noon

School of Engineering and Applied Science

Undergraduate and Master's Ceremony: Monday, May 13, 3 p.m., Franklin Field
Speaker: Irwin M. Jacobs, Sc.D., Chairman, CEO, and Co-founder, QUALCOMM
Reception: H. Hunter Lott Tennis Courts, 33rd Street, immediately following Commencement
Doctoral Ceremony: Sunday, May 12, 4 p.m., Harrison Auditorium, University Museum
Speaker: Nance K. Dicciani, Ph.D., GrChE'77, President and CEO, Specialty Materials Honeywell
Reception: Mosaic Room and Adjacent Gardens, University Museum, 5 p.m.

Fels Center of Government

Ceremony and Reception: Saturday, May 11, 5 p.m., Fels Center of Government, 3814 Walnut Street
Speaker: Congressman Chaka Fattah

Graduate School of Fine Arts

Ceremony: Monday, May 13, 1 p.m., Meyerson Hall Plaza
Speaker: Mary Miss, Environmental Artist
Preceded by Picnic Lunch: Meyerson Hall Plaza, noon

Law School

Ceremony: Sunday, May 12, 2 p.m., Verizon Hall at the Kimmel Center, Broad and Spruce Streets
Speakers: Michael Posner, Esq., Executive Director, Lawyers Committee for Human Rights; and Senator Joseph Biden of Delaware
Reception: Law School, 4:30 p.m.

School of Medicine

Ceremony: Sunday, May 12, 10 a.m., Verizon Hall at the Kimmel Center, Broad and Spruce Streets
Speaker: Anthony S. Fauci, M.D., Director, National Institute of Allergy and Infectious Diseases, NIH
Reception: Kimmel Center, following the ceremony

School of Nursing

Ceremony: Monday, May 13, 7 p.m., First District Plaza, 38th and Market Streets
Speaker: Susan Bakewell-Sachs, Ph.D., R.N., GrN'92, Dean, School of Nursing, College of New Jersey
Reception: Nursing Education Building Lobby, noon

School of Social Work

Ceremony: Monday, May 13, 2 p.m., Harrison Auditorium, University Museum
Speaker: Carol Gilligan, Ph.D., University Professor, New York University
Reception: Chinese Rotunda, University Museum, following the ceremony

School of Veterinary Medicine

Ceremony: Monday, May 13, 2:30 p.m., Zellerbach Theatre, Annenberg Center
Speaker: Lester M. Crawford, Jr., D.V.M., Ph.D., Deputy Commissioner, FDA, DHHS
Reception: Annenberg Plaza, 4 p.m.

Wharton Undergraduate Division and Wharton Evening Division

Ceremony: Sunday, May 12, 9 a.m., Franklin Field
Student Speaker: Maria A. Miller, W'02
Reception: Steinberg Hall-Dietrich Hall Atrium, following the ceremony

Wharton Graduate Division

Ceremony: Sunday, May 12, 1 p.m., Franklin Field
Speaker: David S. Pottruck, President, Co-CEO, and member of the Board of Directors, The Charles Schwab Corporation
Reception: Lehman Brothers Quadrangle and Vance Hall, following the ceremony

Wharton Doctoral Division

Ceremony and Reception: Sunday, May 12, 5:30 p.m., Upper Egyptian Gallery and Chinese Rotunda, University Museum