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Hackney Chair in History: Thomas Childers

Dr. Thomas Childers, professor of history, has been appointed to the Sheldon and Lucy Hackney Professorship in History, SAS Dean Samuel H. Preston has announced.

Dr. Childers received his bachelor's and master's degrees from the University of Tennessee and earned his Ph.D. in history from Harvard University in 1976. Since then, Dr. Childers has taught at Penn and has held visiting professorships at Columbia University, Smith College, and Trinity Hall College, Cambridge.

He has been a fellow at the Smithsonian Institution and the Krupp Foundation and has received numerous honors, including the Alexander Von Humboldt Stiftung Research Grant, the West European Studies Research Grant from Harvard University, and a Fulbright Scholarship. His classroom teaching has been recognized by the Friar's Award for Outstanding Teacher at the University and in 1987 the Ira Abrams Award for Distinguished and Challenging Teaching in SAS. In addition, Penn's graduating class of 2000 honored Dr. Childers with the Senior Class Award for Excellence in Undergraduate Teaching.

Dr. Childers' research focuses on Nazi Germany, modern German history, and the Second World War. He is currently completing a histori-

Photo by Jim Abbott



Thomas Childers

cal trilogy on World War II. The first volume, *Wings of Morning: The Story of the Last American Bomber Shot Down Over Germany in World War II*, was published in 1995 to wide acclaim by scholars, critics, and mass market reviewers alike. The second volume, *In the Shadows of War: An American Pilot's*

Odyssey through Occupied France and the Camps of Nazi Germany, is forthcoming from Henry Holt and Company.

The Sheldon and Lucy Hackney Professorship in History was created by the Trustees in honor of Dr. Sheldon Hackney, former president of Penn, and his wife, Lucy. In 1993, Dr. Hackney ended his 12-year tenure as president of the University to become chairman of the National Endowment for the Humanities under President Bill Clinton. Dr. Hackney returned to Penn in 1997 and is currently a professor of U.S. history.

The Gazette's 100th Year

The Pennsylvania Gazette, the University's award winning alumni magazine, is currently concluding its commemoration of the *Gazette's* 100th year of publication. The latest issue (Nov.-Dec. 2002) is its actual 100th anniversary issue, counting from when the *Old Penn*, as the magazine was called until 1918, first appeared on November 14, 1902.

Throughout 2002, the *Gazette* has chronicled the past century with multifaceted timelines, in print and on its website, www.upenn.edu/gazette, which now has over 30 alumni recollections in the "*Alumni Voices: The Deluxe Edition*."

In January, the *Gazette* begins its second century.

GSE's New Degree Programs

The Graduate School of Education has announced two new degree programs that will equip education researchers with techniques of quantitative analysis fundamental to social science research. The programs being offered are a Master of Science in Statistics, Measurement and Research Technology, and a Master of Philosophy in Policy Research, Evaluation and Measurement. The programs are designed to prepare graduates for mid-level research, testing, and evaluation positions in education, social services or other professional fields.

"By training students to conduct rigorous research and sophisticated data analysis, these two programs represent an important step toward strengthening the role of scientific research in the field of education," said Dr. Erling Boe, professor of education and co-director of the Center for Research and Evaluation in Social Policy (CRESP).

The one-year Master of Science will provide students with understanding and skills in data collection, management and processing; measurement theory and test construction; survey design; assessment strategies; and statistical analysis and reporting.

The Master of Philosophy, which follows as the second year of study, will advance students' knowledge of scale development and validation, research design and controlled field trials, multivariate statistical analyses and the production of high-quality evidence for decision-making in public and organizational policy.

For more information about either degree program, contact Evelyn Jordan, program coordinator, at ejordan@gse.upenn.edu or toll-free at 877-PENNGSE or (215) 898-4176.

Penn's Commitment to Gender Equity

This issue of *Almanac* includes the first annual report documenting the University's responses to the Gender Equity Report issued in December 2001. This annual report reinforces the seriousness with which we view gender equity and diversity in general. As we said in our initial response to the Gender Equity Report, Penn's efforts have not been uniform across all schools and departments. There is still much work to be done, and we are committed to working with the faculty, department chairs and deans to implement both short- and long-term strategies to meet these pressing goals.

We are challenged by several current studies indicating that our peer institutions are successfully recruiting talented women to join their faculty. In a recent study of our peer schools issued by Stanford, we have learned that Penn does not compare favorably for numbers of women in many fields.

The Gender Equity Report provides us with a guideline about where and how to proceed to reduce the inequities found. Clearly much of the effort will need to occur at the department level where the initial hiring and promotion decisions are made. It is also at this level that we are likely to find some naysayers—those who believe there are few women sufficiently qualified to join their ranks. Yet our peer institutions have been successful in finding such faculty. Recruitment packages should not be a deterrent for us, either. Through the Office of the Provost, Penn now has in place special recruitment and retention programs that should help make all of our offers competitive with those of our peers. This commitment must be as strong throughout the University. We have asked the twelve deans to include faculty gender and minority equity in their schools' strategic plans. Each has done so without hesitation. We are confident that with a persistent focus on these important initiatives, particularly at the department level, we will achieve the diversity that should be characteristic of a superb faculty.

Judith Rodin
President

Robert Barchi
Provost

IN THIS ISSUE

- 2 Council: Open Forum; Final Exam Rules; Deaths: Helena Clark; Dr. Stephen Prevostnik
- 3 Diabetes Research Grants; Speaking Out: Fall Break; Bicyclists on Sidewalks
- 4 From the President & Provost: Gender Equity
- 5 OF RECORD: ISC Policy; Penn's Way
- 6 Thanksgiving Break Safety; Penn's Way; MLK
- 7 Update; CrimeStats; Classifieds
- 8 Honors & Other Things

Section IV.3(c) of the Council Bylaws provides that a University Council meeting "shall incorporate an open forum to which all members of the University community are invited and during which any member of the University community can direct questions to the Council."

All members of the University community are invited to bring their concerns to the
University Council Open Forum
Wednesday, December 4, 2002, 4-6 p.m.
Bodek Lounge, Houston Hall

Persons who wish to speak at Council must inform the Office of the Secretary (215) 898-7457 by Friday, November 22, 2002.

Topics may include issues such as the following: Admissions & Financial Aid, Bookstore, Communications, Community Relations, Facilities, International Programs, the Library, Pluralism concerns, Recreation and Intercollegiate Athletics, Safety and Security, Student Affairs, Open Expression, etc.

Please see the format given below. Questions may be directed to the Office of the Secretary at (215) 898-7457.

— Office of the Secretary

Format for University Council's Open Forum December 4, 2002

The University Council will devote a substantial portion of its December 4, 2002 meeting to a public forum, in accordance with the terms of the University Council Bylaws (*Almanac* September 19, 2000). The purpose of the Open Forum is to inform Council of issues important to the University's general welfare and of the range of views held by members of the University. The forum is open to all members of the University community under the conditions set by the Bylaws, following guidelines established by the Steering Committee of Council:

1. Any member of the University Community who wishes to do so may attend the Council meeting. Persons who wish to speak to Council, however, must inform the Office of the Secretary (215) 898-7457, by Friday, November 22, 2002, indicating briefly the subject of their remarks. Those who have not so informed the Office of the Secretary will be permitted to speak only at the discretion of the moderator of University Council and in the event that time remains after the scheduled speakers.

2. Speakers should expect to be limited to three minutes with the possibility of additional time in cases where members of Council engage the speakers with follow-up questions or remarks. The moderator may restrict repetition of views. Speakers are encouraged to provide Council with supporting materials and/or written extensions of their statements before, during, or after the Council meeting.

3. Following the deadline for speakers to sign up in the Office of the Secretary, the chair of Steering and the moderator of Council will structure the subject matter themes, speakers, and times of the Open Forum session. In the event that there is not enough time available at the meeting to provide for all those who have requested to speak, the two officers may make selections which accommodate the broadest array of issues having important implications for Council's work and represent the breadth of Council's constituencies. The resulting order of the Open Forum of University Council will be made available no later than the Tuesday before the meeting, to be published in the *Daily Pennsylvanian*, and, if possible, under publication deadlines, in *Almanac* the week of the meeting.

4. Speakers' statements should be framed so as to present policy issues and directed to University Council as a body through the moderator. The moderator will have discretion to interrupt statements that are directed against persons and otherwise to maintain the decorum of the meeting, as provided for in the Bylaws. In cases where questions or positions can be appropriately addressed by members of Council, or where a colloquy would seem to be productive given the time constraints of the meeting, the moderator may recognize members of Council to respond to speakers' statements, with opportunities for follow-up by the speakers.

Deaths

Helena Clark, Law School

Ms. Helena F. Clark, the former director of the Law School's placement service, died on November 11 at the age of 78. Ms. Clark earned B.A. degrees in psychology and sociology from the University of Delaware in 1948 and an M.A. from Bryn Mawr College in 1958.

She joined Penn in 1953 as the assistant to the Dean of Social Work. She joined the Law School Placement Services in 1957 and became director there in 1968, retiring in 1991. Ms. Clark served as president of the National Association for Law Placement in 1974 and was a founder of Four-in-One, a cooperative formed by the law schools of Penn, Rutgers, Temple and Villanova. She was the vice president of the Women's Faculty Club, 1971-72, and vice president of the Faculty Club, 1970-71.

Ms. Clark is survived by two brothers; Frank and Julian; and nine nieces and nephews.

Dr. Prevoznik, Anesthesia

Dr. Stephen J. Prevoznik, professor emeritus of anesthesia, died on November 12 of respiratory failure at his home in Havertown at the age of 73.

Dr. Prevoznik received a nursing degree from St. Joseph's Hospital in 1951 and a bachelor's degree from the University of Notre Dame in 1955. He received his medical degree from Penn in 1959. In 1960, Dr. Prevoznik joined HUP to teach and practice anesthesiology. He became an associate professor in 1971 and full professor in 1978. Dr. Prevoznik became emeritus in 1994. He was credited with helping to develop a pain management program that became a model for similar programs in the country.

During his career, Dr. Prevoznik belonged to a number of professional organizations, including the American Society of Anesthesiologists and the Association of University Anesthetists. In addition, he served as an examiner for the

OF RECORD

Rules Governing Final Exams

1. No instructor may hold a final examination nor require the submission of a take-home final exam except during the period in which final examinations are scheduled; when necessary, exceptions to this policy may be granted for postponed examinations (see 3 and 4 below). No final examinations may be scheduled during the last week of classes or on reading days.

2. No student may be required to take more than two final examinations on any calendar day during the period in which final examinations are scheduled. If more than two are scheduled, the student may postpone the middle exam. If a take-home final exam is due on a day when two final examinations are scheduled, the take-home exam shall be postponed by one day.

3. Examinations that are postponed because of conflicts with other examinations, or because more than two examinations are scheduled in the same day, may be taken at another time during the final examinations period if the faculty member and student can agree on that time. Otherwise, they must be taken during the official period for postponed examinations.

4. Examinations that are postponed because of illness, a death in the family, or some other unusual event, may be taken only during the official periods: the first week of the spring and fall semesters. Students must obtain permission from their dean's office to take a postponed exam. Instructors in all courses must be willing to offer a make-up examination to all students who are excused from the final examination.

5. No instructor may change the time or date of a final exam without permission from the appropriate dean.

6. No instructor may increase the time allowed for a final exam beyond the scheduled two hours without permission from the appropriate dean.

7. No classes (excluding review sessions) may be held during the reading period.

8. All students must be allowed to see their final examination. Exams should be available as soon as possible after being graded with access ensured for a period of at least one regular semester after the exam has been given.

In all matters relating to final exams, students with questions should first consult with their dean's offices. Faculty wishing to seek exceptions to the rules also should consult with their dean's offices. Finally, the Council of Undergraduate Deans and SCUE urge instructors to see that all examinations are actively proctored.

—Robert Barchi, Provost

American Board of Anesthesiologists.

Dr. Prevoznik is survived by his wife, Rita; daughters Peggy Heins, Jean Davis and Rita Prevoznik; sons Stephen Jr., John, Michael and Tom; one sister; and 16 grandchildren.

Memorial donations can be made to the Stephen J. Prevoznik Anesthesia Resident Fund, Department of Anesthesia, Penn Medical Center, 3400 Spruce St., Philadelphia, PA 19104.

Memorial Symposium: Dr. Potok

On Sunday, December 8, the Jewish Studies Program, and the SAS Dean's Office, will hold a memorial symposium on *Chaim Potok and Jewish-American Culture*. The event will take place in the Hall of Flags, Houston Hall, at 3 p.m.

Dr. Chaim Potok, a rabbi, philosopher, and novelist who taught in Penn's General Honors Program, died July 23 at the age of 73 (*Almanac* September 3).

Diabetes and Endocrine Research Grants

Penn's Diabetes Endocrinology Research Center (DERC) requests submission of applications for support to perform pilot and feasibility studies in diabetes and related endocrine and metabolic disorders.

Young investigators who are starting their laboratories, or established investigators who wish to take a new direction to their studies, are encouraged to submit applications to the Diabetes Endocrinology Research Center, 501 Stemmler Hall, by *Tuesday, January 7, 2003*.

An original and 12 copies of the DERC Application form must be used. The Application form can be picked up in the DERC office in 501 Stemmler or contact Michele Ludlow (*micheles@mail.med.upenn.edu* or 215-898-4365) and a copy will be either faxed or e-mailed to you.

If human subjects will be participating in the proposed research, it will be necessary to submit NIH Human Subject forms with the application. If animal research is being proposed, we will need an original and three copies of the Institutional Animal Care and Use Committee (IACUC) protocol forms.

Grants will be reviewed by the Diabetes Research Center's Pilot and Feasibility Review Committee and by extramural consultants. Based on the outstanding evaluation of the recent competitive renewal of the Diabetes Research Center, we anticipate that awards of up to \$50,000 will be made (equipment and travel fund requests are not permitted) and will be funded for one year.

Investigators who are currently in the 01 year of support through this Pilot and Feasibility Program may reapply for an additional year of funding. Such continuation requests need to be carefully justified, however, and will be considered as a competing renewal application. Notification of an award will be made in April 2003.

For further information, please contact Dr. Bryan Wolf, Department of Pathology and Laboratory Medicine, Room 5135, Main Building, CHOP, (215) 590-4446, or e-mail, *wolfb@mail.med.upenn.edu*.

Speaking Out

Reversing the Tide

I am writing to agree with Professor Summers' comments about the paucity of Friday classes for undergraduates at Penn. But the problem is even more severe than he suggests. In fact, the vast majority of undergraduate courses at Penn are offered Monday through Thursday, from 10:30 a.m. through 3 p.m., a situation which creates severe pressures on our classrooms and causes course scheduling conflicts that make it exceptionally difficult for students to construct intellectually challenging and interesting academic programs.

Although it may be the case that many faculty enjoy having their Fridays free in order to devote an entire day to their research activities, it is my belief that we have been brought to our present, unfortunate state not by faculty self-indulgence or sloth, but, rather, by an excessive solicitousness to our students' sleeping habits and to their afternoon sports practice needs. And I, and other deans, may be part of the problem as well, for faculty have become increasingly aware that administrators pay some attention to course enrollments, and therefore are reluctant to schedule their classes when students are sleeping or playing on the sporting fields.

Penn has become a university with a remarkably responsive "customer service" attitude toward its students, whether in the construction of cinema complexes, shopping malls and luxury fitness centers or in the manner in which we manage to fit our classes into the panoply of other student activities. I think we have perhaps gone too far in this direction. One means of reversing a process in which I have been admittedly complicit, I have recently asked SAS departments to consider offering some of their large-enrollment, requirement-filling courses at 9 a.m.

I suspect that something more than this may be necessary to reverse the tide, but I hope it will move us in the right direction.

— *Richard R. Beeman,*
Dean, College of Arts and Sciences

The following was sent to Chief of Police Thomas Rambo and others, including Almanac.

Seeking Safety on Sidewalks

While the Penn Police are lauded by the Governor's Office for a Buckle-Up PA Grant Program, be assured I will actively work to rescind that award for your disinclination to enforce Commonwealth "black letter law."

Jerry Briggs has been ten years yammering away over bicycles on sidewalks (note that the date on Judith Rodin's letter promising support was October 3, 1994). Your glib October response (*Almanac* October 15, 2002) to Professor Ann Mayer is word for word what I received from you last May (*Almanac* May 7, 2002), so the Chief of Penn Police can hardly claim the community's strident calls for help are news (*Almanac* October 22, 2002, November 9, 1999), nor can he ask why didn't somebody bring crashes between legal foot-traffic and wheel-traffic illegally on sidewalks to his attention earlier (*University of Pennsylvania Library Orrery*, Volume 23, Number 1, January 20, 1995).

I've watched Tom Rambo careen from a hard-charging, go-ahead police officer to a stooge for the administration. Once a cop starts obeying some civilian kissy-faced memos issuant out of College Hall instead of his sworn oath to uphold and enforce the law his badge turns to tinfoil.

The same university leadership encouraging this do-nothing policy will deny it all and toss Chief Rambo to the wolves—all in the name of Ultimate Accountability—once someone on crutches gets killed because the victim couldn't scamper out of the way in time to avoid impact.

Many of us, including the University President, remember the days of Ted Barkus and the Campus Guards, a comedy troupe of Keystone Kops who dressed up but failed to act.

Speeding silently, bicyclists sporting protective gear operating on sidewalks, whacking pedestrians without warning, unite every segment on this campus: deans to dishwashers, surgeons to sophomores. We, all of us, are in the crosshairs. I've witnessed a dismounted bike-officer banged from the side waiting to cross the 34th & Walnut intersection. This packet of 24 photographs was snapped within eight minutes—check the shadows—of 9 a.m. one Thursday in early October: same spot an employee had her ankle broken and the Monday, November 4, collision between a bicycle and a pair of construction workers push-

ing a loaded wheelbarrow. I stand ready to submit much more: 10:30 a.m., just after noon, 3 and 5 p.m. are particularly hazardous times.

I am encouraging my union, Local 590, AFSCME to demand an accounting of how many citations your force has issued sidewalk-cyclists; special emphasis on the investigation of the April 1991 incident when that Van Pelt Library clerk was knocked to the ground by some miscreant charging downhill, frisky and free as the winds of spring.

I never saw police get the offender's name.

If common sense and victim payouts won't motivate you, there's always the embarrassment of public outcry. Either way, with the chief's support or despite it, the walking population is going to find safety on our footpaths.

You didn't do anything. Now they're an even bigger problem. What are you going to do?

Just standing on the steps of the Rhoads Pavilion, where HUP meets the Quad, you can observe student and bike-courier tiremarks on patients coming in and out for cancer treatment or liver transplants.

Try to conceal your personal shame at what cruel indignities the hale 'n' hearty are working on the dying.

Can any humanist contain his outrage hearing, in place of 'excuse me,' 'get the f*** outta my way, oldhead'?

That brick pavement, by impressive iron gates—halfheartedly decorated with 'Walk Bicycles' signs, is the very best location for a video crew from Fox News to film the dangers of strolling about the University of Pennsylvania's undisciplined multifunction sidewalks.

I'm going to suggest the reporter bring along a radar-gun to record the bikes' velocity. It's going to require a whole new set of pre-packaged double-talk to dodge those eye-popping numbers.

— *Jerry Briggs, Van Pelt Library*

Ed Note: *Almanac* is anticipating an article from the UPPD next month, about a *Share the Road* bicycle safety campaign to be launched in University City by the Delaware Valley Regional Planning Commission.

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.

From the President and Provost

Gender Equity: Penn's First Annual Report

In response to the Gender Equity Report of December 4, 2001, the President and Provost described a series of steps Penn would take to redouble our efforts to assure gender equity among the faculty. Although the University has made gains in the hiring of women faculty over the past 10 years, we had reached a hiring "plateau" that prompted additional attention and effort in this critical area, in particular at the school and department level. The President and Provost pledged to report back to the University Council, the Faculty Senate Executive Committee, the Affirmative Action Council and the campus community (via *Almanac*) during the 2002-2003 academic year on the completion of the steps outlined that are designed to eventually improve Penn's gender equity profile. This report provides an overview of the steps that were proposed and have since been taken.

Steps Proposed and Taken

- *Make Gender Equity a priority in the new strategic plan.*

Goal #1 of the University's strategic plan, presented in the April 2, 2002 *Almanac*, focuses on the faculty. Building and retaining a universally outstanding faculty requires us to increase the presence and leadership of women and underrepresented minorities on the faculty. This goal also recommends that the administration assist schools and departments in identifying outstanding candidates for the faculty, paying particular attention to gender and minority equity. The deans have been asked to address these same priorities as they develop their school plans, which will be completed by mid-spring semester, 2003. As part of its strategic planning process, the School of Medicine has identified as one of its goals the creation of a more diverse faculty. To this end, two faculty work groups have been named, one to look at gender related issues and the second focusing on underrepresented minorities.

- *Along with the deans, develop concrete policies to hold all academic departments accountable for hiring women, taking into account their numbers in the Ph.D. pool.*

Following a meeting with the deans in February, the Provost issued a memorandum on March 4, 2002, asking them to take a number of steps to correct the problems noted in the Gender Equity Report. For each faculty search undertaken, the deans were asked to track the number of women in the department and the Ph.D. pool; the number of women on the search committee; the steps being taken to learn about senior women in the field who may be targets of opportunity for recruitment; and to track all relevant data relating to gender equity throughout the hiring process. This coming year the Deans will be required to provide updates on their efforts, particularly in those departments well below the expected numbers given the pool in their discipline.

- *Develop concrete incentives to promote an increase in women faculty.*

On June 12, 2002, the Provost announced the creation of a new fund to provide financial support for the recruitment of new, and the retention of current senior women faculty. The schools have also developed incentives to correct gender inequities. For example, the Deans of Wharton and SAS have asked their department chairs to look

for targets of opportunity for women in fields where they are underrepresented.

Deans and department chairs alike are focusing on those departments that have traditionally hired a disproportionate percentage of male faculty, and appropriate measures are being developed to ensure equal opportunity exists throughout the University for qualified women.

Tracking of searches by the deans has helped to ensure the consideration of gender equity. In several instances this past year, deans have identified search processes that were not designed to promote gender equity sufficiently. In those instances, the deans asked that the search process be corrected to assure the appropriate consideration of women candidates. Once compliance with gender equity guidelines was assured, the searches moved forward.

For example, SAS intends to increase the involvement of SAS Affirmative Action officers in all of its searches. Furthermore, the Dean and his Associate Deans will be convening regular meetings with women faculty of all ranks to address strategies for the recruitment and retention of women faculty and other work-related issues.

- *Monitor appointments of women as senior faculty and bring better balance to the appointment of men and women at the senior ranks.*

Appointments of women to the senior faculty are now being monitored by both the deans and the Provost Staff Conference.

- *Redouble efforts to retain senior women faculty.*

In addition to the fund mentioned above, the Provost has encouraged the deans to seek opportunities for research funding, endowed chairs and other leadership opportunities that would enhance the careers of senior women at Penn and increase the likelihood of retaining them. Several senior women faculty members were retained as a result of mutual efforts made by the Deans and the Provost.

- *Review gender equity in salaries in all the schools and ask the deans to correct any inequities found.*

The Provost conducted another review of faculty salaries in spring 2002 and found, as in the earlier study, that in the overall analysis there were no gender differences in salary. Salaries were also examined more closely in all the schools and where specific individual inequities existed, the Provost asked the deans to correct them. The deans also have taken concerted action to identify individual professors whose compensation may be lagging.

- *Work with the deans to ensure that women attain leadership and scholarly rewards in the Schools consistent with their interests and capabilities and to enhance the environment for women at Penn.*

The Provost's memorandum of March 4, 2002 also asked the deans to track research space, leadership positions, endowed chairs and teaching awards for women.

For example, two committees in the School of Nursing are developing specific recommendations that grew out of a recent Faculty Retreat focusing on a number of topics including Building Community/Work Environment and Diversity and Cultural Competence. Among the strategies discussed: a faculty orientation program that would focus on professional, instructional, organizational and leadership development; a more

OF RECORD

Policy on Troubleshooting Charges for PennNet

The Network Policy Committee, IT Roundtable, and the Vice President for ISC, wish to call attention to a recently approved computing policy, effective December 1, 2002. This policy specifies the conditions under which network users or their departments may be charged for troubleshooting and remedy of networking problems on PennNet, the University of Pennsylvania communications network. It also provides "best practice" recommendations to guide the network Local Support Provider (LSP) in preliminary troubleshooting steps in an effort to expedite problem resolution. Finally, the policy also provides links to several useful documents that can help in troubleshooting and in planning for compliant operation of networked devices.

The full policy text can be found online at www.isc-net.upenn.edu/policy/approved/20020827-troubleshooting.html.

— Information Systems and Computing

formalized program for mentoring Assistant and Associate Professors; the creation of greater opportunities for faculty collaboration; and the possible development of a comprehensive plan that would help to advance the tripartite mission of the school—research, teaching and practice—while facilitating the recruitment and retention of a more diverse faculty.

Following the publication of the Gender Equity Report last year, SAS scheduled a series of discussions with women faculty to talk about ways to enhance the environment for women in SAS. When appropriate, the School will facilitate mentoring for junior female faculty by a faculty member from outside that junior woman's department. The School will also designate a person in the SAS administration as a 'point person' for issues of concern to women faculty, acting both as a resource and, as appropriate, as a mediator.

The Law School has made a concerted effort to appoint qualified women to leadership positions, most recently a woman was appointed Vice Dean for Student Services.

In order to improve the visibility of women in Penn Engineering, the School started its "Grace Hopper Lectures Program." With this initiative, individual departments invite accomplished women faculty members from other institutions to visit Penn and deliver research seminars. Grace Hopper lecturers are also asked to meet with women on the faculty and with women undergraduate and graduate students. They thus serve as role models, have an opportunity to share their experiences and to provide advice on career issues and challenges faced by women.

- *Schedule a series of discussions on this report and the University's progress, including the Faculty Senate Executive Committee, University Council and Affirmative Action Council.*

Barbara Lowery and Phoebe Leboy, co-chairs of the Committee on Gender Equity, presented the Gender Equity Report to the Faculty Senate Executive Committee on December 12, 2001. Drs. Lowery and Leboy also presented the Report to University Council during its January, 2002 meeting. The Affirmative Action Council members heard from Barbara Lowery in January of 2002 and from School of Arts and Sciences Dean Sam Preston on the issue of gender equity later in the spring semester.

Looking Ahead

Although it is too early to expect to see quantifiable changes as a result of the steps taken since last winter, their cumulative effect reinforces the central idea that gender equity is a shared priority among all of Penn's schools and departments. The steps taken to date will also help instill and reinforce an atmosphere at Penn in which the *perception* of equity and the *reality* of equity are synonymous. Meaningful change will come incrementally, and over a greater period of time, but every improvement will be important and will be tracked. The final commitment made in the President's and Provost's Reply to The Gender Equity Report was to provide annual updates to the University community on the progress made in the preceding year. They look forward to sharing Penn's progress next year in greater detail when they will be in a position to discuss specific actions taken within each school.

What Penn's Way Gifts Can Provide

- \$4 buys a one-day canoe field trip for a school child.
- \$10 would retrieve 20 tires from a roadside dump.
- \$15 buys a compact fluorescent light bulb for a low-income family.
- \$50 buys a programmable thermostat for a low-income family.
- \$50 would plant 50 4' seedlings on public land.
- \$50 provides set of literacy brochures to help 50 people learn to read.
- \$100 provides six hours of home health aide services.
- \$100 provides a week's supply of lifesaving medication.
- \$100 provides art supplies for two seniors for one year.
- \$150 provides a day of activities for 15 seniors.
- \$200 would give an inner city youth or an individual with a physical disability a week-long wilderness experience.
- \$500 would organize a volunteer cleanup that removes 10 tons of trash.
- \$500 provides 35 hours of individual prevention case management for high-risk youth.
- \$500 provides a six-week bereavement support group for 6-8 partners, parents, or friends surviving the loss of a loved one from AIDS.

Penn's Way 2003 Frequently Asked Questions

Below are two of the questions and answers listed on the Penn's Way web site. For more questions and answers see www.upenn.edu/pennsway/.

Q: I don't see my favorite charity listed in the booklet. How can I donate to them through Penn's Way?

A: Under each of the umbrella partners, there are many individual organizations to which you can give. Please review the materials closely. If you do not see a charity of your choice listed, first contact the Donor Choice Hotline at (215) 665-2598. If they are not able to help you, contact either UWSEPA (Ray Smith at 215-665-2965) or CRF (Carol Boughter at 215-925-6140) to determine if your favorite charity is an eligible organization.

Q: What payment options are available?

A: There are five payment methods available to those participating in Penn's Way:

* **Payroll Deduction:** Only employees who are part of the University's payroll system can choose this method. You must select whether you would like an equal deduction from each pay, or one deduction from a single pay. If you choose this payment method we ask that you fill in the last four digits of your Social Security number in the space provided on the Pledge Card to ensure the proper processing of your donation by the Payroll department. Our privacy officers have assured us that this does not compromise your personal security. If you have any questions or concerns, please contact us.

* **Check:** Make your check payable to Penn's Way Campaign.

* **Cash:** We encourage you to utilize other forms of payment, but if you must use cash, please hand deliver to the Payroll Department, 310 Franklin Building.

* **Credit Card:** This is a one-time lump sum charge to your credit card. Due to administrative costs, we suggest a minimum credit card donation of \$25. You may use either your Visa or MasterCard. If you choose to pay by Credit Card, you must fill out your address.

* **Stock:** You may designate stock to the charitable organization of your choice. This will require some follow up by one of the managing organizations (UWSEPA or CRF) depending on your selected charity(ies).

(See page 6 for list of next week's Penn's Way raffle prizes.)

Thanksgiving Break Safety and Security: Special Checks

Dear Students, Faculty and Staff:

Thanksgiving Break 2002 (5 p.m. 11/27/02 through 8 a.m. 12/2/02) is approaching quickly. Traditionally, this is a time of lower occupancy and greater opportunity for crime. Therefore, we need to be more safety and security conscious.

In order to reduce the opportunity for crime (i.e., criminal mischief, burglaries, etc.), the Division of Public Safety is again offering to conduct Special Checks of Residential Properties during the following time frame: 5 p.m. Wednesday, November 27 to 7 a.m. Monday, December 2.

Students, faculty and staff who live within the following geographical boundaries—Schuylkill River to 43rd Street and Baltimore Avenue to Market Street—may list their residence with the Penn Police Department for Special Checks during the period it will be vacant.

Penn Police officers will periodically check the exterior of the property for signs of criminal activity or security breaches. If any are discovered, the officers will take appropriate action ranging from arresting the perpetrator to conducting an interior check of the property with subsequent notification to the listed occupant.

If you would like to list your residence for Special Checks during Thanksgiving Break 2002, please pick up an application at the Penn Police Headquarters, 4040 Chestnut Street. You need to complete and return the application prior to vacating the premise. Or, you may request "Special Checks" via the web. Complete the application form on the Public Safety website at www.publicsafety.upenn.edu/ and go to "Online Forms" and follow the instructions to submit.

Wishing you delicious food and quiet moments with family and friends,

—Patricia Brennan, Division of Public Safety

Safety and Security Tips for Thanksgiving Break 2002

If you are Leaving Penn for Thanksgiving Break:

- Register your residence with Public Safety for Special Checks during the Break.
- Secure or remove all valuables (i.e., jewelry, computers, stereos, televisions, etc.).
- All valuables should already be engraved with your Personal ID. Engravers are available at the Detective Unit, 4040 Chestnut Street, (215) 898-4485.
- Close and lock all windows; close all shades, drapes and blinds. Lock and bolt entrance doors to rooms or apartments.
- Use timers on lights and on a radio or television to give your residence the appearance of being occupied.
- Your answering device message should never indicate that you are not at home. Always use plural nouns even if you live alone (e.g., "we're not available to take your call right now"). Don't use your name.
- Make sure that your exterior lighting works and turn all lights on. Preferably, exterior lights should be on a timer or photoelectric cell. If not, contact your landlord regarding these security devices before you leave for Break!

If you are Remaining at Penn during Thanksgiving Break:

- Use one of the interior automated teller machines (ATMs). (Contact the Detective Unit, (215) 898-4485, for locations of interior ATMs).
- Avoid withdrawing money at night. Check the amount withdrawn only after you are safely inside your residence or office. Never display money in a crowd.
- Carry only necessary credit cards and money.
- Carry your wallet in an inside coat pocket or side trouser pocket. Carry your handbag tightly under your arm with the clasp toward your body. Never let it dangle by the handle.
- Keep your wallet or handbag closed and with you at all times. Never place it on the seat beside you, on the counter next to you or under a seat when dining.
- Be aware of your surroundings and the people around you, trust your instincts. Stay in well-lit and well-traveled areas.
- Walk with your head up, shoulders back and your eyes scanning the people around you.
- Use the "buddy" system or the Penn Transit System when traveling at night. From non-University exchanges, dial (215) 898-RIDE (7433) for the vehicular escort service or (215) 898-WALK (9255) for the walking escort service between the hours of 8 p.m. and 3 a.m., daily.
- If you are expecting guests or workers, do not open your door until you know it is the right person(s). Always ask to see identification of visitors you don't know.
- If accosted, don't resist! Don't panic! Get a good description, direction traveled, etc. and report the incident to the police as soon as possible.
- Know the locations of Penn's blue-light emergency telephones. Open the box, lift the receiver or push the button to talk.
- Report any suspicious activities to the police as soon as you can: Where, What, Who, When and How.

—Division of Public Safety

Know your Emergency Numbers:

Division of Public Safety
Penn Police Department
4040 Chestnut Street

On Campus: 511
Off Campus: (215) 573-3333
Non-Emergencies: (215) 898-7297/7298
Special Services: (215) 898-4481/6600
Penn Detectives: (215) 898-4485

Philadelphia Police Department
18th Police District
5510 Pine Street

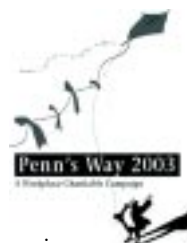
Emergencies: 911
General Business: (215) 686-3180

SEPTA Police Department

Emergencies: (215) 580-4131

Penn's Way

For information about the Penn's Way 2003 Campaign call (215) 746-GIVE or e-mail pennsway@pobox.upenn.edu or visit the campaign's web site on line at www.upenn.edu/pennsway.



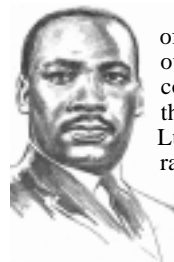
There will be seven winners in the second of the weekly raffle drawings. Pledge cards must be returned by noon on November 22 to be eligible for the drawing. Winners will be contacted December 2.

Week 2 Raffle Prizes

- Gift Certificate for two tickets to the Painted Bride Art Center
- Ten passes to the African American Museum in Philadelphia
- Family Membership to the Morris Arboretum
- Family Membership to the University of Pennsylvania Museum
- Certificate for two tickets to the Arden Theatre Company
- Five one-day guest passes to the Pottruck Health & Fitness Center
- Gift Certificate for two for dinner at Penne

Martin Luther King's Legacy: Justice, Peace and Service

Dear Members of the Penn Community,



Each year, during the month of January, the University and our surrounding communities come together to commemorate the life and legacy of Dr. Martin Luther King, Jr. The commemoration reminds us of our interdependence and reaffirms our commitment to the betterment of our communities through civility and service.

Beginning January 15 through January 31, 2003, Penn is proud to sponsor the Dr. Martin Luther King, Jr. Commemorative Symposium on Social Change to commemorate the life and legacy of Dr. Martin Luther King, Jr. This year's theme is *Penn's Commitment to the Legacy: Justice, Peace & Service*. The 2003 Commemorative Symposium is a wonderful opportunity for the University and the community to support dynamic programming that empowers individuals to help end the practice of racism, strengthen and appreciate diversity, serve the campus and surrounding area, embrace cultural arts, nurture a quest for knowledge, support free expression and embrace an interfaith community.

The University will acknowledge Monday, January 20, 2003 as "a day on and not a day off" by offering several volunteer projects in which to participate. Please encourage your family, friends, co-workers and fellow students to support King's legacy by volunteering on that day.

Complete details about the 2003 Martin Luther King, Jr. Commemorative Symposium on Social Change will be announced in a few weeks. For more information, contact the African-American Resource Center at (215) 898-0104 or aarc@pobox.upenn.edu.

—Machamma Quinichett, Executive Chair,
2003 MLK Planning Committee

Update

NOVEMBER AT PENN

MEETINGS

21 *Weekly-Paid Professional Staff Assembly*; noon; Terrace Room, Logan Hall.

READINGS/SIGNINGS

21 *Jonathan Santlofer; The Death Artist*; 6 p.m.; ICA (ICA).

23 *Montpelier Roundtable: A Reading by Faculty and Philly-area Grads of the Vermont College MFA in Poetry Program*; Richard Jackson; Natasha Saje; Christopher Birk; Barb Daniels; Aaren Perry; Lynn Levin; Ron Mohring; 4 p.m.; Kelly Writers House (Writers House).

TALKS

20 *Peripheral Benzodiazepine Receptor: a Lipophorin in Health and Disease*; Vassilios Papadopoulos, Georgetown University; noon; rm. 252, BRB II/III (CRRWH Seminar Series).

21 *Evaluating HIV-1 Entry and Antibody Neutralization Using Recombinant Viruses that Express Envelope Proteins Derived from Patient Viruses*; Chris Petropoulos, ViroLogic, Inc.; 12:30 p.m.; Auditorium, BRB II/III (Penn Center for AIDS Research).

A Crisis in German-American Relations?; Bernhard von der Planitz, Consul General of the Federal Republic of Germany; 4 p.m.; rm. G60, Huntsman Hall (Germanic Languages; Political Science).

26 *Scientific Opportunities for International Collaborative Research*; Lois Cohen, NIH; 3 p.m.; Auditorium, School of Nursing (Nursing).

Deadlines: The deadline for the January AT PENN calendar is *December 3*. For submission information, see www.upenn.edu/almanac/calendar/caldead.html.

Almanac Schedule

The schedule for the remainder of the semester is as follows: *Almanac* will be published on *Tuesday, November 26*, as well as *December 10* and *December 17*.

Breaking news will be posted to "Almanac Between Issues" and the *Express Almanac* will be e-mailed to those who have subscribed.

Stones In His Pockets

Bronson Pinchot (right) and Tim Ruddy portray 15 different characters on a film location in the Tony Award nominated play, *Stones In His Pockets*, by Marie Jones. The play has won London's Oliver Award and the Evening Standard Award for Best Comedy.



Set in an Irish village in County Kerry where a Hollywood film is being shot, *Stones In His Pockets* makes its Philadelphia Premiere on November 21, at Annenberg Center's Zellerbach Theatre and runs through December 1.

For tickets: (215) 898-3900 or on line at www.pennpresents.org. Discounts are available for seniors, students, groups and Penn faculty, staff and alumni.

CLASSIFIEDS—PERSONAL

HOLIDAY SPECIAL

Great-great grandson of Charles Dickens, Gerald Dickens, performs **A CHRISTMAS CAROL**, Dec. 7th, 8 p.m., Arsht Hall, U of D, Wilmington, DE, "A once in a lifetime brush with literary history," *New York Times*. www.dickensdarley.org or (800) 824-4703.

FITNESS

Grand opening of new Yoga Studio in University City. Power Yoga Works is located at 3925 Walnut Street next to Kinko's. We offer beginner and all levels classes daily with over 20 classes weekly. For more information visit our website at www.poweryogaworks.com or call us at (215) 243-9642.

THERAPY

Costly but Competent **Psychotherapy**. Shari D. Sobel, Ph.D. (215) 747-0460.

Almanac is not responsible for contents of classified ad material.

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

CLASSIFIEDS—UNIVERSITY

RESEARCH

Needed: Controls for Multiple Sclerosis. If you are at least 30 years and above and would like to participate in a research study, examining several primary senses (hearing, smell, taste and balance) for which you will be compensated \$100 for approximately 8 hours of participation. For more information please call (215) 662-6580.

Paid Research Study: Healthy, non-smoking, normal weight white men & women 28-58 years-old needed for study looking at the effect of sugar and protein on hormones. Involves blood sampling and one overnight stay in the hospital. Pays \$100. Leave a message for Dr. Rickels at (215) 615-3861.

Does it hurt to move? Are your joints painful and swollen? Do you have Rheumatoid Arthritis? If you answered YES to these questions...Come join a rheumatoid arthritis research study at the University of Pennsylvania. For more information call Susan at (215) 662-4634. Compensation will be provided.

Are you taking estrogen replacement? Volunteers are needed for an **osteoporosis research study**. If you are between the ages of 45 and 55 and are taking or would like to take estrogen replacement for menopause, you may be eligible to participate. Participants are compensated. For more information, call (215) 898-5664.

Want to Lose Weight after the Holidays? The UPENN Weight and Eating Disorders Program is offering a free 2-year weight loss program beginning this January. Women aged 21-50 who are approximately 50 pounds overweight (BMI 30-40) may be eligible. Please call Leanne at (215) 898-3184 to see if you qualify.

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

Get On Board Express Almanac

Sign up to receive e-mail notification when we post breaking news between issues. 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

Suite 211 Nichols House
3600 Chestnut Street, Philadelphia, PA 19104-6106
Phone: (215) 898-5274 or 5275 FAX: (215) 898-9137
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, PPSSA; Karen Pinckney, WPSA; 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).

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 4-10, 2002**. Also reported were 14 Crimes Against Property (including 10 thefts, 3 retail thefts and 1 act of vandalism). Full reports are on the Web (www.upenn.edu/almanac/v49/n13/crimes.html). Prior weeks' reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **November 4-10, 2002**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

11/05/02	3:11 AM	4000 Market St	Cash taken from complainant
11/05/02	3:11 AM	40 & Locust St	Male in possession of narcotics/Arrest
11/09/02	12:08 AM	3627 Locust Walk	Male acting disorderly/Arrest

18th District Report

7 incidents and 1 arrest (including 4 aggravated assaults and 3 robberies) were reported between **November 4-10, 2002** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

11/04/02	6:35 PM	4935 Spruce St	Aggravated Assault/Arrest
11/05/02	3:00 AM	4000 Market St	Robbery
11/06/02	11:49 PM	4600 Larchwood	Robbery
11/07/02	10:20 AM	5019 Hazel	Aggravated Assault
11/09/02	1:40 AM	5200 Webster	Aggravated Assault
11/09/02	10:00 AM	5200 Cedar	Robbery
11/10/02	2:20 AM	4900 Catherine	Aggravated Assault

HONORS & Other Things

Royal College of Nursing: Dr. Fagin



Claire Fagin

Former dean of the School of Nursing and former acting president of the University Dr. Claire Fagin has been presented with an Honorary Fellowship in the Royal College of Nursing.

"The RCN Honorary Fellowship is a very rare and prestigious honor that acknowledges nurses who have had an outstanding impact on their profession. This tribute recognizes Dr. Fagin's ongoing contributions in nursing leadership, research, education, and practice both here in the U.S. and throughout the world. It takes its place among Dr. Fagin's many other marks of distinction received throughout a remarkable career, including 11 honorary doctoral degrees and being named a Living Legend by the American Academy of Nursing," said School of Nursing Dean Afaf I. Meleis.

Five Fellows of AAAS

Five Penn scientists are among 291 newly named fellows of the American Association for the Advancement of Science. The honor acknowledges their research contributions in optical physics, microbiology, vertebrate paleontology, radiation oncology and plant biology.

Election to AAAS fellowship recognizes efforts to advance science or foster applications that are scientifically or socially distinguished. Penn's new inductees are:

Dr. Elias Burstein, professor emeritus of physics in SAS, cited for substantial leadership, research and education in the optical physics of solids and for nurturing new fields through conference and symposia organization.

Dr. Helen Conrad Davies, professor of microbiology in the School of Medicine, cited for research on reactions of bacterial cytochromes and antibodies as probes of enzyme function and for recruitment and retention of people of color and women in biomedical careers.

Dr. Peter Dodson, professor of anatomy in the School of Veterinary Medicine and professor of earth and environmental science in the SAS, cited for distinguished contributions to vertebrate paleontology, especially in discoveries about dinosaur biology, and for the education of the public about dinosaurs and evolution.

Dr. Eli Glatstein, professor of radiation oncology in the School of Medicine, cited for extraordinary advances in the radiation oncology therapy of Hodgkin's diseases and other malignant disorders.

Dr. R. Scott Poethig, professor of biology in SAS, cited for cell-lineage studies of plant development and for genetic analyses of shoot morphogenesis in maize and Arabidopsis.

Senior Scholar Award: Dr. Roos

Dr. David Roos, the Merriam Professor in Biology and director of the Genomics Institute, received a 2002 Senior Scholar Award in Global Infectious Diseases from the Ellison Medical Foundation. The foundation supports basic research on the molecular and cellular mechanisms of infectious diseases, particularly innovative approaches that show promise for major improvements in public health for illnesses neglected by federal funders and other traditional sources. The award was for *Designing and Mining*

Pathogen Genome Databases.

Dr. Roos has developed and applied breakthrough technologies in molecular genetics, cell biology, and genomics for the study of protozoan parasites. Much of his laboratory's work has focused on *Plasmodium*, the parasite that causes malaria, which kills more than one million people every year. The World Health Organization lists malaria as one of the world's most devastating infectious diseases.



David Roos

Music Society Member: Dr. Wolf



Eugene Wolf

Dr. Eugene K. Wolf, emeritus professor of music, was elected the first honorary member of the Society for Eighteenth-Century Music. This election honors Dr. Wolf's lifetime achievement as a scholar in the field of music of the classic era. An internationally renowned expert on the style and history of

the 18th-century symphony, Dr. Wolf has also published widely on the musical manuscripts of this period and developed new methodological approaches to determining their provenance and chronology. A monograph on the musical manuscripts from the German court at Mannheim is in press, and a major work on the history of the early classical symphony is nearing completion. At the time of his retirement in 1998, Dr. Wolf served as the Class of 1965 Professor of Music (*Almanac* September 23, 1997).

Pioneer in Adoption: Dr. Spigner



Carol Spigner

Dr. Carol Wilson Spigner, professor of social work, has received the Pioneer in Adoption Award from the Child Welfare League of America. "Carol is one of our most distinguished professors, and it is a tribute to her work serving children to be recognized with such a prestigious award," said interim Dean

of Social Work Richard Gelles.

Christian Gauss Award: Dr. Stewart



Susan Stewart

Dr. Susan Stewart, the Donald T. Regan Professor of English, has won this year's Christian Gauss Award for her book *Poetry and the Fate of the Senses*. The honor acknowledges outstanding scholarly books published in the U.S. in the field of literary scholarship or criticism.

With *Poetry and the Fate of the Senses*, Dr. Stewart explores the pivotal role of poetry in contemporary culture. Her study draws on readings from the ancient Greeks to the postmodern poets to explain how poetry creates meanings between persons.

NSF Career Awards

Two SEAS faculty received NSF Career Awards in 2002. The Career Award is NSF's most prestigious honor for junior faculty members and supports exceptionally promising junior faculty who are committed to the integration of research and education and are most likely to become the academic leaders of the 21st century.

Dr. George Pappas, assistant professor of electrical and systems engineering, received the



George Pappas

Award for *Hierarchical Abstractions of Hybrid Systems*. His research discipline of hybrid systems provides a mathematical framework for the modeling, analysis, and design of embedded systems.

Dr. Talid Sinno, assistant professor of chemical and biomolecular engineering, received the



Talid Sinno

Award for *Systematic Multiscale Modeling of Directed Assembly in Semiconductor Materials Processing*. His research interests include computational materials science, with emphasis on the processing and properties of electronic materials, particularly semiconductors.

Fire Prevention: Mr. Bateman

Mr. Ted Bateman, director of fire and emergency services for the Division of Public Safety, was inducted into the Philadelphia Citizen's Fire Prevention Committee this fall. The Fire Prevention Committee consists of 70 citizens who support the efforts of the Philadelphia Fire Department in furthering their crime prevention initiatives and ensuring the community's safety.

Architectural Award

Facilities and Real Estate Services' space at the Left Bank received the *Business Week* and *Architectural Record* Award. The award program is called "Good Design is Good Business" and honors "the achievement of business goals through architecture, measurable results and distinguished collaboration between clients and architects." The program is administered by the AIA for *Business Week* and *Architectural Record*.

Excellence Award: Mr. Whitfield

Mr. Rick Whitfield, vice president for audit and compliance, has received the Association of College and University Auditors' (ACUA) member Excellence Award at its annual conference. The Award is given for exceptional contribution to the mission of ACUA and to the advancement of Internal Auditing in higher education.

Silver Buckle Award for UPPD

The *Penn Police Department* has received a "Silver Buckle," the Governor's Highway Safety Award from PennDOT as a result of the UPPD's year-long "dedicated effort in placing a priority on reducing traffic crashes and the risk of injury by promoting the use of seat belts and child safety seats. The UPPD demonstrated both in its written policies and procedures and in its active enforcement of the state seat belt and child passenger safety laws their commitment to the safety of the University community."