

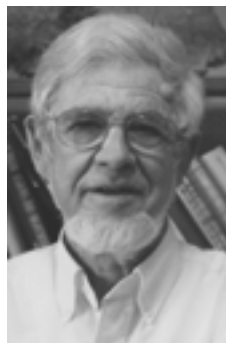
UNIVERSITY of PENNSYLVANIA *Almanac*

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Commencement Speaker: Desmond Tutu and the Honorary Degree Recipients



Stephen Breyer



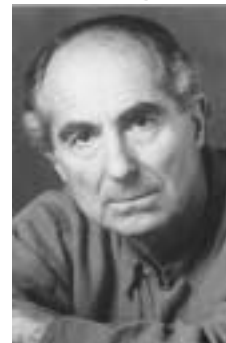
Herbert Gans



Sadako Ogata



Mamphela Ramphele



Philip Roth



Desmond Tutu

Nobel laureate Archbishop Desmond Tutu who was the first black Anglican Archbishop of Cape Town, South Africa will deliver the Commencement address at Penn's 247th Commencement on Monday, May 19 at Franklin Field. Archbishop Tutu's biographical sketch was published in the November 5, 2002 issue of *Almanac* and is available on line at www.upenn.edu/almanac/v49/n11/tutu.html.

Archbishop Tutu will receive an honorary degree as will five other recipients.

Stephen Breyer, associate justice of the Supreme Court of the US, is admired for his distin-

guished dedication to Constitutional law, brilliance about governmental regulation in a free market society, and passion for teaching America's future lawyers.

Herbert J. Gans, the first graduate of Penn's doctoral program in City Planning, whose research and commentary on urban sociology and planning has served as a national standard for more than 50 years.

Sadako Ogata, whose tireless work to aid the world's refugees has demonstrated a lifetime of humanitarian compassion, visionary leadership, and distinguished diplomacy.

Dr. Mamphela Ramphele, who played a key role in the historic struggle to end apartheid in South Africa, is a renowned international leader who has advanced the cause of human rights and equal opportunity with tireless determination.

Philip Roth, a Pulitzer-prize winning author who writes vividly about the inescapable predicaments of existence while capturing all the human strangeness of life as it is lived.

See page 8 for more on the honorary degree recipients. For commencement information see the website, www.upenn.edu/commencement or call the hotline, (215) 573-GRAD.

Total Undergraduate Charges: 4.8 Percent Increase for 2003-2004

Total undergraduate charges for tuition, fees, room and board at Penn will increase 4.8% for the 2003-2004 academic year from \$36,212 in 2002-2003 to \$37,960 in 2003-2004. The increase was approved on Friday by the Trustees.

Tuition and general fees for undergraduate students for the 2003-2004 academic year will increase 4.8%, from \$27,988 to \$29,318; average room and board charges will increase 5.1%, from \$8,224 to \$8,642, yielding an increase in total charges of 4.8%.

Total charges at Penn for the 2003-2004 academic year are in line with those at other institutions in the Ivy League, based on charges already announced at Brown, Cornell, Dartmouth and Yale. (*See charts on page 3*).

"Despite the challenges we are facing in these uncertain economic times, we have remained committed to keeping tuition increases as low as possible, while at the same time continuing to offer our students an education that is among the very best available," said President Judith Rodin. "Furthermore, our need-blind admissions policy maintains our commitment to keeping a Penn undergraduate education accessible to the best and brightest students in the nation and in the world regardless of their economic circumstances."

"In the coming year, Penn will continue its long-standing policy to admit students based on academic achievement, without regard for their ability to pay," Dr. Rodin said. For those students who matriculate with a demonstrated financial need, Penn creates financial aid pack-

ages that meet the full extent of the students' need for a full four years.

"The University is projecting an increase of 7.5% in its need-based undergraduate grants and scholarships in the coming year," Dr. Rodin said.

Since 1997-1998, the percentage of the average freshman aid package met by grants has increased from 67.7% to 76%, while the average loan as a percentage of total aid has declined from 22.9% to 13.8%. The average freshman grant increased by 39% during this same period.

Roughly 30% of the University's aided freshmen will have their need met without any expected student loan.

Penn will continue, for the fourth year, the Summer Savings Waiver Program, which provides grants to offset the normal summer self-help work contribution requirement of students who participate in unpaid or low-paying community service or career-related activity over the summer.

Penn continues to experience exceptional demand from the nation's top high school graduates, receiving 18,797 applications for 2,385 places in its undergraduate program.

Penn's resources are dedicated to achieving the goals of *Building on Excellence: The Leadership Agenda*, the University's guidelines for excellence through 2007. These include:

- Continuing recruitment of top faculty in social science, physical science, information science and the humanities.
- Building upon Penn's special strengths to develop academic priorities that will include urban-

ism, the life sciences, technology innovation, a global strategy and innovative, interdisciplinary cultural programs and curricular development.

- Sustaining excellence in all undergraduate education programs, through continued enhancements to Penn's innovative College House undergraduate residential living-learning program, in which undergraduate houses are led by resident faculty members and academic support services and student-led co-curricular programs are organized and provided in residence.
- Defining the future of education by adapting Penn's pedagogical methods to the learning needs of current and future generations.
- Developing further the physical, financial, operational and entrepreneurial capacities to sustain the academic enterprise.

IN THIS ISSUE

- 2 Senate: SEC Actions; Preparedness on Campus; Death: Mr. Stewart
- 3 Trustees Coverage; ISC Policy
- 4 HR: Health Care and Penn
- 5 CCTV Locations; Energy Conservation; Research Foundation Conference Support
- 6 HR: Take Our Daughters and Sons to Work Day; Recruitment and Staffing Services; A Peak at Penn's Past; Classifieds
- 7 EHRS Training; Update; CrimeStats;
- 8 Honorary Degree Recipients

Pullouts:

Executive Summary of 2001-2002 Report of the Faculty Senate Committee on the Economic Status of the Faculty
April AT PENN

SENATE From the Senate Office

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

Actions Taken by the Senate Executive Committee Wednesday, March 19, 2003

1. Chair's Report. Faculty Senate Chair Mitch Marcus informed SEC that a new University committee formed by the President, Provost and three Faculty Senate chairs has now been charged to review limited aspects of the University Patent Policy. He noted that the Committee consisted entirely of Penn faculty, who have been encouraged to call on University administrators, i.e. General Counsel, Center for Technology Transfer, to lend their expertise during the course of its work. The Committee will focus on the following four areas: (1) Intellectual Property Rights (IPR); (2) Disclosure of Inventions; (3) Management of Licensing; and (4) IPR and Faculty Consulting.

Professor Marcus, in advance of the Provost's presentation to SEC on the new Vice Provost for Strategic Initiatives position (see below), handed out the announcement in *Almanac* regarding this position. He announced that at the request of the Senate Chairs, the administration invoked the University Committee on Consultation, composed of the three Senate chairs, and the chairpersons of the Undergraduate Assembly and the Graduate and Professional Student Assembly, to confirm the procedure for selection of the new Vice Provost. Professor Marcus announced that he was one of those interviewing initial candidates for the new position, and that he expected that a number of faculty members would be among those meeting finalists for this position.

Professor Marcus next announced that the Senate Chairs were informed that Interim Associate Provost Walter Wales would be staying on in this position for another year. The Executive Committee expressed serious concern about the length of this interim appointment, given the importance of this position to the faculty. While SEC strongly supports the choice of Walter Wales as Interim Associate Provost, they would like to see a search underway as soon as possible, with maximum faculty input. A resolution was passed unanimously asking the chairs to discuss this with the President and Provost at their next meeting.

Professor Marcus then distributed a form that Penn recently received from the U.S. Department of Justice which must now be signed by every member of a research lab that uses one of a number of select biological agents. Signing the form authorizes the Department of Justice "to obtain any information relevant to assessing the suitability of [Penn Laboratory Personnel] to access, possess, use, receive or transfer select biological agents and toxins from any relevant source.... This information may include, but is not limited to, biographical, financial, law enforcement and intelligence information." Currently, there are a limited number of Penn research labs to which this law applies. Professor Marcus noted that he found the entire form disturbing but wanted to particularly highlight the ability of the U.S. Department of Justice, at their discretion, to release and/or disclose records or information to organizations or individuals, both public and private, to elicit information or cooperation from the recipient for use in this assessment.

2. Past Chair's Report on Academic Planning and Budget and Capital Council. Past Chair David Hackney noted that while the deliberations of Academic Planning and Budget and Capital Council are confidential, SEC is indeed learning, through various presentations, issues that are being discussed in both committees.

3. Gender Equity/Faculty Development Discussion. SEC began to discuss next steps in reaction to last year's Gender Equity report. The Senate Chairs informed the Committee that over the past few months they had met with various members of the University community, including: Phoebe Leboy, co-chair (with the late Barbara Lowery) of last year's Gender Equity Committee; Lois Evans, chair of AWFA, the Association of Women Faculty and Administrators; and Stephanie Abbuhl, director of FOCUS on Health and Leadership for Women of the School of Medicine, among others. They also contacted Wendy White, Vice President and General Counsel, to discuss what legal limits exist in addressing the issues of gender imbalance.

Among issues of wide concern to woman faculty members reported by the Chairs were the need for a more "family friendly" atmosphere across the University (e.g. eliminating early/late meetings), and the lack of faculty mentoring in many of Penn's schools. In the discussion that followed, it was agreed that SEC should take action leading to the creation of a new standing committee, to be called the Committee on Faculty Development Committee to investigate mechanisms to promote faculty diversity and to take on coordination of mentoring for all junior faculty and associate professors (not just women) across the University. This mentoring project would be coordinated and monitored through the Faculty Senate office.

SEC voted to immediately create an ad hoc committee to quickly develop the charge and role of this new standing committee. Once approved by SEC, this charge will be submitted for approval to the Faculty Senate as a whole, amending the Rules of the Faculty Senate.

4. Patriot Act Resolution Discussion. Due to the length of the previous agenda item, the Patriot Act discussion was postponed.

5. Provost Robert Barchi – New Vice Provost for Strategic Initiatives Position. Provost Barchi joined the meeting to discuss and follow up on the announcement of the new Vice Provost position, shifting the Center for Technology Transfer entirely into the office of the Provost and creating within that office a new Office of Corporate and Industrial Relations. He emphasized the importance, he thought, of making this a Vice Provost position, rather than a Vice President, in order to emphasize the relationship between technology transition and the faculty. The Faculty Senate Chair noted that he had been contacted by several faculty members expressing discomfort with the new position, but SEC members present commented that they were pleased to see the creation of this position as many of them have been frustrated by the lack of central, streamlined faculty mechanism for technology transition and corporate contacts at Penn. SEC members strongly agreed that the title of Vice Provost was indeed appropriate.

6. Other New Business. It was unanimously agreed that SEC would shift its meetings for the 2003-2004 academic year to 2:30-5:00 p.m. in support of those with children in child-care, and would poll its membership about the possibility of shifting SEC's April and May meetings to this earlier time.

Preparedness On Campus

Dear Members of the Penn Community:

As all of you are no doubt aware, hostilities have commenced between the United States and Iraq, and the nation is now on high alert for terrorist attacks.

We want to reassure you that the University is prepared to deal with any emergency that may arise. We have spent the past year developing a plan of action with the advice of outside experts to ensure the safety and security of everyone who studies, teaches and works at Penn. Our top administrators, safety and security personnel and Health System staff have rehearsed what to do in the event of a hostile act or other types of terrorist activity.

We maintain close contact with federal, state and city emergency management agencies, as well as with law enforcement personnel at all levels. Should an emergency arise, we are ready to do what we need to do as advised by government staff. We have also taken steps to ensure that extra security is available to protect the campus if it is needed.

You can assist us by staying informed about events as they occur. In the event of an emergency in the Philadelphia region, you should stay tuned to local television and radio for the latest information. We will inform you of any steps we may need to take through broadcast e-mail, voicemail and messages posted to our Penn Web emergency information site, www.upenn.edu/about/emergency_preparedness.php.

We understand that many of you are concerned about the war. We have scheduled a series of interfaith gatherings, academic reflections and humanitarian projects where the entire campus can share concerns. Details about these events can be found on the Penn Web calendar; please check it often, as new activities are continually being added. We have also set up a space in Houston Hall that will be open around the clock for conversation, contemplation and support, with staff and refreshments on hand.

While we send our troops our heartfelt wishes for their eventual safe return, we also believe the robust debate that has taken place over the past several months is good for the campus and the country. We encourage you to continue the discussion as you go about your normal course of studies and activities.

We urge you to continue your activities as usual while remaining vigilant. We appreciate your continued concern for the safety of the campus, the community and our country.

—Judith Rodin, President

—Robert Barchi, Provost

—Clifford L. Stanley, Executive Vice President

Death

Mr. Stewart, School of Medicine

Mr. J. Allman Stewart, a retired research technician at the School of Medicine, died on March 16, at the age of 92.

Mr. Stewart was a graduate of South Philadelphia High School for Boys and earned a B.A. from Penn in 1937. He joined the School of Medicine as a research technician in 1929 and remained here until he retired in 1976. During his time here, Mr. Stewart assisted Dr. Oscar V. Batson, an anatomy professor who perfected a technique that revealed a system of vertebral veins now called Batson's plexus.

Mr. Stewart is survived by his son James; his daughter Ruth Wilson; five grandchildren; two step-grandchildren; two great-grandchildren; and a brother. Memorial donations may be made to First Presbyterian Church, 25 Garden St., Mount Holly, NJ 08060-1841.

To Report A Death: *Almanac* appreciates being informed of the deaths of current and former faculty and staff members, students, and other members of the Penn community. Please send information or call (215) 898-5274 or e-mail almanac@pobox.upenn.edu.

Trustee Meeting Coverage

In addition to approving the undergraduate tuition, fees and other charges for the coming year (*see tables at right*), the Trustees also stated that graduate and professional school tuition will be determined administratively to reflect the budget requirements of the various schools and part-time tuition and fee rates will increase proportionately. The general fee for graduate students will be \$1,750 and the general fee for professional school students will be \$1,382.

Hill Square, the area known formerly known as Hill Field east on 34 St. to Walnut Street, will have the same standards as College Green. There will be new lighting and trees with granite benches along the walkway. A sculpture by Jenny Holzer will be installed commemorating 125 Years of Women at Penn. Olin Partnership is the landscape architect on this project.

The Annenberg Plaza will receive an upgrade with funding from the Annenberg Foundation. Planned upgrades include handicap access to the Annenberg Center, new granite paving, and additional landscaping to soften the appearance. The project is expected to begin this summer with a completion date of the fall of 2003.

The Trustees passed a resolution to engage ARAMARK to provide residential, retail, kosher and catering related food services to the University. The initial term of the agreement is for two years with four two-year renewal periods for a potential total term of ten years.

Design and construction for the installation of sprinkler systems in Meyer Hall will proceed and include addressable fire alarms and local smoke detection systems. The project is estimated to cost \$1.2 million.

Redevelopment of the Hajoca Building at 3025 Walnut Street will be handled by Dranoff Properties, Inc. The \$15 million redevelopment of the building will enable WXPEN to lease approximately 16,400 square feet of the building for a term of 15 years with two five year renewal terms. Additionally there will be approximately 17,000 rentable square feet of space for use as a restaurant and live performance venue to be operated by the Real Entertainment Group, Inc., to be known as "World Café Live."

It was reported that the total net assets for the entire University decreased by 2.4% to \$5.0 billion, principally due to a net loss on investments both realized and unrealized. The total endowment for the academic component of the University decreased from \$2.841 billion as of June 30 last year to \$2.729 billion.

On the Health Services side the overall utilization remained strong with adult inpatient admissions increasing 3.2% over a seven-month period. Total net assets have decreased by 5.7% since June 30, 2002.

ISC Computing Policy

The Network Policy Committee, IT Roundtable, and the Vice Provost for ISC wish to call your attention to a recently approved computing policy that specifies the conditions under which a network routing device may be connected to PennNet other than by the ISC Networking & Telecommunications group.

The goal of the policy is to define the ways in which this can be done without adversely affecting the provision of network service to others. The full policy text can be found on-line at www.isc-net.upenn.edu/policy/approved/20030310-routing.html.

—Deke Kassabian,
Senior Technology Director,
Networking and Telecommunications, ISC

Academic Year 2003-2004 Undergrad Tuition, Fees and Room & Board Increases

Change in Room and Board Comparative Basis

	Restated Basis 2002-2003	2003-2004	Increase	% Change
Total Charges	\$36,480	\$37,960	\$1,480	4.1%
Tuition	\$25,078	\$26,282	\$1,204	4.8%
Fees	\$ 2,910	\$ 3,036	\$ 126	4.3%
Room & Board*	\$ 8,492	\$ 8,642	\$ 150	1.8%

* 2002-2003 based on median room and Platinum meal plan

Undergraduate Total Charges: Annual % Change

	99-00/ 98-99	00-01/ 99-00	01-02/ 00-01	02-03/ 01-02	03-04/ 02-03 *	Av. Ann. Chg. 1999-2004
Washington	5.5%	3.5%	6.5%	6.6%	5.5%	7.2% B
Northwestern	4.2%	5.0%	5.0%	5.8%	5.5%	5.1%
Stanford	3.6%	4.9%	5.5%	4.9%	4.9%	4.8%
Cornell	4.3%	4.6%	4.9%	5.6%	4.1%	5.3% B
NYU	3.7%	4.4%	4.9%	5.3%		4.6%
M.I.T.	3.6%	4.2%	3.7%	4.6%	6.2%	4.5%
Johns Hopkins	3.9%	5.0%	4.8%	4.3%	4.6%	4.5%
Chicago	3.7%	4.3%	4.4%	5.1%		4.4%
Georgetown	3.6%	4.0%	4.6%	5.0%		4.3%
Penn	3.7%	3.4%	4.9%	4.6%	4.8%	4.1% A
Dartmouth	3.8%	3.8%	3.8%	4.4%	5.0%	4.2%
Columbia	3.9%	3.6%	3.8%	4.4%		4.0%
Duke	3.2%	3.7%	4.2%	3.9%	5.0%	4.0%
Brown	3.9%	3.9%	3.6%	4.6%	4.4%	4.1%
Harvard	3.3%	2.9%	3.5%	4.9%		3.7%
Princeton	3.5%	3.3%	3.4%	4.0%	4.5%	3.7%
Yale	2.9%	2.9%	3.5%	3.9%	4.6%	3.6%

16 School Average (excluding Penn)

4.8%

4.4%

13 School Average (excluding Penn, Harvard, Yale, Princeton)

5.0%

4.5%

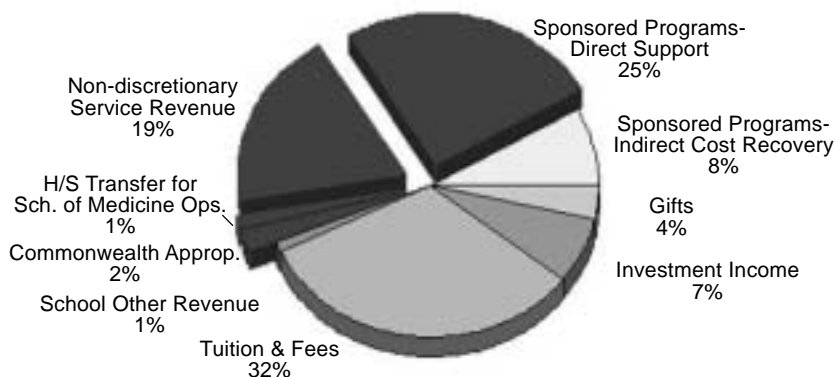
* Before/After restated charges

Academic Year 2003-2004 Peer Institution: Undergrad Charges Comparison

	2002-03 Total	2003-04 Total	% Change vs. 2002-03	Before/After Restatement	2003-04 Tuition/Fees	2003-04 Room/Board
Washington U.	\$36,869	\$38,909	5.5%	7.2% Before	\$29,053	\$9,856
NYU	37,076	38,744	4.5%*			
Columbia	36,752	38,406	4.5%*			
Chicago	36,698	38,349	4.5%*			
M.I.T.	36,060	38,310	6.2%		29,600	8,710
Cornell	36,767	38,283	4.1%	5.3% Before	28,754	9,529
Georgetown	36,545	38,190	4.5%*			
Penn	36,212	37,960	4.8%	4.1% After	29,318	8,642
Brown	36,356	37,942	4.4%		29,846	8,096
Johns Hopkins	36,220	37,888	4.6%		28,730	9,158
Stanford	36,123	37,875	4.9%		28,802	9,073
Dartmouth	35,988	37,770	5.0%		29,145	8,625
Harvard	35,950	37,568	4.5%*			
Duke	35,765	37,555	5.0%		29,345	8,210
Northwestern	35,505	37,491	5.5%		28,524	8,967
Yale	35,370	37,000	4.6%		28,400	8,600
Princeton	35,132	36,709	4.5%		28,600	8,109

* Not yet announced. 2003-04 Total is based on 4.5% projected increase.

FY 2003 Academic Budget: Total Revenue by Source



Total = \$1.746 Billion

Health Care and Penn

Health care has been the recent focus of much discussion in the media and in the political arena. With the annual health benefits Open Enrollment period approaching next month (April 14-25), it is also a timely topic here at Penn. Throughout the months of March and April, Human Resources will be sending out information about health care. Some materials will be sent to your home address, some to your intramural address. In addition to those materials, *Almanac* will be running a multi-week series of articles focusing on health care and Penn. This one gives a background on the nationwide issue of rising health care costs and how Penn's costs compare to other employers. Future articles will discuss topics such as changes that Penn will be making to help deal with this issue and what you can do to contain your own costs, as well as specific information about Penn's Open Enrollment period.

Health Care Costs Continue to Skyrocket

Rising health care costs have been a nationwide topic of concern over the past several years. Within the past 5 years alone, the overall cost of health care for large employers (10,000 employees or more) has increased nearly 47%, according to a study by Hewitt Associates, a global human resources and benefits consulting firm. In 2002, employers absorbed the biggest annual cost increase in over 10 years. And experts can see no end to these skyrocketing cost trends in the near future.

Penn has not remained untouched by this phenomenon. We experienced a 13% increase in health care costs in fiscal year 2002, over 9 times the inflation rate of 1.4% for that same year. Our spending for health care totaled \$65 million! Without cost controls, that \$65 million expense is expected to *double* in a mere 5 1/2 years.

Why are Health Care Costs Rising?

Many of the reasons for these rising costs go beyond the control of employers. For example, prescription drug costs have been the fastest growing expense, projected to grow at 20% to 30% annually. New, more expensive drugs are constantly being introduced. Plus, pharmaceutical companies have stepped up their direct-to-consumer marketing, increasing the demand for and utilization of these drugs. The combination of these factors has caused drug costs to rise at an alarming pace.

Another cost driver for health care is an issue that has gained a lot of press lately: the number of uninsured in America. As noted in a recent article on Penn's Knowledge@Wharton website, <http://knowledge.wharton.upenn.edu>, many experts agree that insuring the uninsured is the nation's top health care issue. More than 41 million people across the country do not have health insurance, a situation that contributes to rising health care costs in many ways. For example, those without insurance may choose not to pay for the relatively inexpensive preventive care that can help prevent serious illnesses. Then when the uninsured become seriously ill, this costly care must be paid for somehow...and those costs are typically passed on to those who do have insurance, in the form of higher premiums.

Added to these factors are the realities that Penn's employee population is aging, and people are simply using more health care services these days. These are some of the major influences on Penn's cost increases, as our participants tend to utilize our plans on a higher-than-average basis. At the same time, the costs of these health care services are on the rise, due to factors such as high-priced advances in medical technology and treatment, and exorbitant malpractice insurance premiums. This high usage of increasingly more expensive benefits leads to even higher costs for the University.

How does Penn compare?

Hewitt Associates gathered benchmarking data from large employers nationwide (representing over 17 million health plan participants) to compare Penn's health care information with local and national averages. The local market data was gathered from Philadelphia-area employers (Pennsylvania, New Jersey, and Delaware).

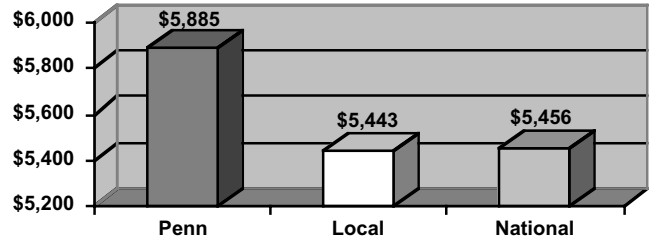
In comparison to the local and national markets represented by Hewitt's study, Penn's total health care costs per employee are above average, at over \$5,800 per employee per year. This means that we're paying about 8% more per employee than most other employers in the nation.

Why are our costs higher than most employers? Total health care costs are affected by factors such as demographics, plan design, and the financial efficiency of health plans. All of these contribute to Penn's high costs.

Demographics

Statistics show that women and older individuals tend to be the most frequent users of health care services. Penn employs a higher-than-average proportion of female and older workers, which serves to increase the utilization of our plans and drive up our health care costs. According to Hewitt's study, Penn's costs related to the age and gender of our employees are 8% higher than average.

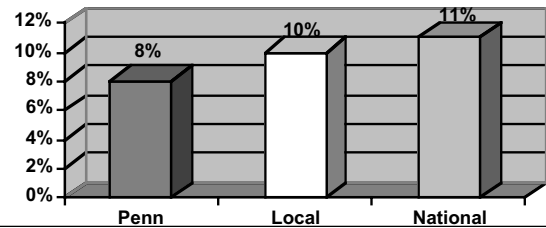
Total Health Care Costs per Employee



Plan Design Richness

Penn's plans offer richer benefits than most employers in the local and national markets. Employee out-of-pocket costs for our plans average just 8% of the total plan costs, compared to 10% and 11% for the local and national markets respectively.

Employee Out-of-Pocket Costs

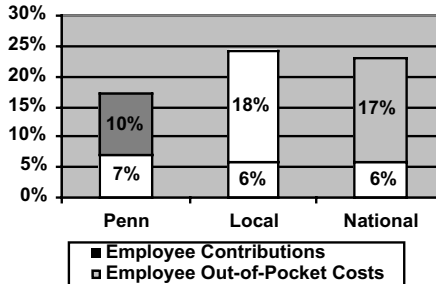


Financial Efficiency of Health Plans

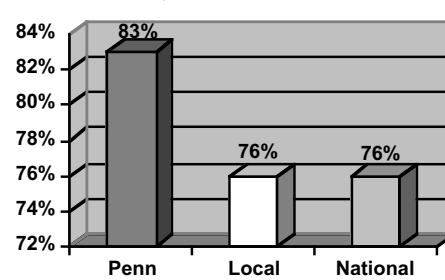
As part of Hewitt's study, analysts calculate what's called the financial efficiency of health care plans. This measure compares the total costs of all health plans against each other to see how efficiently they operate. A financial efficiency score of 100% is the average across all plans. Scores above 100% represent a higher-than-average efficiency, and scores below 100% represent a lower-than-average efficiency. Penn's overall score has decreased from 107% in fiscal year 2002 to 95% in the current fiscal year, indicating that the financial efficiency of our health plans has fallen to a below-average level compared to the other companies included in the study. The main reason for this decrease has been the high rate of utilization of our plans by our employees (see *Why are Health Care Costs Rising?*, above).

Despite these financial challenges, Penn still provides a competitive benefits package to our employees. In particular, the HMO plans offered by Penn present the most cost-effective option to employees, with total employee costs well below the local and national averages.

Total Employee Costs—HMO Plans



Total Employer Costs—HMO Plans



Look for More Information

Look for more information in next week's *Almanac* as the "Health Care and Penn" series continues. For questions about the health benefits offered by Penn, visit the HR website at www.hr.upenn.edu/benefits or call the Penn Benefits Center at 1-888-PENNBEN (1-888-736-6236).

—Division of Human Resources

Penn Vital Signs on WPVI-TV

In medicine, the future is dependent upon a team of experienced, knowledgeable scientists, doctors, and nurses, whose common goal is to offer the patient the best possible care and treatment. *PENN Vital Signs*, UPHS's medical TV show, brings viewers inside the world of medicine as Penn's healthcare team cares for patients and their families. In the next episode, the orthopaedic team cares for a patient as he encounters a suspicious tumor behind his knee. It also shows how the latest advances in neuro-orthopaedics helped one woman regain mobility in her leg after suffering a stroke. For your health, or the health of someone you love, tune in to *PENN Vital Signs*, airing Saturday, March 29 at 7 p.m., Sunday, March 30 at 5:30 a.m., and Sunday, April 12 at 1:30 p.m., on WPVI-TV, Channel 6 ABC.

—UPHS

CCTV for Public Spaces

The Division of Public Safety is committed to enhancing the quality of life to the campus community by integrating the best practices of public and private policing with state-of-the-art technology. A critical component of a comprehensive security plan using state-of-the-art technology is CCTV.

As prescribed by the University Policy "Closed Circuit Television Monitoring and Recording of Public Areas for Safety and Security Purposes," *Almanac* April 13, 1999, the locations of all outside CCTV cameras monitored by Public Safety are to be published semi-annually in *Almanac*.

The following existing cameras meet that criteria:

- 34th & Walnut Street
- 37th & Walnut Street
- 37th Street (Sansom Common Loading Dock)
- Steve Murray Way & Sansom
- Steve Murray Way & Chestnut
- SEAS Courtyard/Loading Dock
- Museum Loading Dock
- Museum—33rd Street
- Museum—Main Entrance
- Museum—Lower Courtyard
- Museum—Kress Exterior Entrance
- Museum—Kress Gallery
- 40th & Walnut Street
- 33rd & Chestnut Street
- 36rd & Sansom Street
- 38th & Hamilton Walk
- 33rd & Walnut Street
- 4040 Chestnut Street
- 4040 Sansom Street
- 4100 Chestnut Street
- 40th & Locust Street
- 40th & Spruce Street
- 39th & Spruce Street
- 39th & Walnut Street
- 38th & Walnut Street
- 38th & Spruce Street
- Parking Lot # 15
- 36th & Walnut Street
- 37th & Spruce Street
- 36th & Spruce Street
- 33th & Smith Walk
- 36th & Locust Street
- 33th & Chestnut Street
- 43rd & Locust Street
- 3500 Sansom Street
- Bennett Hall (3300 Chancellor)

The full CCTV Monitoring Policy can be found on the Public Safety web site, at www.publicsafety.upenn.edu.

Questions in reference to the CCTV system or policy may be addressed to Maureen Rush, Vice President for Public Safety or Domenic Ceccanecchio, Director of Security Services.

Energy Conservation Reminder— Cooling Season Energy Conservation

Spring is here and summer is just around the corner. During the next few months, while the weather is still temperate, there is opportunity for building occupants to take advantage of the favorable climate, and conserve energy.

Some campus buildings have operable windows, which allow employees to open windows and enjoy the refreshing spring air. If for some reason some windows seem unable to open, feel free to contact Facilities Services, who will provide assistance.

As spring passes into summer the Southwest breezes pick up, and many employees will prefer an open window. If enough employees in any building with operable windows choose to take advantage of the summer breezes we will work with the applicable school or center to make this a "fresh air building". If this is the case please let your Facilities Manager know and we will work with you to ensure that conditioned air is not going out the open window.

Unfortunately, some buildings have fixed windows. This is typically true of research and treatment facilities, and some of our newer classroom and office buildings. The fixed windows are necessary because the spaces inside must be maintained at a specific temperature, within a given air change rate and/or at a specific pressurization relative to one another.

The cooperation, efforts and determination of the faculty, staff and students have yielded great results over the past several heating and cooling seasons. With everyone pulling together future success is certain.

Your consideration and testing of this approach is greatly appreciated.

There are additional efforts that ISC is developing and coordinating with the IT Roundtable Committee and the IT Super Users Group. We will provide you additional updates on these initiatives when they are more fully developed.

—Omar Blaik, Vice President Facilities & Real Estate Services

—Barry Hiltz, Associate Vice President Facilities Operations



University Research Foundation Conference Support

We would like to announce the introduction of a modest new program as part of the University Research Foundation. We receive a number of requests for support of academic meetings, but these are rarely funded since they do not fall under any of the priorities to which the URF is dedicated. After consultation with the Chairs of the four committees that review URF applications, we have decided to introduce a separate funding opportunity to provide partial support for meetings, with the stipulations that are described below.

The meeting support program is designed for scholarly meetings that will be convened on the Penn campus, thereby providing enrichment opportunities to interested faculty, students, and staff, most frequently in the format of a 1-2 day colloquium. The intent is to support meetings that are designed to enhance existing research and scholarly programs, *particularly in disciplines where external funding is difficult to obtain*. Funding will be limited to no more than \$3,000 per event, and should be dedicated to *reimbursing the speakers for travel and accommodations*, but not for meals and entertainment. It is expected that funding from the University Research Foundation will supplement funding from other sources and will not be the sole source of funding for the meeting. Grants will not become "entitlements" and cannot be renewed in successive years.

Applications for the Conference Support Program will be processed in the same cycles that now are used for URF project applications, and will be reviewed by the same committees. *The deadline for the Spring 2003 cycle is April 14, 2003.*

Applications should be brief, usually no more than 3 pages, and should include,

- Name and contact information for the applicant, who must be a faculty member (tenure track, research track, or clinician-educator track)
- A description of the purpose of the meeting
- A proposed program agenda (appendix)
- A proposed list of presenters (appendix)
- The number of Penn students and faculty expected to attend
- An explanation of the benefit to Penn students and faculty
- An explanation of the benefit to scholarly or research programs at Penn
- Relationship of the meeting to department, institute or center programs
- The names of faculty who are organizing the meeting
- Identity and contact information for the business administrator who would be responsible for administration of the funds
- A budget, itemizing the types of proposed expenditures (appendix)
- Evidence of matching funding from institutional or external sources
- Evidence of institutional support in the form of no cost facilities and AV support
- Proposed URF review committee (humanities, social sciences, natural sciences, or biomedical)

Please submit applications in electronic format, Word for Windows, plus a single hardcopy to Lanese Rogers, larogers@pobox.upenn.edu, Office of the Vice Provost for Research, 119 College Hall, 19104/6303, (215) 898-7236.

—Neal Nathanson, Vice Provost for Research

Take Our Daughters and Sons To Work Day: April 24

Bring your daughters and sons to work with you this year!

For girls and boys ages 9 – 15 and their Penn sponsors.

(Note: Please remember that sponsors must accompany their young guests at all times and have supervisory approval to participate.)

Human Resources is sponsoring activities across campus for "Take Our Daughters and Sons to Work Day." Many special activities are planned for this day. *Registration is required.* Information on how to register is outlined below.*

Sample Workshops & Activities:

- Career Services
- Museum Tour
- Mechanical Engineering Lego Lab
- Robotics
- Penn Relays
- WXPEN Tour
- Becoming a Scientist
- ENIAC Tour
- Business Careers
- Law Enforcement Careers

** On-line Registration Process:*

If you are interested in registering for an activity, but are unable to access Human Resources' on-line course catalog, please call (215) 898-5116.

To see and register for this year's activities, go to www.hr.upenn.edu/quality/daughterson.asp. Each registration represents 1 sponsor and 1 guest. If you are bringing more than 1 guest, please contact Human Resources at (215) 898-5116 or orna@hr.upenn.edu.

New Recruitment and Staffing Services

The beginning of 2003 has been a busy one for the Recruitment and Staffing department in Human Resources, as they celebrated the first anniversary of Penn's partnership with a new temporary staffing provider, entered into a new contract with one of the world's leading job boards, and are preparing to roll out a new on-line resume submission tool this spring.

January marked the one-year anniversary of Penn's partnership with Unique Advantage, our exclusive provider of temporary staffing services. Unique Advantage (a female- and black-owned company) represents Penn's largest minority business enterprise. The first year of the partnership has proven to be very successful, as evidenced by the high satisfaction levels expressed by high-end users of the service. In addition to helping departments find qualified temporary staff, Unique Advantage also recruits for regular entry-level clerical positions. Plus, they support a walk-in "Job Center" complete with computer kiosks, and are available to work with applicants to prepare a resume, search open positions and apply online.

Unique Advantage also provides free training programs (e.g., Microsoft Office), for our existing full-time staff. Eligible staff members can access this free training either online at www.elearning.com (contact Unique Advantage at (215) 222-2246 for the password) or onsite at Unique Advantage (Suite 110, 3550 Market Street).

January also marked the re-establishment of an existing relationship, as Penn entered into a new contract with Monster.com, one of the world's foremost hiring resources. Posting an ad on Monster.com for just \$275 offers Penn an affordable, effective way to recruit faculty and staff, providing access to a large, diverse pool of candidates. Departments wishing to place an ad should contact their recruiter for assistance.

In the meantime, Human Resources is also preparing for the rollout of a new system for online resume submission in this fiscal year. The

Discount Meal Options:

• **Faculty Club**—Faculty Club members are invited for a buffet lunch with their daughter or son during the hours of 11:30 a.m.–2 p.m. Adults: \$8.75, Daughter/Son: \$4.40 discounted rate. Presented by the Faculty Club, located on the second floor of the Inn at Penn, 3611 Walnut Street.

• **Houston Market**—Houston Market proudly supports this event by offering all participants a free fountain soda with any purchase at The Market. We ask that participants be accompanied by their young guest, have a valid PENN ID, and specify at the time of purchase that they are participating in the "Take Our Daughters and Sons to Work Day." Houston Market will feature a special menu including children's favorites such as chicken fingers, personal pizzas, and peanut butter/jelly sandwiches. Houston Market is located on the lower level of Houston Hall at 3417 Spruce Street.

* * *

If you are interested in "adopting a daughter or son" for a day on "Take Our Daughters and Sons to Work Day," please contact Isabel Mapp at the Center for Community Partnerships: sammapp@pobox.upenn.edu or (215) 898-2020.

— Division of Human Resources

new system will be supported by PeopleAdmin, and was selected after extensive research by a selection committee composed of representatives from departments across Penn's campus. PeopleAdmin offers several advantages over our current system, including more modern technology and less downtime. Plus, the PeopleAdmin system was designed specifically for the recruitment needs of universities.

For more information about Recruitment and Staffing services at Penn, visit the Human Resources website at <http://www.hr.upenn.edu/jobs/>, or call (215) 898-1303.

— Division of Human Resources

A Peek at Penn's Past

(culled from old issues of Almanac)

This Month in Penn's History

10 Years Ago

- 3/16/93—Dr. Robert E. Davies, faculty of the School of Veterinary Medicine and lifelong activist, died at the age of 73.
- 3/23/93—The Van Pelt-Dietrich Library Center rededicated the Afro-American Studies Seminar, one of 15 study facilities in the Library.
- 3/23/93—Penn faced a \$6 million budget gap and a planned deficit of \$18.5 million for the School of Veterinary Medicine. Trustees approved a 5.9% increase in undergraduate tuition.
- 3/30/93—Andrea L. Mitchell (CW '67), chief Congressional correspondent for NBC News and Penn trustee, was selected as Ivy Day speaker.

20 Years Ago

- 3/1/83—Two pregnancies were achieved in Penn's *in vitro* fertilization program.
- 3/1/83—Dr. Forostoff and Dr. Davidovich invented battery operated braces, hoping they will be used to reduce the time needed for orthodontic treatment.
- 3/8/83—Center for History of Chemistry inaugurated.
- 3/22/83—Five campus women's groups sponsored a rally to protest violence against women.
- 3/29/83—The University announced that Ellen Goodman and Chaim Potok would speak during commencement weekend.
- 3/29/83—Withdrawal of Recognition of Alpha Tau Omega.

30 Years Ago

- 3/20/73—The Faculty Senate contemplated solutions to increasing the recruitment of African-American faculty, such as establishing a "black faculty investment fund."
- 3/27/73—The Department of Geology dedicated the new South Annex of Hayden Hall.
- 3/27/73—Dr. C. R. Gallistel tested an audio-visual approach as an alternative to the conventional lecture format in his introductory psychology course.
- 3/27/73—The World Health Organization designated the School of Veterinary Medicine as the first world center for training and research in comparative medicine examining relationships between animal diseases and human health.

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). You will be compensated \$100 for approximately 8 hours of participation. For more information please call (215) 662-6580.

Do You Have High Cholesterol? Do you want to lower your cholesterol naturally, without taking medicine? Doctors at the University of Pennsylvania are launching a new study looking at the effects of adding the food, flaxseed, to a low-fat diet on lowering cholesterol levels and improving other risk factors for heart disease. The entire study lasts approximately 4 months and includes 7 short outpatient visits at the Hospital of the University of Pennsylvania in Philadelphia. There is NO medication involved with this study and participants will be compensated for their time and effort. If you are generally healthy, between the ages of 45 and 75, have high cholesterol, and think you might be interested in this study, please contact Shilpa Balikai at (215) 662-9040 or e-mail her at balikai@sas.upenn.edu.

Almanac is not responsible for contents of classified ad material.

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

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

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.

Are you overweight and at least 18 years of age? You may qualify for a research study that is being conducted on an investigational medication that may improve high cholesterol. Qualified participants will receive at no cost: study related exams and lab tests, dietary counseling, study related medication and compensation for time and effort. For more information please call (215) 662-9045.

Postmenopausal Women Needed Post-menopausal volunteers needed for a research study examining estrogen, memory, and the ability to smell. \$50 will be given for approximately 3 hours of participation. Women 55 or older. For more information please call (215) 662-6580.

Update

MARCH AT PENN

CONFERENCE

28 *Technologies of Writing*; consider the place of writing before and after the coming of print; 2:30 p.m.-7 p.m.; Terrace Rm., Logan Hall; registration: humanities@sas.upenn.edu. *Through March 29*, 9 a.m.-7 p.m. (Penn Humanities).

EXHIBIT

31 *Homage to Maury: A Burrison Art Gallery Retrospective*; featuring art by Maurice and Ruth Burrison, other family members, and numerous other artists; Burrison Gallery, Faculty Club; opening reception: *April 8*, 4:30 p.m. *Through May 3*.

FILM

27 *After Life*; 8 p.m.; Hill College House (Hill Film Society).

FITNESS/LEARNING

26 *Career Workshop Series: Alternative Career Paths for Biomedical Postdoctoral Students*; 9 a.m.-noon; Austrian Auditorium, CRB (Biomedical Postdoctoral Programs).

The Basics of Ground Management; plant selection, low maintenance designs and increasing landscape appeal; 10 a.m.-noon; Morris Arboretum; \$24, \$22/members; registration: (215) 247-5777 x125 or www.morrisarboretum.org.

CLASSIFIEDS—PERSONAL

FOR RENT

Great Beach! Weekly rentals—Ocean City (Gardens) beachblock, reasonable, sleeps six, all conveniences, parking, call Steve at (610) 565-1312.

Almanac is not responsible for contents of classified ad material.

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

Hiring a Contractor/Spring Cleaning; prepare your home for spring and arm yourself against potential cons and gimmicks when hiring contractors; noon-1 p.m. or 1-2 p.m.; registration: pdca@pobox.upenn.edu.

MUSIC

27 *Organ Concert*; devotional worship followed by performance by Andrew Cyr, organist; noon; Philadelphia Cathedral (Philadelphia Cathedral).

TALKS

25 *Markers, Clusters, and Missing Values: Toward Novel Methods for Microarray Analysis*; Olga Troyanskaya, Stanford University; 10 a.m.; Grossman Auditorium, Wistar Institute (Wistar).

Performance Beyond Benchmarks Sustainable Development Architecture for the Water Industry; Bill Marrazzo, WHYY; 4:30 p.m.; rm. 360, Jon M. Hunstman Hall (Wharton; Institute for Environmental Studies).

26 *Elucidating the Signaling Pathway of the Morphogen Hedgehog*; David Robbins, University of Cincinnati Medical Center; 2 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

27 *Ras Activation in Pancreatic Cancer: Implications for Radiotherapy*; Thomas Brunner, radiation oncology; noon; Conference Rm., 196A John Morgan Bldg. (Radiation Oncology).

The 2003 Granoff Forum on International Development and the Global Economy; James Wolfensohn, The World Bank Group; 1 p.m.; Zellerbach Theatre, Annenberg Center; tickets available at Annenberg Center box office (SAS).

Violent Shuttlings: Racism, Patriarchy, and the Gendered Politics of Housing in Jerusalem; Tom Abowd, Temple University; 4:30 p.m.; rm. 632, Williams Hall (Middle East Studies).

31 *Platelet Glycoprotein Iba and von Willebrand Factor: Multifunctional Proteins for Tethering Under Flow Conditions*; Larry McIntire, Rice University; 3:30 p.m.; Heilmeier Hall, Towne Bldg. (Chemical Engineering; Biomolecular Engineering; Institute for Medicine and Engineering).

Deadline: The deadline for the May AT PENN calendar is *April 15*. For info, see www.upenn.edu/almanac/calendar/caldead-real.html.

EHRS April Training

Training is required by the US Department of Labor's Occupational Safety & Health Administration (OSHA) for all employees who work with hazardous substances including: chemicals, human blood, blood products, fluids, and human tissue specimens. Training is also required by the Nuclear Regulatory Commission (NRC) for all personnel using radioactive materials or radiation producing equipment at Penn and affiliated institutions.

Training programs are developed and presented by the Office of Environmental Health & Radiation Safety (EHRS) in monthly live presentations or online formats. To determine which training programs you are required to take, review the section *Training Requirements* on the EHRS web site www.ehrs.upenn.edu/training/index.html.

Upcoming live training programs are:

Introduction to Laboratory Safety at Penn (Chemical Hygiene Training); provides a comprehensive introduction to laboratory safety practices and procedures at Penn and familiarizes the laboratory employee with the University's Chemical Hygiene Plan. Required for all Penn faculty and staff who work in laboratories. Please arrive early. No admittance after 9:30 a.m.. *Penn ID or Driver's license is required for sign-in.* April 16, 9:30 a.m., Austrian Auditorium, CRB.

Introduction to Occupational Exposure to Bloodborne Pathogens; required for all faculty and staff potentially exposed to human blood and blood products, human body fluids and tissues or who work with any bloodborne pathogens. Topics include a discussion of the Exposure Control Plan, free hepatitis B vaccination, recommended work practices, engineering controls and emergency response. *Penn ID or Driver's license is required for sign-in.* April 16, 10:45 a.m., Austrian Auditorium, CRB.

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, e-mail address and mailing address. — Ed.



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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 the 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 **March 10-16, 2003**. Also reported were 5 Crimes Against Property (including **3 thefts, 1 retail theft and 1 attempted theft**). Full reports are on the Web (www.upenn.edu/almanac/v49/n26/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 **March 10-16, 2003**. 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.

03/10/03	11:43 PM	40 & Market St	Male wanted on warrant/Arrest
03/11/03	8:44 PM	38 & Walnut St	Male acting disorderly/Arrest
03/11/03	10:05 PM	39 & Chestnut St	Female assaulted male/Arrest
03/12/03	12:18 AM	38 & Chestnut St	Male acting disorderly/Arrest
03/14/03	2:00 PM	200 S 40 St	Unauthorized withdraw from account
03/14/03	4:49 PM	329 S 42 St	Unknown person tried to gain entry
03/14/03	7:50 PM	3600 block Walnut St	Male grabbed complainant's purse/Arrests

18th District Report

12 incidents (including 7 robberies, 4 aggravated assaults and 1 homicide) were reported between **March 10-16, 2003** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

03/10/03	9:00 PM	Aggravated Assault	4600 Woodland
03/10/03	10:43 PM	Robbery	5100 Walton
03/12/03	3:14 PM	Homicide	4800 Locust
03/12/03	7:39 AM	Robbery	4807 Chester
03/12/03	12:30 PM	Robbery	4618 Baltimore
03/12/03	2:00 PM	Robbery	300 Hanson
03/13/03	10:00 PM	Aggravated Assault	4800 Florence
03/13/03	5:20 PM	Aggravated Assault	3700 Spruce
03/13/03	9:00 PM	Robbery	4900 Sansom
03/14/03	12:50 AM	Aggravated Assault	5121 Pine
03/14/03	1:06 PM	Robbery	4732 Spruce
03/14/03	11:30 PM	Robbery	4600 Spruce

COMMENCEMENT 2003: Sketches of the Honorary Degree Recipients

Stephen Breyer

Stephen Breyer, associate justice of the Supreme Court of the U.S. is admired for his dedication to Constitutional law, brilliance about governmental regulation in a free market society, and passion for teaching America's future lawyers.

Appointed to the Supreme Court in 1994, Justice Breyer began his academic and legal career when he graduated from Stanford University in 1959 followed by his graduation in 1961 as a Marshall Scholar from Oxford University. In 1964 he graduated magna cum laude and received his L.L.B. from Harvard Law School, where he was articles editor for the *Harvard Law Review*.

Following law school, he served as law clerk to Associate Justice Arthur J. Goldberg during the U.S. Supreme Court's 1964 term. From 1965 to 1967, he was Special Assistant to the Assistant Attorney General in the US Department of Justice's Antitrust Division in Washington, DC.

He left the Justice Department and returned to Harvard, where he taught law, and also at Harvard's Kennedy School of Government from 1967 to 1980. During this time, he served the federal government as Assistant Watergate Special Prosecutor in 1973, Special Counsel to the Senate Judiciary Committee and Subcommittee on Administrative Practices, 1974-1975, and the Judiciary Committee's Chief Counsel, 1979-1980.

In 1980 President Carter nominated Justice Breyer to the U.S. Court of Appeals for the First Circuit. Congress confirmed his nomination as Judge of the US Court of Appeals and he became the Circuit's Chief Judge in 1990. He was also appointed to serve on the U.S. Sentencing Commission in 1985. During his tenure on the Court of Appeals, Justice Breyer taught at Harvard Law School and delivered the Oliver Wendell Holmes lectures in 1992 that became the foundation for his book, *Breaking the Vicious Cycle: Towards Effective Risk and Regulation*.

President Clinton nominated Justice Breyer as an associate justice to the Supreme Court and the U.S. Senate confirmed his appointment in 1994.

Herbert J. Gans

Herbert J. Gans' decisive commentary on urban sociology and planning has served as a national standard for more than 50 years while American society tried to address the consequences of poverty, social stratification, and race in its cities and towns.

Fleeing Nazi Germany in 1938 for England and arriving in the US in 1940, he earned his undergraduate and master's degree from the University of Chicago, and his Ph.D. in planning and sociology from Penn in 1957. He was the first graduate of Penn's Ph.D. program in City Planning.

Between 1950 and 1953, he worked at several public and private agencies, including the federal agency that preceded the U.S. Department of Housing and Urban Development. His social research for an architectural firm supported plans for developing two new towns.

From 1953 until 1971 he was affiliated with Penn's Institute of Urban Studies, the Center for Urban Education, and the MIT-Harvard Joint Center for Urban Studies. He also taught sociology and urban planning at Penn, Teachers College of Columbia University and MIT. In 1971, he joined Columbia's faculty, and in 1985 he was appointed the Robert S. Lynd Professor of Sociology.

He has consulted for the Ford Foundation, the U.S. Departments of Health and Human Services and HUD, and the National Commission on Civil Disorders.

He is the author of a dozen books, including *The Urban Villagers* in 1962, and *The Levittowners* in 1967. He has also published over 170 articles and book chapters.

Dr. Gans' honors include election to the American Academy of Arts and Sciences, a Guggenheim Fellowship, the Robert and Helen Lynd Award for Lifetime Contributions to Research in Community and Urban Sociology, and the Freedom Forum Media Study Center's Award for Distinguished Contribution to Media Studies. He has served as president of the Eastern Sociological Society and of the American Sociological Association.

Sadako Ogata

Sadako Ogata has demonstrated a lifetime of humanitarian compassion, visionary leadership, and distinguished diplomacy.

Currently Scholar-in-Residence with the Ford Foundation, and Co-chair of the Commission on Human Security, Dr. Ogata has since November 2001 served as Japan's Special Representative for Afghanistan Assistance. Her leadership of Japan's role in a ten-year reconstruction period of Afghanistan has raised more than \$4.5 billion in pledges from major countries, including \$500 million from her native Japan.

In December 1990, the UN General Assembly elected Dr. Ogata as United Nations High Commissioner for Refugees. She served in this post until the end of 2000. Within days of assuming office, Dr. Ogata and her agency provided humanitarian relief to more than 1.75 million Kurds immediately following the 1991 Gulf War. In the mid 1990s she directed humanitarian activities for refugees in the conflict in the former Yugoslavia, the Great Lakes region in Africa and many other parts of the world.

From 1982 to 1985 Dr. Ogata served as Representative of Japan on the UN Commission on Human Rights. Dr. Ogata was Envoy Extraordinary and Minister Plenipotentiary at the Permanent Mission of Japan to the UN, 1976-1979. From 1978 to 1979 she was Chairman of the Executive Board of UNICEF.

Dr. Ogata was Dean of the Faculty for Foreign Studies at Sophia University in Tokyo from 1989, its Director of the Institute of International Relations 1987 to 1988, and a professor since 1980.

She received her BA from the University of the Sacred Heart in Tokyo, 1951, an MA from Georgetown University, 1953 and her Ph.D. in Political Science from the University of California at Berkeley, 1963.

Dr. Ogata is the author of numerous books and articles on diplomatic history and international relations. Her awards and honors include the Philadelphia Liberty Medal, the Seoul Peace Prize, the Indira Gandhi Prize for Peace, Disarmament and Development, and the J. William Fulbright Prize for International Understanding.

Mamphela Ramphela

Dr. Mamphela Ramphela, played a key role in the historic struggle to end apartheid in South Africa, and has advanced the cause of human rights and equal opportunity with tireless determination.

A noted anthropologist, physician and university administrator, she is a Managing Director at the World Bank, and the first African and the second woman to hold this position. Her appointment to the World Bank's senior leadership team in May 2000, where she manages the organization's global activities in areas including education, health, nutrition, population, social protection and information technology, con-

tinued her longtime record of dedicated work for human development.

As a political activist in the struggle against apartheid, she was banished by the Nationalist government for seven years to an impoverished resettlement area for blacks, where she helped rural poor by opening a day-care center and starting an adult literacy program. In her role as a founder of South Africa's anti-apartheid Black Consciousness Movement, Dr. Ramphela was a strong advocate of community empowerment and community health. She went on to earn a medical degree from the University of Natal in 1972. Her devotion to education ultimately led to her appointment as Vice-Chancellor of the University of Cape Town in 1996, making her the first black woman to hold this position at a South African university.

Dr. Ramphela holds a Ph.D. in Social Anthropology from the University of Cape Town, a B.Com. in Administration from the University of South Africa, and diplomas in Tropical Health and Hygiene and Public Health from the University of Witwatersrand. She has received numerous prestigious national and international awards, including 19 honorary doctorates and the Medal of Distinction from Barnard College.

She is the author, co-author and editor of several books including an autobiography, *A Bed Called Home, Restoring the Land, Uprooting Poverty: The South African Challenge*, which received the 1990 Noma Award and most recently *Steering by The Stars*.

Philip Roth

Philip Roth is a writer of stunning originality. In the last ten years alone he published six major works: *Operation Shylock* (1993); *Sabbath's Theater* (1995); *American Pastoral* (1997); *I Married a Communist* (1998); *The Human Stain* (2000) and *The Dying Animal* (2001). His books have earned him the National Book Critics Circle Award twice, the PEN/Faulkner Award twice; the National Book Award twice; the Ambassador Book Award of the English-Speaking Union, and the Pulitzer Prize. He received the National Medal of Arts at the White House and the Gold Medal in fiction from the American Academy of Arts and Letters.

Born in 1933 in Newark, NJ, Philip Roth has lived and worked in Litchfield County, CT since 1971. He holds a BA degree from Bucknell University and an MA in English from the University of Chicago. Mr. Roth has taught at the University of Chicago, the University of Iowa, Princeton, Penn, and Hunter College where he was named a Distinguished Professor of Literature.

In addition to his career as a novelist, Mr. Roth has written satire, short stories, memoirs, autobiographies, critical essays, interviews and served as a general editor for the series, "Writers from the Other Europe." Mr. Roth's unusually prolific career began with a decade's worth of work that included *Goodbye Columbus* (1959) and *Portnoy's Complaint* (1969). In the years that followed, he created Nathan Zuckerman, Mickey Sabbath, Swede Levov, and Coleman Silk, characters who already live beyond the books that gave them life.

Philip Roth's literary reputation is secure, yet he continues to write vividly about the inescapable predicaments of existence while capturing all the human strangeness of life as it is lived. No other contemporary author has so brilliantly depicted, in such compelling detail, the tragic entanglements of history and place in the lives of ordinary Americans. Mr. Roth is an American writer of international importance.