

UNIVERSITY of PENNSYLVANIA *Almanac*

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School of Arts and Sciences 2003 Teaching Awards

Dr. Samuel H. Preston, dean of SAS, and Dr. Richard R. Beeman, dean of the College, are pleased to announce the following recipients of the School's 2003 teaching awards, to be presented on Monday, April 28 at an awards reception, which is open to the University community. The reception will take place from 4:30 to 6:30 p.m. in the Upper Egyptian Gallery of the University of Pennsylvania Museum.

Two faculty members have been selected as the 2003 Ira Abrams Award winners: *Dr. Margreta de Grazia*, professor of English, and *Dr. Dennis DeTurck*, professor of mathematics.



Margreta de Grazia

Photos by Naomi Kaminsky



Dennis DeTurck

Ira H. Abrams Memorial Award for Distinguished Teaching

Dr. de Grazia is graduate group chair in English. She is praised by faculty and students for her passion and rigor as a teacher, both in her large introductory undergraduate course on Shakespeare or in small graduate seminars, and as a caring mentor. A colleague writes, "It seems to me an especially rare set of intellectual and pedagogical gifts that enables someone to hold the anchor position, as Margreta does, at both ends of the disciplinary curriculum."

Dr. DeTurck is a previous recipient of the Lindback Award for Distinguished Teaching, the CGS Award for Distinguished Teaching, and the Mathematical Association of America Haimo Award for Distinguished Teaching. He is also a former chair of the mathematics department. He is being honored for his classroom teaching, his work in structuring the current mathematics curriculum, and what one colleague describes as "his incredible willingness to go the extra mile for a student."

Since its creation in 1983, the Ira H. Abrams Memorial Award for Distinguished Teaching has been the highest teaching honor in SAS. The award recognizes teaching that is intellectually challenging and exceptionally coherent and honors faculty who embody high standards of integrity and fairness, have a strong commitment to learning, and are open to new ideas.

Dean's Award for Innovation in Teaching

This award, which recognizes exceptional creativity and innovation in instruction, goes to *Dr. Robert Giegengack*, professor and chair of Earth and Environmental Science. He is a previous recipient of the Lindback Award for Distinguished Teaching and the Ira Abrams Award for Distinguished Teaching. He is being recognized for several curricular innovations that he has introduced, from the environment-



Robert Giegengack

(continued on page 2)

van Ameringen Chair in Psychiatric Mental Health Nursing: Loretta Sweet Jemmott



Loretta Sweet Jemmott

Professor of Nursing Loretta Sweet Jemmott, has been named the holder of the van Ameringen Chair in Psychiatric Mental Health Nursing, effective July 1.

"There is no greater honor that Penn Nursing can bestow on a stellar faculty member than the award of an endowed chair. It is with great pleasure and excitement that I announce the appointment of Dr. Jemmott to the van Ameringen chair," said School of Nursing Dean Afaf Meleis in making the announcement.

Dr. Jemmott, a highly regarded advisor to the National Institutes of Health on HIV-related research, has recently led a productive and successful interdisciplinary research team as director of Penn Nursing's Center for Urban Health Research. Her work in developing evidence-based curricula encompassing strategies to stem the rate of HIV infection among at risk adolescents is nationally and internationally known. The Centers for Disease Control have adopted the curricula as a national model.

"Dr. Jemmott is a popular and effective teacher and a dedicated mentor to students in nursing and other departments at the University of Pennsylvania," said Dr. Meleis. "Her advocacy on behalf of students of color, dedication to their scholarly development, and her articulation of critical diversity issues in the School are noteworthy."

Baccalaureate: Navy Chaplain



Barry Black

This year's Baccalaureate speaker will be Rear Admiral Barry C. Black, Chief of Navy Chaplains, U.S. Navy. A native of Baltimore, he received a masters degree in Divinity, Counseling, and Management at Andrews Theological Seminary, Berrien

Springs, MI; a Doctorate in Ministry at Eastern Baptist Seminary in Lancaster, and a Ph.D. in Psychology at U.S. International University in San Diego.

Commissioned as a Navy Chaplain in 1976, his first duty station was the Fleet Religious Support Activity in Norfolk. He has been stationed throughout the U.S. and Japan and is currently the Chief of Navy Chaplains in Washington, D.C.

Rear Admiral Black's personal decorations include the Legion of Merit Medal, Defense Meritorious Service Medal, Meritorious Service Medals (two awards), Navy and Marine Corps Commendation Medals (two awards), and numerous unit awards, campaign and service medals. He was also selected from 127 nominees for the 1995 NAACP Renowned Service Award for his contribution to equal opportunity and civil rights.

"The Penn Baccalaureate ceremony aspires to reflect the religious diversity of our graduating class in readings and prayers from various traditions," said University Chaplain Reverend William Gipson. "It is an opportunity to reflect on the moral and civic responsibilities of those who are privileged to study and learn at a leading Ivy League school with an international, world-class profile. Rear Admiral Black's distinguished career and life's work make him an ideal choice."

The Baccalaureate Ceremony is Sunday, May 18, at 1:30 and 3 p.m., in Irvine Auditorium. It is an interfaith ceremony that includes music, readings, prayers, and the baccalaureate address. Two ceremonies are held in order to accommodate all who wish to attend. No tickets are required.

IN THIS ISSUE

- 2 OF RECORD: Policy on People Not Affiliated with the University Working in University Laboratories; OF RECORD: Protocol for the Use of Vaccinia Virus in Research
- 3 OF RECORD: Salary Guidelines 2003-2004; Council Coverage
- 4 Council: FY 2003 Budget
- 6 HR: Open Enrollment; Administrative Professionals Day; Penn Presents; Children's Festival Picnic
- 7 Update; CrimeStats; Classifieds
- 8 Franklin Institute Laureates Symposium

School of Arts and Sciences Teaching Awards 2003

Photos by Naomi Kaminsky



John Sabini



Shane Butler



Jean-Michel Rabaté



Tony Pietrovito



Gomaa Omar

undergraduate education made by the School's non-standing faculty. This year's recipient is *Dr. Gomaa Omar* of earth and environmental science, where he currently serves as graduate group chair. A previous recipient of the Provost's Award for Distinguished Teaching, Dr. Omar is praised for his teaching in the course sequence in mineralogy and petrology. One student comments that "his enthusiasm and amazing organization ... creates a fire in his students to work hard in his classes."

(continued from page 1)

tal studies major and Master of Environmental Studies degree that he crafted to the academically-based community service courses that he has de-

OF RECORD

Policy on People Not Affiliated with the University of Pennsylvania Who Work in University Laboratories

Faculty and staff who are coordinating summer programs and internships for non-affiliates must adhere to the following policy:

Non-affiliates are those people that are not University of Pennsylvania students, faculty or staff. All non-affiliates working in University laboratories must have proper training in biological and chemical safety prior to participating in University sponsored programs or activities.

To provide for the safety of individuals and to ensure compliance with applicable regulations, the University has established the following guidelines:

1. All non-affiliated individuals who work in laboratories *must* attend mandatory *training programs* on biological and chemical safety offered by EHRS. For information on the scheduling of these programs, check the EHRS web site (www.ehrs.upenn.edu) or call (215) 898-4453.

2. Individuals who work in laboratories *must* be participating in officially sponsored University educational programs or activities. Such programs or activities must be approved by the Dean of the sponsoring School. EHRS should be consulted to review approved programs to ensure relevant safety issues have been addressed.

3. The Principal Investigator is responsible for assuring that all non-affiliates working in his/her laboratory are appropriately trained and supervised.

— *Matthew Finucane, Director*
Environmental Health & Radiation Safety

— *Ronald Jasner, Associate Director*
Risk Management

veloped.

Dean's Award for Mentorship of Undergraduate Research

This award recognizes faculty members who have excelled in nurturing students' desires and abilities to conduct meaningful research. This year's award goes to *Dr. John Sabini*, professor of psychology. He is currently the graduate group chair in psychology and a former department chair. He is being honored for his supervision of independent study projects and his teaching in psychology research experience courses. One student writes, "The research experience I gained [with Dr. Sabini] was invaluable, but the insight into this aspect of education and investigation was far more valuable, and is something that I believe will sustain me as my own career develops."

Edmund J. and Louise W. Kahn Award for Distinguished Teaching by an Assistant Professor

This award, established in 2000, recognizes a member of the junior faculty who demonstrates unusual promise as an educator. This year's recipient is *Dr. Shane Butler*, assistant professor of classical studies, who teaches undergraduate and graduate courses in Latin language and Roman culture. One student notes that "his love of classics is only surpassed by his obvious love of *teaching* classics and the competence with which he presents materials to students."

Dean's Award for Distinguished Teaching by Affiliated Faculty

This award recognizes the contributions to

CGS Distinguished Teaching Award

This award honors outstanding teaching and advising in the College of General Studies. Two awards are being presented this year: to *Dr. Jean-Michel Rabaté*, professor of English, and *Dr. Tony Pietrovito*, who teaches in chemistry.

Dr. Rabaté is being honored for his role as a teacher, thesis supervisor, and mentor in the Master of Liberal Arts program. Writes one student, "his support of my project has fostered new levels of insight and challenge that have helped mold my academic path."

Dr. Pietrovito is being recognized for his outstanding teaching of College and CGS undergraduates and CGS pre-health students in introductory and general chemistry. One student observes that, "he is always enthusiastic and uses his endless knowledge and sense of humor to make the subject accessible and interesting."

Dean's Award for Distinguished Teaching by Graduate Students

This award recognizes graduate students for teaching that is intellectually rigorous, exceptionally coherent, and has a considerable impact on undergraduate students. This year's award goes to *Frederick Butler*, Mathematics, *Tirdad Derakhshani*, Religious Studies, *Jennifer Faulkner*, Classical Studies, *Alexine Fleck*, English, *Paul Kintzele*, English, *Cyrus Mulready*, English, *Annie Rosemurgy*, Anthropology, *Natasha Ruiz-Gomez*, History of Art, *Serdar Turkarslan*, Biology.

OF RECORD

Protocol for the Use of Vaccinia Virus in Research

The Penn policy on the use of vaccinia virus in research follows national guidelines issued by the Centers for Disease Control and Prevention (CDC). The policy was revised in March 2003 to reflect recent changes in CDC vaccination guidelines. It was approved by the University Institutional Biosafety Committee (IBC) and is administered by the Office of Environmental Health and Radiation Safety (EHRS). Principal Investigators (PI's) must obtain written EHRS approval to use vaccinia virus.

The recommendations for vaccinia immunization differ depending upon the strain of vaccinia virus that will be used in the individual laboratory. While immunization is not a prerequisite for working with vaccinia virus at the University, counseling about vaccination is. If a laboratory uses certain specified strains of vaccinia, all lab staff who directly handle cultures or infected animals must receive mandatory confidential counseling and (if it is medically appropriate) be offered Vaccinia (Smallpox) vaccine by Occupational Medicine prior to initiating work with vaccinia virus.

EHRS approval will be contingent on verification that the PI and all lab staff have been counseled by Occupational Medicine.

For a complete copy of the Penn's vaccinia protocol, consult the EHRS web site, www.ehrs.upenn.edu/protocols/vaccinia.html, or call EHRS at (215) 898-4453.

— *Dr. Neal Nathanson, Vice Provost for Research*

— *Matthew D. Finucane, Director, Environmental Health & Radiation Safety*

— *Dr. Charles E. Benson, Chair, Institutional Biosafety Committee*

Salary Guidelines for 2003-2004

The principle guiding our salary planning for fiscal year 2004 is to pay faculty and staff competitively, in relationship to the markets for their positions and prevailing economic conditions, and to act with fiscal responsibility in the award of annual increases. Salary increases should acknowledge the valuable contributions of faculty and staff to the University, and should help Penn remain a strong and financially viable institution. With this in mind, the following guidelines are recommended.

Faculty Increase Guidelines

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

- The minimum academic salary for new assistant professors will be \$49,000. Salary increases to continuing faculty are to be based on general merit, including recognition of outstanding teaching, scholarship, research, and service. As in previous years, there will be no minimum base increment for continuing faculty.
- The pool for merit increases for faculty shall not exceed 2.8 percent. Salary increases for merit should range from 1.0 to 5.0 percent. Recommendations to provide an increase lower than 1.0 percent for non-meritorious performance or more than 5.0 percent for extraordinary performance should be made in consultation with the Provost. We also ask that Deans pay particular attention to any faculty who meet standards of merit, but whose salaries for various reasons may have lagged over the years.
- The Provost will review the Deans' faculty salary recommendations prior to their release to ensure that raises on average reflect market conditions in each discipline.

Staff Increase Guidelines

Penn's salary structure and the information technology (IT) broadband salary structure have been adjusted to reflect market competitiveness, effective *April 1, 2003*. All staff salaries must be at or above the minimum of their respective grades, effective April 1, 2003.

The following are guidelines for the July 1, 2003 merit salary increase program:

- Monthly, weekly, and hourly paid staff members (excluding bargaining units) are eligible for a merit increase if they are in a full-time or part-time regular status, are not student workers, and were employed by the University on or before February 28, 2003. Schools and Responsibility Centers may find it necessary to generate funds for staff salary increases through administrative restructuring, managing staff vacancies and other cost-saving initiatives. Success in these initiatives will enhance a School or Center's flexibility in awarding competitive salary increases for high performance.
- Performance is the primary basis for all staff salary increases. Performance appraisals must be completed for all staff receiving a merit increase in order to substantiate the level of merit increase awarded. This year in particular, given overall University budget constraints, organizational impact and market competitiveness will need to be taken into consideration in determining salary increases. Salary increases for performance that consistently meet expectations may vary, but should generally range up to 2.8 percent. Salary increases above 2.8 percent may be given for performance that exceeds established goals and expectations. Where performance consistently exceeds established goals and expectations, salary increases may be awarded up to 5.0 percent. If performance is unacceptable, no increase will be awarded.

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

—Judith Rodin, President

—Robert L. Barchi, Provost

—Clifford Stanley, Executive Vice President

Council Coverage

Last Wednesday's Council meeting—the seventh of the year—is the one that the Council Bylaws specifies is to be devoted to the University budget and plans therefore that was the mainstay of the agenda.

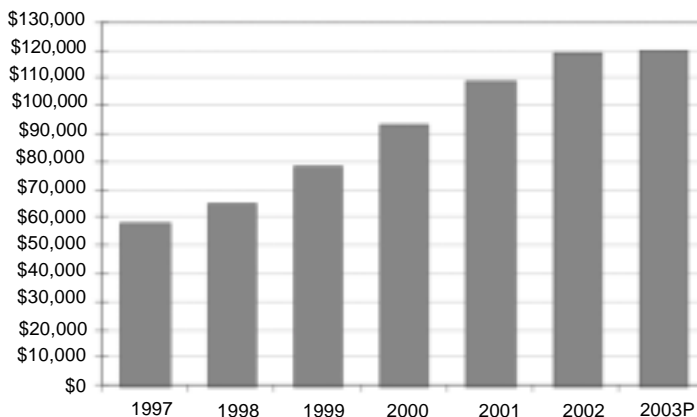
President Judith Rodin began the series of extended reports with a description of the current economic climate—a protracted Bear Market—noting that all of Penn's peer group has sustained two consecutive years of losses for the first time since 1974 and it could extend for a third year. This trend has a negative impact on the spendable income. She noted that there is a national trend, a decline in gift-giving to not-for profits. Although Penn has done well both last year and this year, it must see the "writing on the wall." In the post- 9/11 world there are additional expenses and regulations.

Penn will have to adapt, she said, to the declining revenue stream, which had been accelerating for many years but has tapered off this year (see below). She noted that for the past five years there has been great growth in the biomedical sciences, whereas now the NIH is cutting back and that will impact Penn and other research institutions.

The funding from the Commonwealth is another area where Penn is getting less than it did in prior years. The Health System provides \$65 million in uncompensated care and the \$15 million from the Commonwealth which had gone toward that in the past, has been slashed from the budget. Research grants also add costs to Penn since the indirect cost recovery is insufficient to cover the costs of research and all the new regulations.

Dr. Rodin also noted that Penn has invested \$230 million in construction and renovation of its facilities in the past few years. There has been an increase in undergraduate student aid and student services as well as technology enhancements and recruitment of outstanding faculty and staff. Insurance costs have risen 25% and Penn is working to manage the costs of benefits; refinancing debt to reduce interest expenses; and instituting energy conservation measures.

Spendable Endowment Income by Fiscal Year (\$000)



Bonnie Gibson, the acting executive director of the Office of Budget and Management Analysis, presented the many facets of the budget, (see the centerspread).

Dr. Neal Nathanson, vice provost for research, discussed the Research Operation and how it has been transformed in the past several years. He said that the Penn faculty has been entrepreneurial, putting Penn in the second highest position in the country, for NIH grant money. He explained that while human subject research accounts for under 15% of the portfolio it is typically a higher risk level based on guidelines. Therefore Penn has significantly increased the staffing and budget in the past five years for the Institutional Review Boards which manage such research. He also noted the transformation concerning animal research. ULAR received accreditation in January of this year and has had a new director since February. Its staff has increased from 1 to 5 since 1999. Dr. Nathanson also stressed how important the research compliance aspect is to the whole effort.

The final presentation was given by Carol Scheman, vice president for government, community and public affairs, who gave examples of how Penn interacts with the City, the Commonwealth and the Federal governments. At the City level, some recent collaborations have been the Knowledge Industry Partnership, the Schuylkill River Gateway Project and the 40th Street branch of the Free Library. Some issues that concern Penn on the Commonwealth level are the governor's budget, the tobacco settlement, and uncompensated care, medical malpractice reform, homeland security and economic development, i.e. Keystone Innovation Zones and Life Sciences Greenhouses. The Federal budget and appropriations as well as homeland security, research funding, and the reauthorization of the Higher Education Assistance Act are some of the issues in Washington.

Fiscal Year 2003 Budget: Report to the University Council

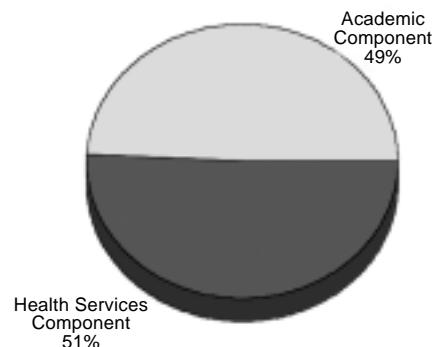
The annual presentation of the FY 2003 budget (July 1, 2002 through June 30, 2003) was made at the April 9 Council meeting. It included expenditure and revenue perspectives as well as a look at the indirect cost recovery rate and sponsored project activity. Also discussed was the endowment as compared to peer institutions and changes in undergraduate financial aid. The text, charts and pies are from the slide presentation.

Components of the Consolidated University Budget

- The Consolidated University budget has two major components – “Academic” and “Health Services”
- The Academic budget includes:
 - Schools (including the School of Medicine)
 - Resource Centers
 - Auxiliaries
 - Central Service Centers
- The Health Services budget includes all components of Penn Medicine except for the School of Medicine:
 - Hospital of the University of Pennsylvania (HUP)
 - Presbyterian Medical Center (PMC)
 - Pennsylvania Hospital
 - Phoenixville Hospital
 - Clinical Practices of the University of Pennsylvania (CPUP)
 - Clinical Care Associates (CCA)

FY 2003 Consolidated Expenditure Budget

Total=\$3.544 Billion



Penn's Financial Planning Approach

- The University engages in strategic long-term financial planning.
- New programs, priorities and initiatives are discussed and planned long before they are included in the annual University operating budget.
- Consultation occurs through the Academic Planning & Budget Committee and in other forums.
- New initiatives that will be implemented and budgeted in Penn's Fiscal Year 2004 budget have been identified and publicized already—during the current year or prior years.

How the University's Budget Supports Goals and Priorities

- Provost and Deans work together to develop School budgets that maximize level of resources available for investment in strategic goals and priorities.
- Executive Vice President and Vice Presidents work together to develop Central Service Center budgets that maximize level of resources available for investment in strategic goals and priorities.
- Limited central resources—e.g., Subvention, Research Facilities funding, Facilities Renewal Program funding—are directed whenever possible towards investments in the Schools that support their most important goals and priorities.

Growth in the University's Revenue Sources (Other Than Student Charges) Will Be Constrained in FY 2004 and Subsequent Years

- The federal ICR (grant overhead) rate is likely to decline in the coming years, limiting the growth in grant ICR income
 - Rate has fallen from 65% in FY 1992 to 58.5% in the current fiscal year
 - Current rate of 58.5% is guaranteed only through FY 2004
 - The five-year doubling of NIH funding has been completed. We can expect future growth to be modest
- For FY 2004, the Governor is proposing a 5.0% decrease in the University's original FY 2003 Commonwealth Appropriation
- Penn's spending rule provides for a 5.0% decrease in spendable investment income for FY 2004, following a 1.0% decrease in FY 2003
- Most University business services either break even or generate narrow margins in sales and service income after meeting all operational and programmatic requirements

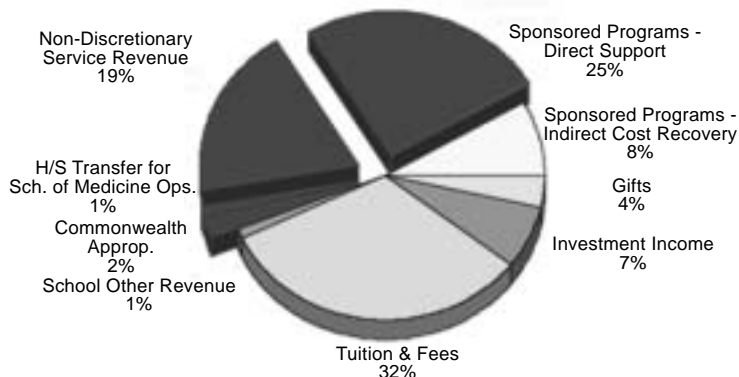
FY 2003 Academic Budget Sponsored Program Indirect Cost Recovery

	FY 2001 Actual	FY 2002 Actual	FY 2003 Budget	FY 2003 Projection
Income (\$000)	125,923	143,815	147,166	163,885
Annual % Change	14.4%	14.2%	2.3%	14.0%
Federal ICR Rate	58.5%	58.5%	58.5%	58.5%

- Total direct and indirect Sponsored Program revenue represents approximately 34% of the FY 2003 Academic Revenue Budget
- The School of Medicine accounts for about 64% of Sponsored Program dollars awarded to the University
- According to data from the University's most recently submitted Facilities and Administration Rate Proposal, Penn's total ICR is nearly \$40 million less than the actual overhead required to support our annual research effort

FY 2003 Academic Budget Total Revenue by Source

Total = \$1.746 Billion



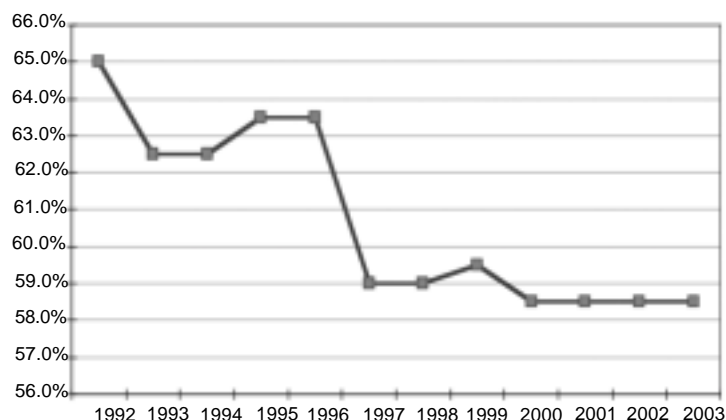
Illustrative Needs for Academic Investment

Continuing major investment is needed to maintain the quality of Penn's academic and co-curricular programs. Some examples:

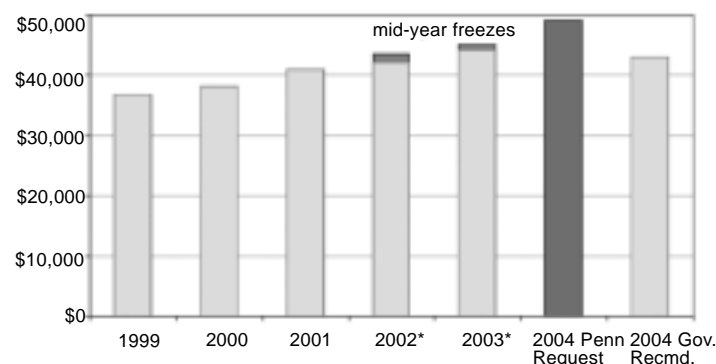
Estimated 5-Year Investment Required

- Additional funding—Faculty recruitment/retention \$ 25 Million
- Undergraduate and graduate financial aid \$ 100 Million
- Continued investments in information technology (Research System, Student System, Advancement System, Undergraduate System) \$ 30 Million
- Skirkanich Hall \$ 38 Million
- Bioengineering program \$ 19 Million
- Life Sciences building (Phase I) \$ 57 Million
- SVM teaching & research building \$ 51 Million
- Bennett Hall renovation \$ 13 Million
- Harnwell & Harrison College Houses \$ 55 Million
- Other student housing \$ 29 Million
- Facilities Renewal (additional funding – next 5 yrs.) \$ 25 Million
- Increased property/casualty insurance costs \$ 10 Million

Federal Indirect Cost Recovery Rate by Fiscal Year



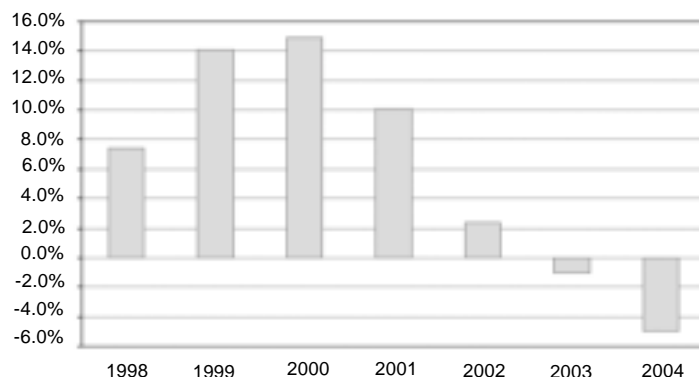
Commonwealth Non-Preferred Appropriation (\$000)



Annual % Changes:
Before freezes
After freezes

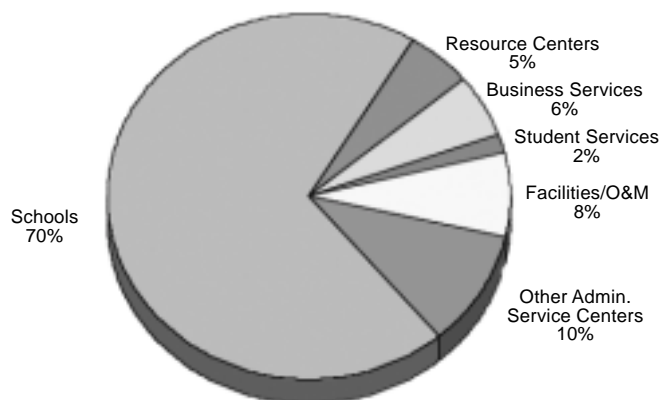
*Appropriations for 2002 and 2003 reflect freezes of 3% and 2%, respectively

Annual Growth in Spendable Endowment Income under the Spending Rule (Excluding Earnings on New Gifts to Endowment)



FY 2003 Academic Budget Expenditures by Responsibility Center Category

Total = \$1.746 Billion



Peer Institution Endowment/Student

Rank	Institution	Assets (\$B)	(\$/Student)
2	Princeton	8.32	1,266,301
3	Yale	10.52	955,475
4	Harvard	17.17	907,301
13	Stanford	7.61	577,529
15	M.I.T.	5.36	539,992
23	Dartmouth	2.19	403,136
26	Washington U.	3.52	330,307
32	Chicago	3.26	273,010
47	Columbia	4.21	217,780
53	Northwestern	3.02	203,359
58	Brown	1.41	187,124
67	Penn	3.39	168,085
76	Cornell	2.85	146,949

* FY 2002 NACUBO Endowment Study

FY 2003 Financial Aid Budget General Operating, Gift, and Investment Income Funds (\$000)

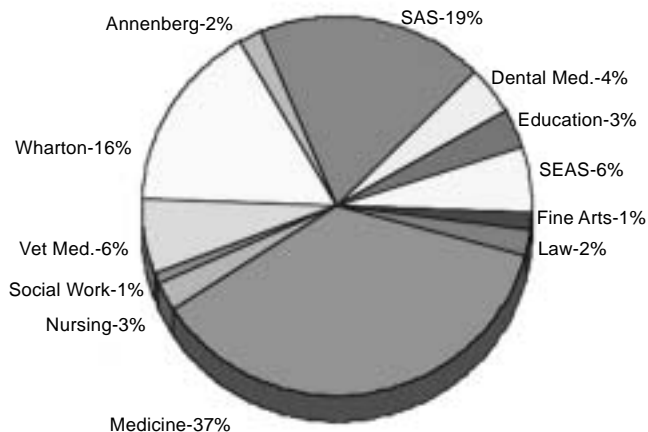
	FY 2003 Projection	FY 2004 Budget	% Change
Undergraduate Student Aid	65,700	70,600	7.5%
Graduate Student Aid	74,100	79,600	7.5%
Total Student Aid	139,800	150,200	7.5%

- Fundraising for financial aid endowment remains a top priority
- Undergraduate need-blind policy is a competitive necessity
- Penn remains significantly under-endowed relative to peers
- Student Health Insurance premiums for eligible graduate students are reflected in the Graduate Student Aid figure

Note: Figures exclude Sponsored Program Funds

FY 2003 Academic Budget Expenditures by School

Total = \$1.217 Billion



Undergraduate Financial Aid Budget

	FY 1999	FY 2003	Change
Endowment & Gift Income	\$ 3.6M	\$ 7.7M	114%
General Operating Funds	\$ 49.1M	\$ 58.0M	18%
Total	\$ 52.7M	\$ 65.7M	25%

Endowment & Gifts as % of Total

6.8% 11.7%

Note: Figures exclude Sponsored Program Funds

Recent Financial Aid Trends

- Between 1997-98 and 2000-01, the percentage of grant recipients declined by 5% (from 44.2% to 39.2%) and the family contribution growth exceeded the rate of tuition increase
- Beginning in 2001-02, this trend reversed:
 - % of aided freshmen in 2001-02 rose from 39.2% to 40.2%
 - % of aided freshmen in 2002-03 increased from 40.2% to 42.6%
 - Freshman grant dollars were up 14.7% from last year (from \$15.2M to \$17.4M)
- Average freshman loan decreased 25% over the past five years (from \$4,520 to \$3,388), due in part to increased no-loan packages
 - About 30% of matriculating grant recipients in 2002-03 have no-loan packages
- Average freshman grant increased 39% over the past five years (from \$13,350 to \$18,604)



The Afro-Cuban All Stars' performance at the Annenberg Center will give a cultural history lesson exploring Cuba's rich musical heritage. The Grammy-nominated group is a multi-generational mix of legendary musicians and rising stars of contemporary Cuba. They will perform on Friday, *April 18* at the Zellerbach Theatre at 8 p.m. Tickets are \$39, \$34, \$30 and \$26 with discounts for seniors, students, groups, and Penn faculty, staff and alumni.

For tickets to either or both of these performances call (215) 898-3900 or visit www.pennpresents.org.

Penn Presents: A Multitude of Music



The Joshua Redman Elastic Band will close PENN Presents Jazz Series on Saturday, *April 19* in the Zellerbach Theatre of the Annenberg Center at 8 p.m. The Elastic Band includes Joshua Redman on saxophone, Brian Blade on drums, and Sam Yahel on organ. Tickets are \$47, \$42, \$34 and \$28 with discounts for seniors, students, groups, and Penn faculty, staff and alumni.

Children's Festival Picnic for Faculty & Staff: April 30

Let the Fun Begin! It's time for the 19th annual Philadelphia International Children's Festival. Exclusively for Penn faculty, staff and their families: *The 5th Annual TIAA-CREF Penn Family Picnic and Opening Night Performance*, will be held Wednesday, *April 30* from 5:30 to 8 p.m. Enjoy a picnic beginning at 5:30 p.m. with the Phillie Phanatic on the Annenberg Center's Outdoor Plaza, followed by the 7 p.m. Opening Night Performance hosted by NBC 10's Tiffany McElroy and featuring performances by a variety of Festival artists.

Tickets for both the picnic and performance are only \$6, and are limited. So call (215) 898-3900 or stop by the Annenberg Center Box Office at 3680 Walnut Street and purchase your tickets today. When you purchase Opening Night tickets, you'll receive a special 2-for-1 ticket voucher good for free tickets to performances by John Flynn on Saturday, May 3 and Kotchegna Dance Company on Sunday, May 4.

— Michael Rose, Managing Director, Annenberg Center



Photo by Jim Graham

John Flynn (*above*) is a folk artist who began writing songs for his kids and his life. His songs including "Road Kill Café," are informed by the humanity and humor that he sees as essential tools for parenthood and living. For ages 4 and up.

The Kotchegna Dance Company (*at right*) promotes the Ivory Coast's culture through chant, mime, dance and music. Their stilt dancers, colorful costumes and pulsating drum rhythms captivate audiences both young and old. The company features eight musicians and dancers. Among the pieces being performed is *Zaoli* a work that represents a female deity made up of various animals. For ages 6 and up.



Open Enrollment Reminder: April 14 – April 25

Open Enrollment for the 2003-2004 plan year began Monday, *April 14*. You should have already received your personalized Open Enrollment materials at your home address. Visit the online enrollment web site at www.pennbenefits.upenn.edu 24 hours a day between now and midnight on Friday, *April 25* to make changes to your benefit elections.

Please note that if you are covering dependent children between the ages of 19 and 23 who are full-time college students, you must certify their continued eligibility each year during Open Enrollment. If you fail to do so, your student dependents will not continue to be covered under your plans.

To certify a dependent's eligibility, go to the Open Enrollment web site at www.pennbenefits.upenn.edu and (1) click on the dependent's name from the Summary page to update the student status to Yes, then (2) click on the benefit type for each plan you want to cover the dependent under (e.g., medical) and update the coverage for this dependent to Yes.

Open Enrollment fairs are held each year to give you the chance to speak directly to representatives from the providers, pick up directories, and ask questions. Stop by the Open Enrollment fair on campus next Tuesday, *April 22* from 10 a.m.–2:30 p.m. at Houston Hall, in the Hall of Flags. A fair is also being held at New Bolton Center today from 10 a.m.–2 p.m., in Alumni Hall.

If you have any questions, please call the Penn Benefits Center at 1-888-PENNBEN (1-888-736-6236), Monday–Friday, 8 a.m.–6 p.m.

— Division of Human Resources

Administrative Professionals Day: Wednesday, April 23

Join Human Resources on Administrative Professionals Day for a live, two-hour satellite event designed specifically for administrative professionals at Penn. The live satellite broadcast will be held Wednesday, *April 23* from 1–3 p.m. in Houston Hall, Hall of Flags, and features best-selling author Bob Nelson as he speaks about "Future Skills, What You Need to Succeed in 2003 and Beyond".

Mr. Nelson will teach strategies for fulfilling what he calls the "ultimate expectation" at every workplace, including how to take more initiative and get rewarded for it. Other presenters will be on hand to talk about the state of the administrative professional field, and to help you learn how to partner with your boss and influence others even without formal authority.

Please note that this event is open for all Penn staff, not just administrative professionals. The cost for the program is \$15, which includes lunch. A copy of Bob Nelson's book, *Please Don't Just Do What I Tell You, Do What Needs to Be Done* will be raffled at the end of the program.

For more information, visit the Human Resources web site at www.hr.upenn.edu/learning, or call (215) 898-3400.

— Division of Human Services

Update

APRIL AT PENN

FILM

15 *The Decay of Fiction*; 5 p.m.; International House (Philadelphia Film Festival). See www.phillyfests.com.

FITNESS/LEARNING

Morris Arboretum

To register call (215) 247-5777 or see www.morrisarboretum.org.

15 *The Joy of Spring—Perennials in Bloom*; learn to enhance your garden with the addition of spring blooming perennials; 7-8 p.m.; \$16/\$18 non-members.

22 *Natural Gardens and the Formal Horticultural Tradition*; learn to integrate a natural style garden into a traditional garden setting; 7-9 p.m.; \$22/\$24 non-members.

24 *New Horizons in Perennial Gardening*; focuses on plants that provide long bloom or add interesting texture to the garden; 7-8:30 p.m.; \$16/\$18 non-members.

READING/SIGNING

17 *Robert J. Shiller*; author of *The New Financial Order: Risk in the 21st Century*; 7 p.m.; Penn Bookstore (Bookstore).

TALKS

15 *Living and Educating in a Time of War*; open forum moderated by Joan Goodman, GSE; 4 p.m.; Student Lounge, GSE (Student Affairs Committee, GSE).

21 *Books and the Magus: Johannes Trithemius, 1462-1516*; Anthony Grafton, Princeton University; 5:30 p.m.; Class of 1955 Conference Rm., 2nd Floor, Van Pelt-Dietrich Library (Library). Also April 23.

22 *Imagined Places, Fragile Landscapes: Italian American Presepi (Nativity Creches) in New York City*; Joseph Sciorra, Queens College, CUNY; 4 p.m.; rm. 104, Logan Hall (GSAC; Center for Folklore and Ethnography).

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

CLASSIFIEDS—UNIVERSITY

RESEARCH

Irritable, moody, anxious, and/or fatigued before your period? Researchers in the Department of Obstetrics/Gynecology at the University of Pennsylvania School of Medicine are currently seeking female volunteers aged 18-45 for treatment research studies examining medications for Premenstrual Syndrome (PMS) or Premenstrual Dysphoric Disorder (PMDD). Medication and evaluations are free to participants. For more information please call Sarah at (215) 662-3329.

Want to lose weight? The University of Pennsylvania's Weight and Eating Disorder Program is looking for participants who will receive 2 years of weight loss treatment using either a low-carbohydrate or a high-carbohydrate weight loss program. Overweight men and women aged 18-65 are encouraged to call Brooke at (215) 746-8810 or Duncan at (215) 746-6908.

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.

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.

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.

CLASSIFIEDS—PERSONAL

FOR SALE

Three bedroom house for sale (\$239,000) or rent (\$1600/mo + util). Newly renovated Penn Valley twin 20 minutes from U of P Main Line area. 1 bath, living rm, dining rm, big eat-in kitchen, all new appliances, full bsmt, washer and dryer, driveway, Excellent Lower Merion Schools, (888) 623-0110 x600 or jwb@vet.upenn.edu. Broker cooperation.

For Sale by Owner: Brick Colonial in Swarthmore, 4-5 BR, 1.5 bath, private yard, near R-3. New kitchen, deck, roof, basement rec room, refinished floors. 504 Yale Ave, \$265,000. OPEN HOUSE SUN. APRIL 27, 1-4 (weekends) 610-543-3483, (days) 212-305-2139. familyhomenow@hotmail.com.

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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.



Correction

In last week's issue, the announcement of the Weiler Fellow Sean Keilen should have read: "Sean Keilen, Assistant Professor of English, studies Renaissance poetics, rhetoric, literary theory, anti-quarian scholarship, and the history of the book. His current project, *Vulgar Eloquence and the Origins of English Literature*, weighs the contribution that classical poetry made to the invention of a vernacular literary culture during the sixteenth and seventeenth centuries. Professor Keilen is also co-editing, with Leonard Barkan (Princeton University), a collection of essays called *Terms of Art*, which examines the transformation of Renaissance Studies at the end of the twentieth century."—Ed.



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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 31-April 6, 2003**. Also reported were 13 Crimes Against Property (including 11 thefts, 1 act of vandalism and 1 retail theft). Full reports are on the Web (www.upenn.edu/almanac/v49/n29/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 31-April 6, 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.

04/01/03	10:09 PM	39 & Chestnut St	Male driving intoxicated/Arrest
04/02/03	6:53 PM	51 N 39 St	Male acting disorderly/Arrest

18th District Report

3 robberies and no arrests were reported between **March 31-April 6, 2003** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

04/01/03	11:41 PM	5102 Larchwood	Robbery
04/01/03	11:45 PM	119 South St	Robbery
04/06/03	10:18 PM	4500 Osage Ave	Robbery

Franklin Institute Laureates Symposium

On April 22-25 the University will have the pleasure of joining with the Franklin Institute in bringing to our campus a series of events in honor of the 2003 Benjamin Franklin Medals and Bower Awards in Science and Business. These events are part of the Franklin Institute's Awards Program which dates back to 1824 and is among the oldest comprehensive science awards program in the world. Since many of the winners of the awards will participate in the symposia, we will have an opportunity to welcome them and to hear about their distinguished work. This year we are especially honored to have two of our esteemed faculty as honorees: Dr. Raymond Davis, recipient of the 2002 Nobel Prize for Physics, and Dr. Robin Hochstrasser, Donner Professor of Physical Sciences (*Almanac* February 11, 2003).



I want to extend an invitation to all members of the University research community to attend the symposia at Penn, which are listed below along with the RSVP information.

Members of the University are welcome to attend any portion of this program to be held April 22-25, but you are especially invited to the four being held on our campus. They are:

- Honoring Mr. Herb D. Kelleher (2003 Bower Award for Business Leadership); *How to Prosper in a Declining Industry*, Room G06, Jon M. Hunstman Hall, Tuesday, April 22, 1:30-4 p.m.

Mr. Kelleher, founder and chairman of the board of Southwest Airlines, "has shown the world that business and technological success are best achieved and enjoyed by inspiring, supporting, and celebrating people and their accomplishments. Under his leadership, Southwest Airlines has realized 29 consecutive years of growth and profitability through a focus on customer service, efficiency, and exemplary employee relations."

Please respond with your plans to attend to whartondeansoffice@wharton.upenn.edu.

- Honoring Drs. Masatoshi Koshihara, Raymond Davis, and John N. Bahcall (2003 Benjamin Franklin Medals in Physics); *The Future of Neutrino Physics*, Carolyn Lynch Room, Chemistry Building, Thursday, April 24, 9:30 a.m.-12:30 p.m. The program includes Dr. Wick Haxton, University of Washington; Dr. Hitoshi Murayama, University of California, Berkeley; Dr. Joshua Klein, University of Texas, Austin.

Dr. Koshihara, Emeritus Professor of Physics of the University of Tokyo, Dr. Davis, Professor of Physics of the University of Pennsylvania and Dr. Bahcall, Professor of Natural Sciences of Princeton University, are being honored "for their work that led to an understanding of neutrino emission from the sun."

Please respond with your plans to attend to Jackie Mileski at jmileski@dept.physics.upenn.edu.

- Honoring Dr. John McCarthy (2003 Benjamin Franklin Medal in Computer Science); *Advances in Automating Common Sense Reasoning*, Institute for Research in Cognitive Science, Suite 400A, 3401 Walnut Street, Thursday, April 24, 9:30 a.m. to noon. Chaired by Dr. Mitch Marcus, RCA Professor of Artificial Intelligence, Department of Computer and Information Science, the program includes Dr. McCarthy along with Hector Levesque, University of Toronto; Dr. Vladimir Lifschitz, University of Texas at Austin.

Dr. McCarthy, Professor of Computer Science at Stanford University, is being honored for "his multiple contributions to the foundations of artificial intelligence and computer science including the development of the LISP language, the invention of time sharing interactive programming, and key developments in the application of formal logic to common sense reasoning."

Please respond with your plans to attend to Janean Williams at janeanw@cis.upenn.edu.

- Honoring Dr. Robin M. Hochstrasser (2003 Benjamin Franklin Medal in Chemistry); *Structural Dynamics in Chemistry and Biology*, Carolyn Hoff Lynch Lecture Hall, Chemistry Building, Friday, April 25, 10 a.m.-5:30 p.m. The program includes Douwe A. Wiersma, University of Groningen; Philip A. Anfinrud, NIH; William A. Eaton, NIH; Peter Hamm, University of Zurich; Gerald J. Small, Iowa State University; Hans-Peter Trommsdorff, University of Grenoble.

Dr. Hochstrasser, Donner Professor of Physical Sciences at the University of Pennsylvania, is being honored "for pioneering the development of ultrafast and multi-dimensional spectroscopies, and their applications to gain fundamental molecular-level understanding of the dynamics in complex systems (condensed phases and biomolecules), including energy transfer in solids, reaction mechanisms in liquid solutions, the binding of small molecules on hemoglobin, and the observation of structural changes in proteins."

Please respond with your plans to attend to Thomas Troxler at ttroxler@sas.upenn.edu.

For more information about the complete program and the honorees please visit the Franklin Institute website at www.fi.edu/tfi/exhibits/bower/index.html.

—Neal Nathanson, Vice Provost for Research