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Browne Professor: Warren Ewens

Dr. Warren Ewens, professor of biology, has been named the Christopher H. Browne Distinguished Professor of Biology, SAS Dean Samuel H. Preston has announced. Dr. Ewens, who joined the department of biology in 1972, holds a B.A. from the University of Melbourne, and a Ph.D. from the Australian National University.



Warren Ewens

Dr. Ewens developed the undergraduate concentrations of mathematical biology and computational biology as well as helped to establish the master's, graduate and post-doctoral programs in computational biology. He currently serves as the associate director in charge of education in the Center for Bioinformatics. As a member of the University Scholars Council, Dr. Ewens provides assistance for honors students pursuing individual research initiatives. His outstanding teaching and mentorship have been recognized in recent years with a Biology Department Teaching Award and Lindback Award for Distinguished Teaching.

An internationally-renowned scholar of population genetics theory, Dr. Ewens has worked in human genetics, computational biology, and evolutionary population genetics. Together with Dr. Richard Spielman, professor

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New Vice Provost for Research: Perry Molinoff



Perry Molinoff

Pharmacology from 1981 until 1995.

Dr. Molinoff is an expert on the structure and function of cell membrane receptors involved in signal transduction. His early research focused on the receptor for the neurotransmitter acetylcholine, but he has published extensively on other important receptor molecules that respond to amino acids or to biogenic amines such as dopamine. Much of this research has had significant clinical relevance for understanding and treating diseases ranging from heart failure to depression, schizophrenia, and Parkinson's disease.

"President Rodin and I are thrilled that Perry will be heading Penn's extensive research efforts," said Provost Barchi. "His depth of experience in both academe and the private sector makes him perfectly suited to guide our research operation. Perry has been widely praised both for his personal research accomplishments and for his academic leadership abilities. These superior academic credentials, coupled with his

Dr. Perry Molinoff, a renowned neuroscientist and the former chairman of the department of pharmacology, has been named Vice Provost for Research, effective immediately, according to an announcement by Provost Robert L. Barchi. Dr. Molinoff was the A.N. Richards Professor and Chairman of the

experience in the pharmaceutical and biotech industries will serve us well."

As the new Vice Provost for Research, Dr. Molinoff will have policy and administrative oversight for the University's \$600 million research enterprise. He will also deal directly with policy issues relating to the conduct of research, including animal and human research and clinical trials. He will also play a central role in the strategic planning for research and will coordinate the development of new research facilities.

Dr. Molinoff received his B.S. from Harvard College and received his medical degree from Harvard Medical School in 1967. He subsequently undertook postdoctoral and fellowship training with Julius Axelrod at the National Institute of Mental Health and as a Guggenheim Fellow at the department of biophysics at University College London. Dr. Molinoff spent 10 years in the department of pharmacology at the University of Colorado. In 1981 he came to Penn's Medical School where he was the A.N. Richards Professor and chairman of Pharmacology. While Dr. Molinoff served as chairman of this department, the NIH ranking for grants received moved from 70th place (of 119), to sixth in the country.

Upon leaving Penn in 1995, Dr. Molinoff became vice president of Neuroscience and Genitourinary Drug Discovery at the Bristol-Myers Squibb Pharmaceutical Research Institute. He was responsible for directing and implementing the Institute's research efforts in these two therapeutic areas. Dr. Molinoff established a multidisciplinary structure to facilitate rapid development of therapeutic targets across a broad spectrum of neurologic, psychiatric and genitourinary diseases, including stroke, depression, sleep disorders, obesity, Alzheimer's disease, analgesia and neuropathic pain, urinary incontinence and male erectile dysfunction. He was also a member of the leadership team responsible for the licensing and development of aripiprazole, a novel antipsychotic being marketed by Bristol-Myers and Otsuka Pharmaceuticals.

Dr. Molinoff has most recently been EVP for Research and Development at Palatin Technologies in Cranbury, New Jersey, where he serves as a member of the board of directors. At Palatin, Dr. Molinoff has been responsible for early discovery programs in sexual dysfunction, obesity, neurodegenerative disease and cancer

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The following letter was sent to Dr. Lance Donaldson-Evans, Chair of the Faculty Senate, on October 27 by President Judith Rodin, and to Almanac for publication.

Subcommittee of Public Safety Advisory Board to Review 10/11 Incident

I received your request, published in the October 24 *Daily Pennsylvanian*, for a review of the events of October 11th involving Rui DaSilva. I appreciate your sending me a copy of this request in advance.

The University has in place a Public Safety Advisory Board, chaired by Dennis Culhane, a tenured member of the faculty. This Board is charged with overseeing public safety issues on our campus. Given its charge, I believe that the Board provides the appropriate forum to consider the issues raised by the SEC request. For this reason, we have asked Dr. Culhane to convene a subcommittee of the Board, including faculty, students, and staff, to consider the issues that underlie the SEC's concerns in the context of the October 11th event. He has agreed to do so.

Racial profiling is a matter of serious concern to our community, to the city, and to the country. I believe it is important that we continue to address community concerns about public safety and race, openly and forthrightly, to ensure that all members of our community feel safe. I am grateful that the Advisory Board has agreed to consider this issue and I will share the Board's advice with you after it has completed its work.

— Judith Rodin

Ed. Note: See page 2 for the membership of the Subcommittee of the Public Safety Advisory Board.

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SENATE: From the Senate Chair

TO: Members of the Faculty Senate
FROM: Lance Donaldson-Evans, Chair
SUBJECT: Senate Nominating Committee

1. In accordance with the requirements of the Faculty Senate Bylaws, notice is given to the Senate Membership of the Senate Executive Committee's 9-member slate of nominees for the Nominating Committee for 2003-2004. The Nominating Committee nominates candidates for election to the Offices of the Faculty Senate, to the at-large and assistant professor positions on the Senate Executive Committee, and to the Senate Committee on the Economic Status of the Faculty, the Senate Committee on Academic Freedom and Responsibility, and the Senate Committee on Conduct. The nine nominees, all of whom have agreed to serve, are:

Jere Behrman (Economics)
Steve Burbank (Law)
Martin Charron (CHOP/Radiology)
Dina Jacobs (Neurology)
Edward T. Lally (Dental)
Lynn Lees (History)
Michele Richman (SAS)
Barbara Riegel (Nursing)
John Vohs (Chemical Engineering)

2. Pursuant to the Bylaws, additional nominations may be submitted by petition containing at least twenty-five signed names and the signed approval of the candidate. All such petitions must be received by *November 18*. If no additional nominations are received, the slate nominated by the Executive Committee will be declared elected. If additional nominations are received, a mail ballot will be distributed to the Faculty Senate membership. Please forward any nominations by petition via intramural mail to the Faculty Senate, Box 9 College Hall/6303. Please forward any questions to Kristine Kelly by e-mail at kellyke@pobox.upenn.edu or by telephone at (215) 898-6943.

Subcommittee of the Public Safety Advisory Board

Dr. Dennis Culhane, professor of social welfare policy and psychology, School of Social Work, *Chair*
Dr. Elijah Anderson, Charles and William L. Day Distinguished Professor of the Social Sciences, School of Arts and Sciences
Dr. William Baxt, professor of emergency medicine, School of Medicine
Dr. Sean Kennedy, associate professor of anesthesia, School of Medicine
Dr. David Mandell, assistant professor of psychiatry, School of Medicine
Rev. William Gipson, University Chaplain
Jeanne Arnold, executive director, Office of Affirmative Action and Equal Opportunity Programs
Sheen S. Levine, WHG '02, graduate student
Alex Breland, C '04, undergraduate student
Amy Gartenlaub, C '06, undergraduate student

Charge: To review the practices, policies and procedures of the Penn Police Department with respect to racial profiling, and investigate the recent incident on campus in support of that review.

Lindback Nominations: December 6

Nominations for Lindback Awards for members of the standing faculty, and for Provost's Awards for full- and part-time associated faculty and academic support staff are now being accepted by the Office of the VPUL; send to Terry Conn at 3611 Locust Walk/6222 or conn@pobox.upenn.edu. For the Guidelines, see www.upenn.edu/almanac/v50/n11/lindback.html.

I am pleased to announce a new university-wide teaching award, designed specifically to honor faculty who mentor Ph.D. students. This prize is intended to underscore the University's strategic emphasis on graduate education, by celebrating the accomplishment of faculty who show special distinction in doctoral education. The new award has been endorsed by both the Council of Graduate Deans and the Graduate Council of the Faculties. —Peter Conn, Deputy Provost

Provost's Award for Distinguished Ph.D. Teaching and Mentoring

The Provost's Award for Distinguished Ph.D. Teaching and Mentoring recognizes excellence in the teaching and mentoring of doctoral students. The award will be presented to two outstanding faculty members each year for their exemplary work in training the next generation of scholars. Eligible faculty may be nominated by any Penn faculty member or Ph.D. student. Successful candidates must be members of the standing or associated faculty in any school offering the Ph.D.

Candidates will be evaluated on the basis of letters of recommendation from past and present graduate students, from other University colleagues, and from the wider research community. Among the qualities the selection committee will consider are:

- Distinguished research in one's own field.
- Success in collaborating on doctoral committees and graduate groups.
- An ability to attract outstanding doctoral students.
- A record of successful doctoral placements.

Superior teaching and mentoring skills will emerge differently in different settings. Examples of the sorts of activities that the review will consider include the effective supervision of graduate student research; the skillful direction of dissertation students; a proven talent for mentoring teaching assistants; and the skillful art of leading seminars and facilitating discussions.

Initially, the selection committee will be drawn from among recipients of the Lindback Award. Ultimately, the committee will be composed of Provost's Award recipients. Recipients will receive a monetary award and University recognition during a public ceremony. Nominations should be sent to Ms. Karen Lawrence, 122 College Hall/6303 (lawrence@pobox.upenn.edu), by no later than *December 15, 2003*.

Vice Provost for Research

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diagnosis and treatment. He has also been responsible for the clinical development of a diagnostic imaging agent as well as the clinical and preclinical development of a novel centrally acting melatonergic agonist that has recently completed phase 2 clinical trials for the treatment of male erectile dysfunction.

Dr. Molinoff said that he is excited to be returning to Penn. "Enormous changes have taken place both within the institution and with regard to its interaction with the greater Philadelphia community," Dr. Molinoff said. "I have many warm memories of Penn and have stayed in touch with many former and soon-to-be current colleagues. It is a real honor to be given the opportunity to contribute to the future growth of this great institution."

Dr. Molinoff has numerous affiliations with scientific societies including the American Society for Pharmacology and Experimental Therapeutics; American Society of Biological Chemists; American Society for Neurochemistry; American Association for the Advancement of Science; Society for Neuroscience; Research Society on Alcoholism; The New York Academy of Sciences; and the American College of Neuropsychopharmacology.

He is, or has been a member of multiple editorial advisory boards, including *Molecular Pharmacology*; *The Journal of Pharmacology and Experimental Therapeutics*; *The Journal of Neurochemistry*; *Molecular Neuropharmacology*; *Current Opinion in CNS Drugs*; *Molecular Interactions*; and *Journal of Studies on Alcohol*. He has also been the author, coauthor, or editor of six books, including *Basic Neurochemistry* and *Goodman and Gilman's Textbook of Pharmacology*, and of over 225 publications.

Browne Chair: Warren Ewens

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of genetics, he is the creator of the transmission/disequilibrium test, which is widely used to analyze genetic linkages associated with complex human diseases. Dr. Ewens has received some of the scientific community's highest honors for his scholarship, including election into the Royal Society, where he is among only 1,300 members worldwide, and the Australian Academy of Science. He is also the recipient of the Australian Statistical Society Pitman Medal and Oxford University's prestigious Weldon Memorial Prize.

The author of several significant publications, Dr. Ewens has written three books including his recent *Statistical Methods in Bioinformatics* with Dr. Greg Grant. He has served on the editorial boards of *GENETICS*, *Proceeding of the Royal Society B*, *SIAM Journal in Mathematical Biology*, *Annals of Human Genetics* and *Theoretical Population Biology*. He also serves on the advisory committees for several boards, including the Singapore Institute of Bioinformatics.

This chair is one of five Browne Distinguished Professorships created by a \$10 million gift from Christopher Browne, C '69. Mr. Browne has been a member of the SAS Board of Overseers since 1982 and became chairman in 1999. He has also served as a member of the Board of Trustees of the University since 1991 and is on several Trustee committees including the academic policy committee. His most recent contributions to the University include the establishment of the Christopher H. Browne Center for International Politics and the creation of undergraduate scholarships.

COUNCIL State of the University

The October 29 Council meeting was primarily devoted to the annual State of the University presentations. President Judith Rodin's report, including the portion presented by Landis Zimmerman appears below. Next week's issue will contain Provost Robert Barchi's presentation, which dealt primarily with the Strategic Plan.

Endowment/Development

I will report on a number of issues; I will then ask my colleague Landis Zimmerman to speak on the endowment performance, and then the provost will give his report. We have tried to coordinate them so that we are all talking about quite different things and you get a broad range of the many things going on in the University.

Let me set the context for Mr. Zimmerman's report by talking just a little bit about the endowment—not from the perspective of its performance—but from the perspective of development. Clearly last year was extraordinary because of the \$480 million that we raised, \$150 million was from the Annenberg Foundation: \$100 million for the school and \$50 million for the Sunny Lands Trust which is doing a number of very interesting conferences related to the area of youth at risk. But even netting out the \$150 million, last year's performance given the economic climate was very strong and we are on a very strong path this year. We already have \$51 million or so in pledges, last year at this time we had \$48 million, absent the Annenberg gift, and \$51 million the year before. What is notable this year is that we have \$62 million in receipts compared to \$35 million at this time last year and \$34 million at this time the year before. This is where I think you can really see the impact of the economy really turning around so that people are beginning to pay pledges that were made and feel more comfortable in doing that. Many people seem to be rushing to get some '03 tax credits by paying on some of their pledges when the market has done relatively well this year. That's all to the good because then we can put it into either the endowment, if it's for the endowment or into the programs for which they are designated, and of course put it to work much more quickly. We are quite enthusiastic about those data.

We are planning a capital campaign for the University of Pennsylvania. We're in a wonderful situation of having extremely generous alumni and donors, but as you know well seeing the new strategic plan, it is extraordinarily ambitious and it really relies on ratcheting up the level of annual philanthropy significantly. So we are planning the kind of campaign that would do that. We are doing a number of feasibility studies and some understanding both of the market and the economy and also how our external constituencies are receiving and responding to our strategic plan. That's very useful because we know what our strategy is and where we are going. We've had broad discussion many times, as members of the community, about that strategic plan; and the schools as well are doing that. If there are areas that are of high strategic significance that don't appear to excite or interest some of our prospective donors, then we will do an even better job of educating our donors before we go out and start a campaign and ask for money. But we will not take money for things that really are not high institutional priorities. We will come back to the actual performance of the endowment in a moment.

Diversity/Equity

We continue to move quite aggressively I think in both setting goals, and in trying to address those goals. Just to remind us, we had a committee working on gender equity as it related to the faculty in particular, and we received a report from that committee over a year ago. During the last academic year, the Provost's Office has done a number of things and the Faculty Senate Executive Committee actually did a number of additional things that have helped to move us further toward those goals. It's very clear that meeting any target with regard to faculty hiring and faculty retention requires intervention not only at the school level but also truly at the department level where the hiring decisions are made. During the last year the Provost's Office has required of the schools and all of the departments that we keep track of—and report on—information regarding the number of women who are in the applicant pool for faculty positions, those who are interviewed and ultimately those to whom offers are extended. We have been actively monitoring the number of women on search committees relative to the number of women on the faculty in the department. The Faculty Senate has been terrific—the leadership particularly—about reminding the faculty that this is a serious and shared goal to increase the number of women on the faculty and to do well with regard to retention.

We have some data which we will make available in a report shortly but I want to provide a bit of texture around what we think are some successes after a more vigorous intervention in the last year. These are women who started July or September of this year, as well as a number of completed recruitments where the faculty member isn't starting until later this academic year. For example we have two new women coming in mathematics and the same thing is true in engineering. In Arts and Sciences last year 24.9% of the faculty were women and this year 27.1% of the SAS faculty are women. What's notable about that is that 47.5% of the recruits were women. So what you are seeing is a much more stepped-up recruitment process and a lot of attention to retention that's providing those numbers. 9.6% women in engineering has gone up to 10.7%, again we know of cases who have accepted a year from now so the recruiting season actually is better than it looked. 16.3% in the prior year at Wharton, 17.7% this year, so again movement in the right direction. The School of Medicine went up from 25.2% to 25.9% and here too almost half the new recruits were women. So this is an ongoing process.

It clearly isn't something that can be completely addressed in any single year, but the very elaborate new monitoring process, the incentives that are in the pipeline, and the increased attention on the part of the faculty, I think have done just what we, and certainly what the Gender Equity Committee, hoped and that is to really raise everyone's consciousness and continue to do a better job of recruiting and retaining women faculty members. That is particularly

true in some departments and much less true in others. That's why the monitoring from department to department, rather than just aggregate data, is so important and we are continuing to work there.

In parallel fashion a Minority Equity Committee was appointed, again this was focusing solely on faculty, and that committee, we hope, will resume steam over the next couple of weeks, and I thank the Faculty Senate leadership for taking the initiative to reanimate the leadership of that committee and to help us to move it forward. We are very eager for the outcome of those deliberations as well.

Neighborhood/Community

I want to talk a little more elaborately about Penn's continuing commitment to the neighborhood and to the community. It is something that is very important to us institutionally and certainly is ingrained in so many areas throughout the University. It would be hard to do justice and thank completely all of the organizations and all of the groups throughout the faculty and students and staff who do such a wonderful job and who are so interested in moving ahead Penn's institutional commitments to our neighborhood and neighbors in West Philadelphia. I'm going to highlight just a couple.

The Center for Community Partnerships last year celebrated its 10th anniversary. We have a \$10 million fundraising campaign going on for the Center—an endowment campaign—the Center has a much larger annual budget. It continues to get more faculty and students involved in academically based community service learning courses. It has a number of strong and important initiatives in the community and this is one clear source of energy in our community interventions and one that nicely links the academic and volunteer or the applied component of Penn's efforts. Faculty and students from the schools of Nursing, Medicine, Dental Medicine, Arts and Sciences, Social Work and Education are all working together in the newest of the Center for Community Partnerships programs. That's the one at Sayre Middle School which is off the ground and I think that we'll benefit very significantly from the involvement of so many schools and so many of our colleagues.

We have a standing Trustee Committee called Neighborhood Initiatives Committee that I formed with the Trustees about four or five years ago when we began even more aggressively our interventions in West Philadelphia. That Committee meets regularly; it stays in close contact with, and indeed now monitors the University on our progress and goal-setting. It's very important to know that because this is an institutional and important Trustee effort; it's not an ad hoc committee—it's one that now has statutory responsibility for our neighborhood initiatives and exists with other Trustee committees like Budget and Finance or Audit or Academic Policy, and I think that's very important.

Glenn Bryan, our director of City and Community Relations, hosts First Thursday Meet-

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President Rodin's Report

Neighborhood/Community

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ings, where Penn leadership—and it varies from month to month who's there—shares information related to what's going on within the University, what the University is doing that ought to be consulted upon with the West Philadelphia community. It was at these meetings, as well as in many other venues, that we discussed construction projects, the Alexander School, retail initiatives and the like. It's a very popular venue and one that we think gives us a predictable source of interacting with members of the community in a more informal way.

The Division of Business Services has institutionalized Penn's program of economic inclusion. We now review every project, every construction project, every renovation project and every purchasing program that we have throughout the University, to set minority inclusion goals for contracting. This has dramatically changed the way we do business at Penn and I think has helped to achieve its goal, which is to help to build economic infrastructure and capacity back into the West Philadelphia neighborhood in a way that really is a win-win. We buy materials, we do construction, and this allows the community to benefit with their business plans and programs to benefit from those activities of the University. We have raised University procurement from minority-owned vendors from \$9 million about six years ago to \$60 million this year. It is a very significant initiative and the inclusion on the construction projects is also quite substantial.

Penn has made financial commitments to the West Philadelphia community in the education area. We are subsidizing for ten years the Alexander School—our neighborhood public school in West Philadelphia—and we have taken responsibility for three of the lowest performing elementary schools in the West Philadelphia area through the Graduate School of Education as part of the State takeover of the Philadelphia School System. I announced last year, but probably it's worth bragging again given that it's bragging for the Graduate School of Education, that our three schools under the leadership of GSE, showed the largest improvement in reading scores of any of the takeover schools last year. The faculty and students from GSE who have become really deeply involved in these three schools are doing a wonderful job.

We renewed our commitment to the University City District at the end of last year for another five years. We've made an additional three-year commitment to UC Green, which is the community greening project that Penn began in 1998. I hope that those of you who are in West Philadelphia really do see the results of those programs because they have been quite effective. Our main effort has been to continue to solicit partners for all of these things. We want to have people and organizations in the community, who feel that we are a good partner in these initiatives and that they have some sustainability over time and we feel very optimistic about those relationships and indeed the longevity of these initiatives.

Facilities

We recently dedicated the Weiss Tech house. It was terrific—it's located at 3340 Walnut St. so you can enter from Walnut St. or you can enter through Levine Hall. It is the newest of our hubs for tinkerers and entrepreneurs. The Provost and I had the pleasure of being there and we saw new student inventions—there is an entrepreneurship fund that the students are able to use to support one another's projects. We saw an energy-efficient ventless clothes dryer, a roller-blading robot, a computer program that makes the use of computers simpler, and one of our students who is already handing out his business cards—because he has five employees, so it has really served well the function which we hoped it would serve. These all are extracurricular, not-for-credit—as Kelly Writers House is, as Civic House is—places where people can come together and really use their imagination and creativity and do things that interest them.

We dedicated Levine Hall earlier this year and it has opened for the department of computer and information sciences and really has done quite a lot to move the ambitions of that department forward. We broke ground for the new bioengineering building—Skirpanich Hall—which will both serve as a home for bioengineering but be the final piece of the puzzle linking all of the engineering buildings together in a much more effective and quad-like way. We're looking forward to the completion of that project.

We will be unveiling the commemorative sculpture for the 125 Years of Women Celebration—the never-ending celebration that was two years ago—and I think we'll finally conclude with the installation by Jenny Holzer—a world renowned sculptor—a series of benches labeled 125 years. The artist selected quotes—by and about women—from Penn's Archives reflecting the last 125 years. It is integrated into another never-ending project, the work on Hill Field which hopefully will be completed by the dedication so that we can free once again part of that field for student pickup athletic activities. But I think the landscape design will be very attractive and will support more linkage to the rest of the community.

We have broken ground for the Life Sciences Building; we have relocated the Greenhouse at least temporarily and continue on-site preparation. The excavation is scheduled for November. That will become the new home for part of the biology department, for genomics, for cognitive neuroscience and in Phase II, the rest of biology and psychology will move to an integrated program on that site. We're very pleased that that will finally be underway.

We're in the design phase for a new McNeil Center for Early American Studies which is going to be on the corner of 34th and Walnut St., diagonally across from Zeta Psi fraternity. That will be a small building that matches in size the fraternity building and will house a very significant program that has developed in the study of the early American period.

The design for the School of Veterinary Medicine's new teaching and research building is also underway. Its occupancy is projected for the fall of 2006.

We have a couple of other exciting announcements on projects that we think the general University community has been waiting for a long time but we're going to take them to the Trust-

ees in November first and make sure that they approve. You will hear about them in the week after next. We're enthusiastic about launching some of those after clearly a long period of thinking.

We have signed our memorandum of understanding with the Post Office to purchase the land. It's been widely publicized so I won't talk specifically about that except to say, I think a more important thing that hasn't been in the press or in our internal communications, is that we have joined other stakeholders to create the Schuylkill River Development Corporation. These are all the stakeholders on both the east and west side of the river, including Amtrak, SEPTA, builders and developers who own land, Penn, Drexel, and a lot of private developers, and for the first time we have really come together and we are working with the federal government on transportation money, with the Commonwealth on Department of Transportation infrastructure, for bridges—we're working with the Army Corp of Engineers. You will see, moving forward finally, a really integrated plan for the development of the east and west side of the Schuylkill from Bartram Gardens up to the Fairmount Park Water Works area. That's pretty terrific and we won't all be competing with one another, but we're all speaking with the same voice. We expect a lot of progress in that area. It's going to be terrific for Penn in particular, given that it will get us to the river and get us to Center City with a wonderful gateway that's important to other stakeholders in the City as well.

On the east edge of campus, the former Hajo building, which has gone through many iterations at 32nd and Walnut St., now will become the new home for WXPn and the World Café. It's going to feature a 350-seat live music performance venue that certainly will contribute to the vibrancy of Walnut St. and a very visible home for WXPn that has really just continued to grow and succeed. There is a private developer for that project—Dranoff Properties—the developer of the Left Bank.

Finally, also using a private developer we are transforming the Eastern Apparatus Building—which is at 31st St. between Chestnut and Walnut—into a translational, tech transfer research facility. Our partner here is Forest City Radnor. They are investing \$55 million in this venture which will meet the Medical School's increasing research needs, and Penn's research needs to create generic lab space, particularly in the biotech related areas.

We've reached 95% occupancy for our retail assets. A lot of retail activity going on or in planning and we are hard at work on energy conservation. We are the largest purchaser in the Commonwealth of wind energy; we continue to win awards for our conservation efforts. We were awarded a 2002 Governor's Award for Environmental Excellence and we were also awarded the 2002 Green Power Leadership Award. This is a tough battle, natural gas prices have gone up and we continue to push our environmental consciousness at the same time the costs of energy have increased dramatically. Now 10% of our energy needs are satisfied by wind power that we've been able to purchase and we're very pleased about that.

With that, I will ask Landis Zimmerman to give a report on the performance of the endowment.

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Endowment

I'm going to talk briefly about fiscal year 2003. I'll give you an example of what our peers did in the same time and then I'll give an update of for the first quarter of 2004.

Here's fiscal 2003 (table 1). If you start at the top in the center column which is outlined with the box, we earned 4.7% for the fiscal year versus a benchmark of 3.6% so that's a little over a percentage point ahead our benchmark. If you look to the left where it says fiscal year quarter 4, you can see all that performance came in the 4th fiscal quarter, which as many of you may know was a tremendous rebound for stock markets globally. So thanks to the 4th quarter we ended the year substantially positive. If you now look at the domestic and international equities you can see that's where a huge gain was made in the last quarter of the fiscal year. But interestingly the point to make here is that domestic and international equities together contributed only a little over one percentage point to the overall endowment for the year, despite the tremendous rally in the 4th quarter. Since we have half the endowment invested in public equities we got about half a percent out of our 4.7% from public equities. While we're thankful that public equities rallied in the quarter, to me what's more important is all the other stuff because if we got 50 basis points from global equities it means that we got 4.2% from everything else. I think that's tremendously important in a volatile stock market. So for example contributors in fiscal 2003 were our hedge fund portfolio, which is labeled absolute return which is third from the bottom, our high yield portfolio in which we had a pretty meaningful credit bet on in the portfolio and of course investment grade bonds which did quite well. So if you add up our allocation in those three categories it's about 40% of the portfolio and contributed about 12% total return. So

I'm quite pleased that in an environment where notwithstanding a good rally in the stock markets stocks performed merely ok, we had other things working in the portfolio that contributed to the overall total return.

This is what our peers did last year (table 2). We came in at 4.7% which is above the median return of 4.0%; Harvard came in the highest at 12.5%, Emory came in the lowest at -8%. Although one year is interesting to look at obviously for an institution like ours and our peers, multiyear periods are much more important. So if you look at the three-year period (table 3), we've compounded a 3.5% per year for three years versus a benchmark which lost 3.6% per year for three years. So we've remained positive over a very difficult market environment and not withstanding Harvard's particularly good return last year, we have a better three year number than Harvard's and most of our peers for that matter. Our peer median came in at a 1.3% loss.

I thought I'd give you a snapshot of what the portfolio looks like and I'll make two comments on this slide (table 4). The gray area is the bond portfolio which represents 20% of the endowment so we have an equity heavy portfolio. We think it's important to remain in equity or equity like strategies because to support the institution we believe it's important to earn the long run equity risk premium over bonds. Therefore, we will always be equity heavy. Our global equity portfolio, representing about half of the endowment, is shown on the first three lines of the chart labeled index, U.S. equities, and international equities. Everything below that is what contributed to the performance this year and so we've made a significant effort over the last couple of years as we've repositioned the endowment to add other strategies that will produce total return when public markets don't.

Finally here's where we are for the first quarter

of the fiscal year (table 5). I've told our board and trustees that investing is back to a game of inches. We have to grind out performance in every category that we can and for the first quarter we are up 3.7% compared to the benchmark of 2.8% so again we are ahead for the quarter and things are generally working across the portfolio.

Dr. Rodin's Closing Remarks

I think it's especially important to note three things about this. I'll just underline Landis' comment that over the three year period which has been the worst certainly in my presidency we were one of few endowments over \$1 billion that didn't lose principal during that period.

The second point is that we clearly used the income from the endowment to fund ongoing programs. We have a spending rule at the University, as do all of our peers; the peer group spending ranges between 5% and maybe 4% of the endowment. So in these three years in order to meet our spending rule we were beginning to use principle rather than cut out programs and so we relied on performances before that which were over 4.7% which is the spending rule. We need to rebuild now to make sure there continues to be a buffer for the ongoing programs of the University during the lean years by putting away money in the good years when you make excess of the spending rule.

And finally the performance is really quite important as we go out on a fundraising campaign. A lot of our donors make their money this way too and so they look at how we perform in terms of their willingness particularly to give us funding that will go into the endowment. Some of the toughest negotiations I ever have are with investors who say "why should I put it in the endowment if I can do better." So this is very, very important as we continue to plan for a large-scale campaign.

FY 2003 Performance Summary

	FY04	FY03	FY03 Benchmark	
	11.0%	4.7%	3.6%	AIF Composite
Domestic Equity	16.8	2.3	1.3	Wilshire 5000
International Equity	18.3	-1.2	-6.5	EAFE
Private Equity	-3.9	-19.5	-19.1	Venture Economics
Real Estate	1.6	1.6	7.0	NCREIF
Absolute Return	8.6	11.2	5.4	Custom
High Yield	7.1	22.0	26.4	Citigroup High Yield
Investment Grade Bonds	2.2	9.6	12.0	Lehman Blended

2

Peer Performance Summary

Based on 26 endowments over \$1 billion

	FY03(e)
Highest	12.5% (Harvard)
25th Percentile	6.5
Penn	4.7
Median	4.0
75th Percentile	1.9
Lowest	-8.2 (Emory)

3

Penn's 3-Year Return is Positive Most Benchmarks are Still Negative

	FY 2001	FY 2002	FY 2003	3 Years
Penn	6.0%	0.1%	4.7%	3.5%
AIF Composite	-7.4	-6.7	3.6	-3.6
70/30	-7.7	-9.4	5.3	-4.2
Peer Median	-2.3	-4.3	4.0	-1.3

AIF Asset Allocation by Strategy

Portfolio Strategy	AIF%	Liquidity	Tilt
5000 Index	5		Market cap weighted
U.S. Equities	28	High	Mid cap value; 50% in 27 stocks
Int'l Equities	17		Mid cap value; 50% in 34 stocks
Long/Short Equities	6		30% to 40% net long exposure, 105% gross exposure
Event Arbitrage & Other	6		Event arbitrage, convertible arbitrage, statistical arbitrage
Credit/Distressed	11	Medium	High yield 46%, distressed & cap structure arbitrage 54%
Real Assets	0		Initial core plus real estate commitment
Opportunistic Real Estate	4		Leveraged 2:1, preference for regional operators
Private Equity	3	Low	56% venture, tilt to franchise firms, 44% buyouts, tilt to small
Total Equities	80%		
Fixed product	13		Mortgages and A-rated corporate bonds, shorter duration
Governments	7	High	Indexed, intermediate duration
Total Bonds	20%		

5

First Quarter Fiscal 2004 Update

	FY 1Q	FY04 Benchmark
AIF	3.7%	2.8% AIF Composite
Domestic Equity	4.1	3.7 Wilshire 5000
International Equity	10.6	8.1 EAFE
Private Equity	-0.5	-0.4 Venture Economics
Real Estate	0.1	2.1 NCREIF
Absolute Return	2.4	1.8 Custom
High Yield	2.2	2.5 Citigroup High Yield
Investment Grade Bonds	0.0	-0.7 Lehman Blended

Retirement Education Seminars

Human Resources is sponsoring several retirement education seminars next week. Retirement experts from TIAA-CREF and The Vanguard Group are on campus to speak about several topics, including: investment basics, making the most of tax-deferral, understanding Penn's retirement plans, and retirement distribution options. All seminars will be held in Bodek Lounge, Houston Hall.

The Vanguard Group
Monday 11/10
11:30 a.m.–12:30 p.m.
The Basics: Making
Investing Easy

TIAA-CREF
Tuesday 11/11
11:30 a.m.–12:30 p.m.
Penn's Tax-Deferred
Retirement Plan
Overview

The Vanguard Group
Wednesday 11/12
11:30 a.m.–12:30 p.m.
Penn's Tax-Deferred
Retirement Plan
Overview

TIAA-CREF
Thursday 11/13
11:30 a.m.–12:30 p.m.
Reexamining the
Rules of Investing

1–2 p.m.
Getting Ahead: How to
Get Out of Debt and
Build Wealth

1–2 p.m.
Maximizing Your
Tax-Deferred Savings
Opportunities

1–2 p.m.
Your Reward:
Achieving a Comfortable
Retirement

1–2 p.m.
Retirement
Distribution
Flexibilities

Registration is not required. Refreshments will be served. For more information, visit www.hr.upenn.edu/benefits/retirement/seminars.asp.

—Division of Human Resources

Highlights of the New Penn Computing and ISC Web Sites

Penn's Computing Web, sponsored by Information Systems and Computing (ISC), was recently upgraded. A gateway to computing information at Penn, it provides access to computing organizations across the University including ISC, the central computing organization. In addition to an attractive new look modeled after the Penn Web style, several new features and resources have been added. Examples include:

- A "Focus On" section to accommodate the information needs of special audiences, such as prospective students; new faculty, staff, and students; and users of administrative systems
- Direct access to School computing sites at Penn from the home page
- An improved News feature that provides links to recent individual news stories from the main home.

In addition to revamping the Computing Web, ISC also reworked its organizational site with a fresh new look and new information. The redesign features three new areas or pages that visitors will want to become familiar with: Services, Projects & Initiatives, and Contact Us. The Services page provides information about and links to the information technology services and resources that ISC provides to the University community. The Projects & Initiatives page allows visitors to learn how ISC partners with other groups and Schools at Penn to provide critical technologies and services and how these services impact the Penn community at large. Brief project overviews are provided, and where applicable, links to project web sites. For help in obtaining email addresses, phone numbers, and web links for frequently requested ISC services, visitors will want to go to the Contact Us page.

Both the ISC and the Computing Web sites share the following features which improve navigation and access:

- A common toolbar consisting of a drop-down menu, A-Z, and Search: The drop-down menu provides access to the Computing Web's new topical pages.
- The Computing Web Search finds computing information not only on the Computing Web but on various other computing sites within the upenn.edu domain, including the Computer Connection, the Library, and School-based computing sites. Search queries can be entered from most Computing and ISC web pages.
- A new Computing A-Z feature that gives visitors another method for finding information. Computing A-Z also contains special collections for glossary of common computing terms, acronyms commonly used at Penn, and policies.
- A new Hotlinks feature that raises visitor awareness about important and timely topics of special interest to the Penn community.
- A computing calendar that allows visitors to view information about computing-related events open to the University community, such as user group meetings (PCNet, SUG, WebSig), and information on the implementation of new services that will affect the Penn community at large. The Computing calendar is available from both the home page and the News page. Visit the Computing Web at www.upenn.edu/computing and the ISC web site at www.upenn.edu/computing/isc.

Members of the Penn community are encouraged to look over these new sites and send their comments and suggestions to editors@isc.upenn.edu.

—Robin Beck, Vice President, ISC

Penn's Way 2004

Week Five Raffle Prizes

Deadline for eligibility is Friday, November 7, winners will be drawn on Friday, November 21.

Winner #1—Gift basket from Douglas Cosmetics
Winner #2—Free month of parking at Lot 30 from Parking Services
Winner #3—Framed University collection photograph from Creative Communications
Winner #4—Overnight stay with breakfast at the Inn at Penn
Winner #5—Overnight stay with breakfast at the Sheraton University City

Week One Winners

David G. Lee of Human Resources won \$20 gift certificate for Top Dog from Business Services.

Olympia J. Mongeluzi of Facilities Management (Operations & Maintenance) won \$20 gift certificate for Top Dog from Business Services.

Kristen D. Galli of Development & Alumni Relations won six \$5 gift certificates for Izzy and Zoe's from Izzy and Zoe's.

Latanya Love of Human Resources won 2 sets of two tickets to Men's basketball game vs. Brown from DRIA.

Janet L. Tomcavage of School of Nursing won 2 sets of two tickets to Men's basketball game vs. Dartmouth from DRIA.

Terence Newby of Business Services (Mail Services) won 2 sets of two tickets to Men's basketball game vs. Harvard from DRIA.

Janice L. Brown of Division of Finance (Comptroller's Office) won 2 sets of two tickets to Men's basketball game vs. Yale from DRIA.

Troy Majnerick of College Houses & Academic Services won 2 sets of two tickets to the Men's basketball game vs. Cornell from DRIA.

Telephone Directory Correction

For the Three-Year Academic Calendar (printed on the inside back cover of the new directory), the headings for the Spring Term and Summer Session should read:

2003 Fall Term	2004 Fall Term	2005 Fall Term
2004 Spring Term	2005 Spring Term	2006 Spring Term
2004 Summer	2005 Summer	2006 Summer

Note: The calendar is available to download and print as a PDF. Go to www.upenn.edu/almanac.

—Business Services

Wanted: Work-study Students

Duties of students who work at *Almanac* include desktop publishing, web design and maintenance, database maintenance, research, and proofreading. Hours: Tuesday and Thursday mornings.

Positions are available at *Almanac* for this academic year. Please call (215) 898-5274 or e-mail morrisma@pobox.upenn.edu.

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—Ed.

Update

NOVEMBER AT PENN

CORRECTIONS

The incorrect reception date was given for the *Print Ten* exhibit. It will take place today, *November 4* at 5 p.m. in Fox Gallery, Logan Hall.

The wrong time and speakers were given for the November 6 talk in Rm. 17, Logan Hall, *An Assessment of Lula's First Year as President of*

Brazil. The correct time is 4 p.m. The speakers are Wendy Hunter, University of Texas; Barbara Weinstein, University of Maryland; Joao Costa Vargas, University of Texas; Ivanir dos Santos, CEAP, Rio Janeiro Brazil.

The Penn Women's Center event on November 7, *Ain't No Stoppin' Us Now, Women's Vision for the Future*, will take place at 5 p.m. at the Penn Women's Center.

CHILDREN'S ACTIVITY

8 *Much Ado About Something!*; Penn alumna Di-

ane Herr leads an interactive workshop teaching children about the life and times of William Shakespeare; ages 7 and older; 10 a.m.; Penn Bookstore (Penn Bookstore).

FILM

6 *UnLimited Girls*; 7 p.m.; rm. 402, Logan Hall (South Asia Studies; Women's Studies).

FITNESS/LEARNING

4 *Know Before You Go*; advice for first time abroad travelers; noon; Penn Women's Center (PWC; OIP).

5 *PPSA Book Club*; discussion of *Seabiscuit* by Laura Hillenbrand; 12:15 p.m.; 2nd fl., Penn Bookstore (PPSA).

MEETING

10 *WXPN Policy Board Meeting*; 4 p.m.; rm. 741, Jon M. Huntsman Hall.

TALKS

4 *Ameliorating Health Disparities an Exercise in Futility or Can It Be a Tool for Real Social Change?*; Peter Berthold, community oral health; Margaret Cotroneo, nursing; Vivian Gadsden, GSE; Jerry Johnson, medicine; Steve Larson, emergency medicine; Janet Tighe, history and sociology of science; noon; Ben Franklin Room, Houston Hall (Office of Masters Program).

6 *Targeting Akt as a Means to Abrogate Radiation Resistance*; Anjali Gupta, radiation oncology; noon; Conference Room, 196A John Morgan Bldg. (Radiation Oncology).

10 *Deja Vu, All Over Again*; Jacqueline Wade, educational programming consultation; 4:30 p.m.; rm. 17, Logan Hall (AARC).

Deadlines: The deadline for the Update is Tuesday, for the following issue. The deadline for December AT PENN is *November 11*. See www.upenn.edu/almanac/calendar/caldead-real.html.



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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 **October 20-26, 2003**. Also reported were 14 Crimes Against Property (including **14 thefts**). Full reports are on the web (www.upenn.edu/almanac/v50/n11/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 **October 20-26, 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.

10/20/03	3:49 PM	3100 Chestnut St	Male wanted on warrant/Arrest
10/20/03	11:20 PM	106 38th St	Male wanted on warrant/Arrest
10/24/03	11:10 PM	3900 Baltimore Ave	Complainant robbed by unknown males
10/25/03	12:40 AM	3400 Walnut St	Weapon found in vehicle/Male Arrested
10/25/03	2:35 AM	3900 Pine St	Complainant robbed by unknown males

18th District Report

9 incidents and 1 arrest (including 8 robberies and 1 aggravated assault) were reported between **October 20-26, 2003** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

10/21/03	10:00 PM	4800 Walton Ave	Robbery
10/21/03	11:30 PM	4714 Chestnut St	Robbery
10/22/03	9:30 PM	1442 Falon St	Aggravated Assault/Arrest
10/23/03	1:10 AM	4300 Walnut St	Robbery
10/23/03	8:04 PM	5129 Walnut St	Robbery
10/24/03	11:00 PM	3900 Baltimore Ave	Robbery
10/25/03	2:30 AM	3900 Pine St	Robbery
10/25/03	2:34 AM	4400 Pine St	Robbery
10/25/03	3:54 PM	271 52nd St	Robbery

The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the PennWeb) include HTML and Acrobat versions of the print edition, and interim information may be posted in electronic-only form. Guidelines for readers and contributors are available on request and online.

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Since 1956 Penn has celebrated a rite of passage each year, for faculty and staff of all ranks who meet only one common requisite: they have been members of the University community for twenty-five years. Another 115 new members crossed the twenty-five year mark and were inducted at the University of Pennsylvania Twenty-five Year Club celebration that was held on October 2 in Houston Hall. This year there are five people who reached the 50-year mark. Each received a 50-year bowl. A celebration was also held at New Bolton Center on October 29, for the 25-Year Club members who work at that location.

Please mark your calendar for next year's 25-Year Club celebration which will be held on October 14, 2004. Please contact Duncan Van Dusen at (215) 573-5958 or vandusen@pobox.upenn.edu for more information.

50-Year Bowl Recipients:

Dr. D. Walter Cohen, Professor Emeritus of Periodontics and former dean of the School of Dental Medicine
 Dr. Murray Gerstenhaber, Professor of Mathematics in the School of Arts and Sciences
 Mr. George J. Merva, Clinical Education Coordinator in Pathology and Laboratory Medicine in the School of Medicine
 Dr. Peter C. Nowell, Gaylord P. Harnwell Professor of Pathology and Laboratory Medicine in the School of Medicine
 Dr. Joseph L. Rabinowitz, Professor Emeritus of Biochemistry in the School of Dental Medicine

New 25-Year Club Members for 2003

Ms. Margaret Addario, Chemical Engineering/SEAS
 Ms. Cynthia M. Anderson, OPIM/Wharton
 Mr. Nathaniel Banks, Environmental Service
 Mr. Joseph Barclay, Operations and Maintenance
 Mr. Daniel Clinton Barrett, Sleep Medicine/Med
 Dr. Nancy W. Bauer, Organizational Dynamics/SAS
 Mr. Alfred H. Bender, Environmental Service
 Mr. Robert Mitchell Biunno, DRIA/Athletics
 Ms. Susanne Bradford, External Affairs/SAS
 Dr. Joseph G. Brand, Monell Chemical Senses Center/Med
 Dr. Saul Bresalier, Ophthalmology/Med
 Dr. Linda Phillips Brown, Family and Community Health/Nursing
 Ms. Brenda Bundy, Student Financial Services
 Ms. Suzanne E. Burke, Comptroller's Office
 Ms. Christine M. Chapman, ULAR/Vet
 Ms. Marla Chazin, Student Conduct
 Mr. Greer Cheeseman, DRIA/Athletics
 Dr. Bernard J. Clark, Pediatrics/CHOP
 Ms. Joan N. Confalone, Comptroller/Transportation and Parking
 Ms. Janet E. Conway, Business Administration Services/Social Science Computing
 Dr. Theodore Croll, Dental Medicine
 Ms. Diana D. Dadachanji, CAS/SAS
 Mr. Barry R. Dahlen, Dental Medicine
 Ms. Kathleen Daniels, Dental Medicine
 Dr. Nicholas A. Dinubile, Orthopaedic Surgery/Med
 Dr. Richard L. Doty, Otorhinolaryngology/Med
 Ms. Debra Lynn Duffy, Dental Medicine
 Dr. David E. Elder, Pathology/Vet
 Dr. Beverly S. Emanuel, Pediatrics/CHOP
 Dr. Cyril Evian, Dental Medicine
 Dr. Ronald M. Fairman, Surgery/UPHS
 Dr. Ronald Fayer, Pathobiology/Vet
 Dr. Arthur M. Feldman, Dental Medicine
 Dr. Cecile A. Feldman, Dental Medicine
 Dr. Ruth S. Fischer, Psychiatry/Med

Mr. Stuart James Fleming, Museum
 Dr. Douglas N. Frenkel, Law School
 Mr. Ronald V. Funaro, Dean's Office/Vet
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 Dr. Carol P. Hanley Germain, Emeritus/Nursing
 Mr. Albert Giandomenico, Bioengineering/SEAS
 Ms. Charletta V. Gillis, Dining Services
 Dr. Rodolfo I. Godinez, Anesthesia/CHOP
 Dr. Nicholas J. Gonedes, Accounting/Wharton
 Mr. James K. Griffin, Environmental Service
 Mr. Joseph B. Haines, NBC/Vet
 Dr. David Harbater, Mathematics/SAS
 Mr. Richard Harrison, Environmental Service
 Dr. Stuart E. Hirsch, Ophthalmology/Med
 Dr. John H. Holmes, Bioengineering/Med
 Dr. Robert C. Hornik, Communication/Annenberg School
 Dr. Howard C. Hughes, Clinical Studies/Vet
 Mr. Frederick D. Hunter, Dining Services
 Ms. Laurita V. Outlaw Jackson, Penn Police/Public Safety
 Ms. Vivian J. Johnson, Dining Services
 Dr. Wayne C. Johnson, Dermatology/Med
 Mr. Albert V. Jones, Environmental Service
 Mr. James F. Judge, Operations and Maintenance
 Dr. Michael B. Katz, History/SAS
 Mr. Thomas P. Keon, Anesthesia/Emeritus
 Dr. Ralph C. Lanciano, Ophthalmology/Med
 Dr. Marc S. Levine, Radiology /UPHS
 Dr. Arnold I. Levinson, Allergy & Immunology/Med
 Ms. Joanne H. Levy, LDI/Wharton
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 Ms. Shirlene Maxwell, Dining Services
 Dr. Andrew Thomas McLellan, Psychiatry/SAS
 Ms. Margaret Anne Mcgee-Pasceri, Campus Services/Financial Services
 Mr. Michael Merritt, Student Financial Services
 Dr. Paul Messaris, Communication/Annenberg School
 Ms. Beth A. Miller, Large Animal Hospital/Vet
 Dr. Eduardo Minsk, Dental Medicine
 Mr. David S. Nelson, Radiology/Med
 Dr. Herbert J. Nevyas, Ophthalmology/Med
 Dr. Joann Y. Nevyas, Ophthalmology/Med

Mr. Anthony Nichelson, Environmental Service
 Dr. Sandra A. Norman, Bioengineering/Med
 Dr. Jonathan E. Palmer, Clinical Studies/Vet
 Mr. Frank C. Passero, Dental Medicine
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 Mr. Allen C. Richmond, Ophthalmology/Med
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 Ms. Norman J. Schatz, Neurology/Med
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 Mr. Frances S. Whelan, Telecommunication Services
 Dr. Robert H. Whitlock, Clinical Studies/Vet
 Mr. William Witmer, Dermatology/Med
 Ms. Marie D. Witt, Business Services