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Dr. Steiner: Watkins Chair in the Humanities

Dr. Emily Steiner, assistant professor of English, has been appointed the M. Mark & Esther K. Watkins Assistant Professor in the Humanities, SAS Dean Samuel Preston has announced.

Since Dr. Steiner joined the Department of English faculty in 1999, she has been active in the Penn writing community, organizing events for the Kelly Writers House, serving as a discussion leader for the Penn Reading Project, and participating in the Graduate Program in Folklore and Folklife. She has taught undergraduate and graduate courses on the English language, Old English literature, Chaucer, and poetry, including a team-taught course for the Pilot Curriculum devoted to the Roman poet Ovid's *Metamorphoses*.

She completed her B.A. with honors at Brown before earning her Ph.D. with distinction at Yale.

Although Dr. Steiner is especially interested in studying William Langland's 14th-century poem *Piers Plowman*, her other research interests include literature written by followers of John Wycliffe (Lollards) during the 14th, 15th,



Emily Steiner

and 16th centuries; medieval drama and ritual performance; vernacular literacy and generic authority; and Jewish-Christian relations in the Middle Ages. Extensive research in these fields has earned her honors including an American Council of Learned Societies Fellowship, Huntington Library/British Academy Fellowship for Research in England, Penn Faculty Research Fellowship, and Weiler Faculty Humanities Research Fellowship.

This past May, Dr. Steiner's book, *Documentary Culture and the Making of Medieval English Literature*, was published by Cambridge University Press. She also recently co-edited and contributed to *The Letter of the Law: Legal Practice and Literary Production in Medieval England*, a collection of essays on law and literature. In addition to publishing essays in *New Directions in Wycliffite Study: Heresy and Reform* and *Yearbook of Langland Studies*, Dr. Steiner's most recent work will be included in forthcoming volumes of *New Medieval Literatures and Studies in the Age of Chaucer*.

This chair was established by a 1969 bequest from Mark Watkins and his wife Esther to support a chair in the humanities. Mr. Watkins, who earned his chemical engineering degree in 1921, was a member of Alpha Chi Sigma and Alembec Senior Society. In his professional life, he served as president of Conoflow Corporation.

Dr. Aiken: Codman Award

Dr. Linda H. Aiken, the Claire M. Fagin Leadership Professor in Nursing, has been named the winner of the 2003 Ernest A. Codman Award for individuals. She was recognized by The Joint Commission on Accreditation of Healthcare Organizations (JCAHO) for her leadership role in utilizing performance measures to draw attention to important issues in nursing care.



Linda Aiken

Dr. Aiken, director of the Center for Health Outcomes and Policy Research, and professor of sociology, has been a dominant and influential leader and researcher in the field of nursing outcomes research for the past two decades.

Named for the physician regarded in health care as the "father of outcomes measurement," the Ernest A. Codman Award showcases the effective use of performance measurement by health care organizations and recognizes industry leaders who have achieved extraordinary success in promoting and in using performance measurement to improve the quality and safety of health care. A panel of national experts in quality measurement and improvement selected the recipients of the 2003 Awards.

"Linda Aiken has been a health services research star for many years," said Dr. Dennis S. O'Leary, JCAHO president. "It is especially fitting that her seminal work in demonstrating clear relationships between nursing care and patient outcomes is now getting the attention that it, and she, richly deserves."

"I am very gratified that JCAHO has recognized through this award the importance of nurses, nurse staffing levels, and their work environment to safe and effective hospital patient care," said Dr. Aiken. "While I am thrilled to accept this individual award, I am mindful that the work of many is reflected in it, especially the members of the Center for Health Outcomes and Policy Research at the School of Nursing, our funding agencies, and many supporters. We believe this recognition from JCAHO will help us to spotlight nursing on the national health care agenda."

OF RECORD

The Provost's Task Force on Study Abroad, which I chair, was asked this fall to establish a policy on study abroad in sites under a travel warning issued by the U.S. Department of State or the Centers for Disease Control. After much deliberation, including consultation with faculty, the Task Force has recommended the attached policy, which has been approved by President Rodin and Provost Barchi.

—Peter Conn, Deputy Provost

Policy on Study Abroad in Sites under a Travel Warning

December 11, 2003

The University of Pennsylvania aspires to provide our undergraduate students with the tools that will help them to become leaders of their chosen professions in the global society of the 21st century. To this end, Penn vigorously supports a program of study abroad opportunities around the world.

The University sets guidelines about how, when, and where undergraduate students may study abroad and considers issues of terrorism, war, disease and other risks to travelers. Accordingly, the University observes the following policy: if either the U.S. Department of State or the Centers for Disease Control issues a travel warning for a particular country or region within a country, normally Penn will suspend approval of study abroad by Penn undergraduate students of any nationality in that site while the warning is in effect. At the present time, Penn does not operate any programs or employ staff in sites under a travel warning.

On rare occasions, an individual student may wish to seek exemption from the policy on study abroad in a site under a travel warning on academic grounds. Effective for the fall 2004 semester, an undergraduate student may file a petition for individual exemption in the Office of International Programs (OIP) for consideration by the Study Abroad Faculty Advisory Committee that has regional jurisdiction over the site of the student's intended program. The petition must be based solely on academic grounds, and must include a signed statement of support from the student's major advisor using a designated form provided by OIP. The petition must also include waiver forms signed by the student and the student's parents or guardians acknowledging that they have read the travel warning. The waiver forms will ask students and their families to verify that they understand that Penn is neither sponsoring the study abroad program nor advising students to participate in a program where travel warnings exist, and that students are solely responsible for their safety. The Provost will make the final ruling on the petition based upon the committee's recommendation and assessment of risk to the student.

If the petition is approved, the Penn Abroad staff will administer the study abroad program in the same way as all other study abroad programs for which Penn students may receive credit. Students will continue to pay Penn tuition and the Penn study abroad fee. The petitions deadline for fall 2004 is *February 15*.

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PennCard Policy

Please be advised that in response to national and local security concerns, the Security Services Department at the Division of Public Safety has updated the University's Security Policy regarding the use of buildings after-hours and the displaying of University identification.

Effective immediately all persons (students, staff, and faculty) are required to prominently display their PennCard (or official UPHS identification)

- between the hours of 10 p.m. and 7 a.m. Monday through Friday *and*
- from 10 p.m. on Friday night through 7 a.m. on Monday morning.

Previously the display of PennCard identification was only mandated between the hours of 10 p.m. and 7 a.m. on weekends as well as weekdays. Persons observed by security/police in a campus building that is not open for scheduled public activity between 10 p.m. and 7 a.m. Monday through Friday *and* from 10 p.m. on Friday night through 7 a.m. on Monday morning without a PennCard (or official UPHS identification) will be asked to leave the building, and will not be able to re-enter until they can produce valid University identification.

We would appreciate your cooperation with this policy. The full text of this policy is available online at www.publicsafety.upenn.edu/policies/POLICY_7_AFTER_HOURS_USE_OF_BUILDINGS_DISPLAYING_ID_CARDS.htm from the Division of Public Safety website. More information on this security policy is also available at www.upenn.edu/almanac/v48/n33/OR-PennCard.html from the *Almanac* archives online.

Trustees' Council of Penn Women 2004-05 Grant Program

The Trustees' Council of Penn Women (TCPW) invites members of the University community to apply to its 2004-05 Grant Program. Grants ranging from \$1,000-\$5,000 will be made to individuals or organizations selected by TCPW's Grant Committee.

The TCPW Grant Program is available to an individual who or organization that promotes the following:

- women's issues
 - the quality of undergraduate and graduate life for women
 - the institutional advancement of women
 - the physical, emotional and psychological well-being of women
- The TCPW Grant Committee is inclined to give favorable consideration to projects that:
- affect a broad segment of the University population
 - move the University community to a higher awareness of women's issues
 - provide seed money for pilot programs that show potential for becoming ongoing self-supporting programs

For an application, contact Carol Tunstall at tunstalc@wharton.upenn.edu or visit www.alumni.upenn.edu/groups/tcpw/grants.html to download. Applications must be submitted no later than *February 16, 2004*. Awards will be announced during the last quarter of 2004 and funds will be distributed thereafter for projects in the 2004-05 academic year.

Women's Studies Fellowships

The Alice Paul Center and Women's Studies Program will offer two dissertation fellowships for Penn SAS graduate students at the dissertation stage for the 2004-2005 academic year. Applicants must be working on a dissertation related to women or gender. Those who have already received a GSAS dissertation fellowship, are *not* eligible for the WSTD/APC fellowship. Prior unsuccessful applicants for the APC/WSTD fellowship may apply again. The fellowships will offer tuition plus a stipend and benefits comparable to that offered with the GSAS dissertation fellowships for 2004-2005.

Please submit four (4) copies of the application package to the Alice Paul Center, 411 Logan Hall/6304, by Friday, *January 23, 2004*.

Applications must include:

- Dissertation proposal, no more than 7 pages, double-spaced.
- Brief research/writing plan for 2004-05
- Curriculum vitae
- Penn Course transcript (unofficial is fine)
- Three (3) letters of recommendation, including one from dissertation advisor *and* one from department or graduate chair. Letters must be signed, hard copies sent to APC by the recommender *or* letters in sealed and signed envelopes submitted along with the application package.

For more information, contact Dana Barron, at dbarron@sas.upenn.edu or (215) 898-8740. www.sas.upenn.edu/wstudies/alicepaul

Death

Mr. Varley, Publication Services

Mr. Thomas S. Varley, a retired printing procurement coordinator in Publication Services, died at his home on November 20 at the age of 75.

Born and raised in South Philadelphia, Mr. Varley graduated from Southeast Catholic High School. He worked for the Curtis Publishing Company before joining Penn in 1968 as a production planner in what was then Penn's Printing Office. In 1972 he became a printing procurement coordinator in Publication Services. He retired in 1992 after 24 years of service to the University. He had been the president of the Folcroft Borough Council and was the borough's tax collector for the last 30 years.

He is survived by two daughters, Janet Hamm and Eileen Rowe; a son, Thomas S. III; a brother, Donald; three sisters, Dorothy Brown, Jeanette DiEnna and Patricia Forsythe; his fiancée, Anne Marie Morgans; six grandchildren; and five great-grandchildren.

To Report A Death

Almanac appreciates being informed of the deaths of current and former faculty and staff members, students, and other members of the University community.

However, notices of alumni deaths should be directed to the Alumni Records Office at Room 545, Franklin Building, (215) 898-8136 or e-mail record@ben.dev.upenn.edu.

Math Ed. Strategies for Inner City Kids

GSE will be among three participants in a five-year, \$10 million NSF grant to create a center for improving math education in city schools. The Center will focus on discovering how urban children learn mathematics, equipping urban teachers with effective instructional strategies and developing a research-based model for successful mathematics education in America's cities. The project, *MetroMath: The Center for Mathematics in America's Cities* unites Penn, lead-recipient Rutgers, and the City University of New York (CUNY) Graduate Center, with other institutions, and the school districts of New York City, Philadelphia, Newark, and Plainfield (NJ).

According to Dr. Janine Remillard, a GSE assistant professor and co-principal investigator of the project, participants will develop research-based initiatives to increase the knowledge of mathematics teachers and school leaders through the programs at each university in the partnership.

"The Center's mission will be to develop a core of leaders in math education working with urban schools and urban communities," says Dr. Remillard. "The interdisciplinary design of the Center assumes that improving math education requires knowledge from a variety of perspectives in mathematics and in education, urban studies, and cognitive science."

Participating faculty bring expertise in a wide range of specialties, including mathematics, mathematics education, cognitive science, urban studies, and urban education. Educators from a number of public school districts and institutions in PA, NJ and NY will be involved.

Dr. Joseph G. Rosenstein, a Rutgers mathematics professor, is the principal investigator. Other team members are Dr. Jean Anyon, professor of urban education at the CUNY Graduate Center; Dr. Gerald A. Goldin, professor of mathematics, physics, and mathematics education at Rutgers; and Dr. Roberta Y. Schorr, associate professor of mathematics education at Rutgers-Newark.

Over five years, the Center will offer two-year seminars and mentored internships for 50 graduate students and 100 working teachers, each of whom will earn a special certificate. These seminars will be aimed at developing teachers' knowledge of mathematics, how it is learned and how it may best be taught, as well as enhancing their leadership skills and understanding of urban communities, and to prepare them for further career possibilities. To prepare teachers for the graduate-level seminars, the Center will offer professional development programs for over 300 teachers.

The Center will involve urban communities in supporting mathematics education by soliciting parents to help in mathematics instruction and to advocate for strong schools in their communities. Churches and civic associations will be tapped to promote successful mathematics learning, an approach that has worked in literacy campaigns in the past.

Gender Equity: Penn's Second Annual Report

The issue of gender equity is one of enormous importance to the University. Ensuring that women are afforded equal and fair employment opportunities, at all faculty ranks, is essential if the University is to maintain a world-class faculty, recruiting and retaining the best and the brightest in each discipline. It is also required by anti-discrimination laws, which provide that it is unlawful to make employment decisions on the basis of gender. For these reasons, and in order to assess the status of women at Penn, a joint faculty/administration committee on gender equity published a report in *Almanac* (December 4, 2001) two years ago that dealt with this issue. The report addressed the distribution of women among the Standing Faculty and Standing Faculty-Clinician Educator ranks, their retention and promotion rates, the number holding leadership positions and endowed chairs, possible salary inequities, and quality of life issues. The data showed that although the University had made gains in many of these areas, there was considerable variability among schools and departments; furthermore, there was an indication that increases had slowed or ceased in some.

In response, the President and Provost laid out a series of steps designed to improve gender equity among the faculty. They made gender equity a priority of the University's strategic plan and asked the deans to make it a priority in their school plans. The President and Provost also committed to developing policies that would hold all academic departments accountable for gender equity and pledged to report back each year to the community on Penn's progress. Their first annual report was published in the November 19, 2002 issue of *Almanac* and provided an overview of the steps they had put into place.

Since that first report, Penn has made progress overall in the hiring and retention of women. The new tracking system that was put into place has provided data that can now be used prospectively to measure success and accountability; departments have actively sought out targets of opportunity for women in fields where they are underrepresented; and the Faculty Senate Executive Committee has been working closely with the President and Provost to ensure that gender equity is a priority of the faculty. The Provost also met individually with each of the deans—and with faculty or with department chairs in most schools—to stress the importance of increasing the number of women and underrepresented minority members on Penn's faculty and the need to have members of those groups actively involved in the search process.

Concrete Incentives to Promote an Increase in Women Faculty

The initial Gender Equity Report pointed out that although many academic departments do a superb job of recruiting, hiring, supporting, and promoting women faculty, there are others that still do not. The committee concluded that gender equity problems "reside primarily in individual departments rather than at the University level." They suggested that the President and Provost work more closely with the deans to develop ways to correct those problems. Following are some of the steps that were taken.

School Strategic Plans

The University's new strategic plan makes faculty excellence a primary goal and stresses the importance of Penn being proactive in hiring and retaining its best and brightest faculty at all levels, paying particular attention to gender and minority equity and to the development of new mechanisms for appropriately enhancing and expanding recruitment efforts in key areas and key populations.

Since the publication of the University's plan (*Almanac* December 4, 2001), the twelve schools have developed their own strategic plans; all affirm the goal to expand and support a more diverse faculty. In addition, the schools have committed themselves to mentoring and nurturing these faculty at all points along their career path.

The School of Medicine, for example, has established the Gender Equity Council, whose role is to advise the dean and department chairs on the recruitment and retention of outstanding women faculty as well as to develop ideas and policies to make the environment of the school more collegial and supportive. Department chairs have been asked to report progress with respect to gender and minority equity as part of their annual reports (beginning with the FY 2002 annual report) and in their three-year academic plans. The school also continues its financial support for the FOCUS Leadership Mentoring Program for Women in Academic Medicine, a group whose mission is to promote advocacy, education, and research in women's health and to support the advancement and leadership of women in academic medicine.

Gender Equity Recruitment and Retention Fund

Substantial funds have been expended to support the recruitment and retention of senior women faculty (associate professor or above). Although much of this funding has come from the schools, almost \$1.3 million has been granted through the Gender Equity Recruitment and Retention Fund established by the Provost over a year ago. In FY2003, \$440,137 was expended, while \$842,931 in support has been allocated for this year.

Tracking Systems

During the past year the Provost's Office has required that the schools, working with their departments, collect information regarding the number of women in the applicant pool for each faculty search, the number who are interviewed, the number who are offered positions, and the number who accepted, as well as the number of women who served on each search committee. They also were asked to report on faculty resignations.

A template was developed to provide a uniform basis for reporting the details of each search. Table 1 is an example of a completed template for one school. These collected data are submitted to the Provost by July 1 of each academic year.

Data submitted by each school were then analyzed further by the Associate Provost. The percentage of women candidates in each Ph.D. pool

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Table 1: Completed Template for One School

Women in Department	Rank of Search	Women in Candidate Pool	Women on Search Committee	Women Applicants			Women Interviewed			Offers to Women		
(as of 7/1/02)												
3 of 16	Asst Prof	36.9%	3	9	of	28	3	of	8	1	of	2
2 of 9	Assoc Prof	15.0%	2	20	of	91	1	of	6	1	of	2
4 of 37	Asst Prof	15.4%	4	29	of	157	7	of	38	1	of	9
1 of 6	Asst Prof	26.3%	1	13	of	66	6	of	17	0	of	1
9 of 38	Assoc Prof	50.0%	2	17	of	41	3	of	3	1	of	3
4 of 23	Asst Prof	31.1%	4	19	of	72	2	of	10	1	of	3
2 of 24	Asst Prof	22.2%	2	25	of	181	5	of	10	1	of	3
2 of 6	Asst Prof	26.3%	2	6	of	27	3	of	8	0	of	2
	Total			138	of	663	30	of	101	6	of	25

Gender Equity: Penn's Second Annual Report *(continued from page 3)*

was used to calculate the number of women who could be expected to apply for a given position. The number of actual applicants was used as a basis for calculating the number of women who could be expected to be interviewed and to be offered a position. These expected numbers were then compared to the actual departmental data in each category. As can be seen in Table 2, the internal template provides a clear picture of the departmental search process.

Table 3 provides this analysis for the entire University. The data show that several of the schools actually received more women applicants than might be predicted on pipeline data alone. All but one school interviewed more women than would be predicted. Most of the schools also made proportionally more offers to women than would be expected from the applicant pools. All these observations suggest that the faculty are working hard to identify the best women candidate available in each applicant pool, and are encouraging these applicants to continue moving through the search process.

Although a great deal of effort has been spent in obtaining, validating and tabulating the data that is used in this report, there are some inherent limitations that must be recognized. The "expected" number of women applicants is highly dependent on information concerning the pool of available Ph.D. candidates. Most availability data reflect the entire pool of Ph.D.s produced in the United States per a given discipline. Penn, however, does not hire its faculty from the entire pool, focusing instead on graduates from a select number of peer institutions both here and abroad.

Departments may also recruit new faculty in particular subspecialties for which there are no availability data (although this is rapidly changing). Where the only data available are for a broad discipline, one cannot assume that gender distributions of Ph.D.s in sub-specialties are necessarily proportional to the discipline as a whole. Finally, for some departments, disciplinary data are only approximate matches. Despite these caveats the availability data do provide an approximate basis for assessing the recent efforts for gender equity by Penn's departments and are useful in suggesting areas of possible vulnerability.

As a result of these tracking efforts, data now exist that can promote accountability for results. For example, the data indicate that all of the schools included women on most of their search committees. Both Engineering and Wharton, for example, had women serving on each of their committees. However, a few of the other schools were not as successful. The Provost has discussed these reports with the deans with the aim of ensuring that *all* future search committees include women.

The new monitoring process and the incentives that are in the pipeline have focused attention on those departments that are making progress in all aspects of this effort and those that are not. The deans have been asked to work with the latter departments to make necessary improvements and to consider how such departments can benefit from the experience of others in their school who have proven successful at finding and recruiting talented women faculty.

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Table 2: Analysis of School Report

Women in Department	Rank of Search	Women in Candidate Pool	Women on Search Committee	Women Applicants			"Expected" Applicants	Women Interviewed			"Expected" Interviews	Offers to Women			"Expected" Offers
(as of 7/1/02)							(from pool)				(from applicants)				(from applicants)
3 of 16	Asst Prof	36.9%	3	9	of	28	10.3	3	of	8	2.6	1	of	2	0.6
2 of 9	Assoc Prof	15.0%	2	20	of	91	13.7	1	of	6	1.3	1	of	2	0.4
4 of 37	Asst Prof	15.4%	4	29	of	157	24.2	7	of	38	7.0	1	of	9	1.7
1 of 6	Asst Prof	26.3%	1	13	of	66	17.4	6	of	17	3.3	0	of	1	0.2
9 of 38	Assoc Prof	50.0%	2	17	of	41	20.5	3	of	3	1.2	1	of	3	1.2
4 of 23	Asst Prof	31.1%	4	19	of	72	22.4	2	of	10	2.6	1	of	3	0.8
2 of 24	Asst Prof	22.2%	2	25	of	181	40.2	5	of	10	1.4	1	of	3	0.4
2 of 6	Asst Prof	26.3%	2	6	of	27	7.1	3	of	8	1.8	0	of	2	0.4
Totals				138	of	663	155.7	30	of	101	21.3	6	of	25	5.8

Table 3: Analysis of Searches in University

School	Women in School			Women Applicants			"Expected" Applicants	Women Interviewed			"Expected" Interviews	Offers to Women			"Expected" Offers
(as of 7/1/02)							(based on pool)				(based on applicants)				(based on applicants)
Annenberg	5	of	16					(No Searches Within School)							
Arts & Sciences	115	of	462	1242	of	4169	1504.3	93	of	194	64.2	26	of	56	18.9
Dental Medicine	16	of	56					(Data Missing - Decanal Transition)							
Design	8	of	29	35	of	98	31.4	5	of	10	4.9	2	of	5	2.9
Education	17	of	37	107	of	179	80.6	10	of	13	7.8	2	of	2	1.2
Engineering	10	of	104	156	of	933	128.5	10	of	36	6.7	3	of	7	1.3
Law	9	of	42	12	of	26	8.3	5	of	7	3.2	1	of	1	0.5
Medicine	357	of	1418	498	of	1765	497.1	207	of	598	215.5	86	of	243	87.7
Nursing	46	of	48	35	of	43	34.8	8	of	8	6.5	7	of	7	5.7
Social Work	9	of	18					(No Searches Within School)							
Vet. Medicine	36	of	135	26	of	98	22.6								
Wharton	32	of	196	138	of	663	155.7	30	of	101	21.3	6	of	25	5.8
University	660	of	2561	2249	of	7974	2463.3	368	of	967	330.2	133	of	346	123.9

(continued from page 4)

Overall Status and Changes in Faculty Composition

The data indicate that Penn has made progress overall in the hiring and retention of women. The 1999 census data used in the initial Gender Equity study showed that women accounted for 23.8% of the faculty. In 2002 that percentage had grown to 25.6% and this year stands at 26.5%. Based on the data set that has been used in the past for inter-institutional comparisons such as the Stanford and MIT studies, which excludes schools of medicine, these percentages are even higher—26.9% in 2002 and 28.3% in 2003.

As Table 4 demonstrates, nearly every school showed a general improvement from last year to this with respect to the percentage of women on their faculty. Of particular note are the data from the School of Arts and Sciences, which show that the fraction of new appointments was over 37% women, and in the Wharton School, where women constituted over 30% of the new appointments. For the University as a whole, women accounted for 38.7% of new faculty appointments.

Increasing the percentage of women among the faculty is a slow process; that is why Penn needs to remain vigilant in its recruitment efforts of women and, once they are here, take steps to help ensure that they remain. Indeed, one reason that the total percentage of women increased this year is the fact that Penn was more successful and proactive in retaining its women faculty members than in the past.

Time Frame for Future Reports

An initial attempt to understand the results of the schools' efforts to increase the percentage of women on the faculty was made over the summer of 2003, when schools were asked to report on the changes in their faculties since last year. These reports indicated clear increases in the number of women faculty members in almost all schools. Since these reports arrived at different times and were based, in some cases, on tentative appointments, a comparison was made with the changes shown in the faculty census data for September 2002 and 2003. The census data showed the same general trends, but with minor differences in actual numbers.

A name-by-name comparison showed that both comparisons had serious shortcomings. The September 2003 census did not include the names of newly recruited faculty members whose appointments—either for September 2003 or January 2004—had been approved after that date. It also included many names of faculty members who had left the University, but whose departure had not yet been officially sanctioned. The data from the schools was much more accurate on departures, but in some cases reflected optimism on pending appointments that proved to be unjustified.

Neither the data reported from the schools nor the September faculty census data provide a precise measure of the changes in the standing faculty between Academic Year 2002-2003 and Academic Year 2003-2004.

Efforts to bring these two comparisons into alignment are continuing. The school reports will continue to be refined during the next two months. Those data will then be compared with the census data for February 2004, which should accurately reflect all appointments effective in 2003-2004 as well as the changes from 2002-2003. An update to the Gender Equity Report will be published in March reflecting the final data. In order to maximize accuracy and lessen confusion in the future, all subsequent annual Gender Equity reports will be published in March.

Looking Ahead

During the past academic year, the Faculty Senate Executive Committee has worked closely with the President and Provost to make gender equity a priority of the faculty. The Tri-Chairs have reminded their colleagues that increasing the number of women on the faculty and retaining them must be a shared university goal. It is the faculty, after all, not the department chairs, nor the deans, nor the President or Provost, who make the hiring decisions.

In March, the Senate Executive Committee created an ad hoc Committee on Faculty Development to examine the means of improving faculty mentoring, to investigate the possibility of clarifying the issue of quality versus quantity in faculty promotions, and to study best practices at Penn and elsewhere with respect to achieving equity—including gender and minority equity—across the university.

The hope is to make this ad hoc committee a standing committee, which requires the approval of the entire Senate membership. In the meantime, the ad hoc committee, under the leadership of Debra Leonard in the School of Medicine, has begun its work.

Although it is far too soon to see any dramatic changes, it is anticipated that increasing the numbers of women in departments where there have been few women faculty will effect a culture change that will make the department more attractive and help to successfully recruit new women faculty. Certainly the goals that the schools had put forward for mentoring and nurturing faculty, with a particular focus on women and minority faculty, should result in an environment conducive to successful recruitment and retention.

As was noted in last year's annual report, meaningful change will come incrementally. The University must, of course, always be mindful of legal requirements that preclude discrimination on the basis of race or gender. Schools can and must, however, be encouraged to continue to aggressively identify all of the most qualified candidates in the pipeline, ensuring that their processes are designed to include women; encourage women to apply for open positions; and monitor the recruitment process to make it attractive to women. Penn will remain vigilant in its recruitment of women and, once they are here, take steps to help ensure that they will remain here. All of Penn's schools are urged to share this institutional commitment.

Table 4: September 2002-2003 Census

School	Men 2002	Women 2002	Men Recruit	Women Recruit	Men Defection	Women Defection	Men 2003	Women 2003
Annenberg	11	5	1	0	1	0	11	5
Arts & Sciences	344	116	25	15	19	2	350	129
Dental Medicine	40	16	2	4	3	1	39	19
Design	21	8	2	1	1	0	22	9
Education	20	17	0	2	1	0	19	19
Engineering	97	10	1	0	8	0	90	10
Law	32	9	2	0	1	1	33	8
Nursing	2	46	0	1	0	3	2	44
Social Work	9	9	0	0	1	1	8	8
Veterinary Medicine	89	38	3	2	3	0	89	40
Wharton	165	32	9	4	12	1	162	35
Total (Without Medicine)	830	306	45	29	50	9	825	326
Percent		26.9%		39.2%		15.3%		28.3%
Medicine	947	305	58	36	56	27	949	314
Total (With Medicine)	1777	611	103	65	106	36	1774	640
Percent		25.6%		38.7%		25.4%		26.5%

From the extensive list of Trustee actions on appointments, reappointments, secondary appointments, leaves and terminations, Almanac gleans those actions reflecting movement into or within the Standing Faculty including appointments in all schools. In the health schools, where reappointments sometimes include movement from the associated faculty (not in the standing faculty) to the clinician-educator (C-E) track (standing faculty, but not tenure-accruing), those actions are published. Note that C-E titles are recognizable by the form of title, "Professor of _____ at (affiliated institution)." This list shows actions from Trustee minutes representing actions approved at Provost's Staff Conferences leading up to those meetings. All appointments are effective July 1, 2003 unless otherwise noted. Actions marked (*) involve additions to tenured ranks through appointment, promotion, or conversion.

Faculty Appointments

July 1, 2003 through December 1, 2003

Non-Health Schools

Annenberg School

Dr. Michael X. Delli Carpini as Professor of Communication*

School of Arts and Sciences

Dr. Charles Bernstein as Professor of English*

Dr. Mark J. Butler as Assistant Professor of Music

Dr. Michael W. Cole as Assistant Professor of History of Art

Dr. Timothy Corrigan as Professor of English*

Dr. Delphine Dahan as Assistant Professor of Psychology

Dr. Marija Drndic as Assistant Professor of Physics and Astronomy

Dr. Nathan L. Ensmenger as Assistant Professor of History and Sociology of Science

Dr. Ronald J. Granieri as Assistant Professor of History

Dr. Steven Hahn as Professor of History*

Dr. Sara Rachel Jaffee as Assistant Professor of Psychology

Dr. Elena Krasnokutskaya as Assistant Professor of Economics

Dr. Dirk Krueger as Assistant Professor of Economics

Dr. Heather K. Love as Assistant Professor of English

Dr. Joseph E. Lowry as Assistant Professor of Asian and Middle Eastern Studies

Dr. Iouri S. Manovskii as Assistant Professor of Economics

Dr. Yolanda Martinez-San Miguel as Associate Professor of Romance Languages*

Dr. Stephanie McCurry as Associate Professor of History*

Dr. Sara Nadal-Melsio as Assistant Professor of Romance Languages

Dr. Diana C. Mutz, professor of political science*

Dr. Yolanda Padilla as Assistant Professor of English

Dr. Josephine Nock-Hee Park as Assistant Professor of English

Dr. Florian Pop as Professor of Mathematics*

Dr. Julia Rudolph as Assistant Professor of History

Dr. Anders Ryd as Assistant Professor of Physics and Astronomy

Dr. Alvaro Sandroni as Professor of Economics*

Dr. Daniel Swingley as Assistant Professor of Psychology

Dr. Kok-Chor Tan as Assistant Professor of Philosophy

Dr. Margo Todd as Professor of History*

Dr. Licia Verde as Assistant Professor of Physics and Astronomy

Dr. Ilya Vinitzky as Assistant

Professor of Slavic Languages and Literatures

Dr. Michael Weisberg as Assistant Professor Philosophy

Dr. David J. White as Assistant Professor of Psychology

Ms. Bethany Wiggins as Assistant Professor of Germanic Languages and Literatures

School of Design

Dr. Thomas L. Daniels as Professor of City and Regional Planning*

Dr. Detlef Mertins as Professor of Architecture

Ms. Cathrine A. Veikos as Assistant Professor of Architecture

SEAS

Mr. Ziv Bar-Joseph as Assistant Professor of Computer and Information Science

Dr. George Biros as Assistant Professor of Mechanical Engineering and Applied Mechanics

Dr. Aaron R. Dinner as Assistant Professor of Bioengineering

Mr. Adrian Jose Lew as Assistant Professor of Mechanical Engineering and Applied Mechanics

Dr. Milo M. K. Martin as Assistant Professor of Computer and Information Science

Dr. Zhen Chen as Assistant Professor of Biostatistics and Epidemiology at HUP 9-03

Dr. Esther H. Chen as Assistant Professor of Emergency Medicine at HUP

Dr. Kingsley R. Chin as Assistant Professor of Orthopaedic Surgery at HUP

Dr. Alexander G. Chiu as Assistant Professor of Otorhinolaryngology: Head and Neck Surgery at HUP 8-03

Dr. Joshua M. Cooper as Assistant Professor of Medicine at HUP, Presby, and the VAMC

Dr. Brett Lee Cucchiara as Assistant Professor of Neurology at HUP 10-03

Dr. Diva D. DeLeon as Assistant Professor of Pediatrics at CHOP

Dr. William G. DeLong as Associate Professor of Orthopaedic Surgery at HUP

Dr. Alden M. Doyle as Assistant Professor of Medicine at HUP

Dr. Tunde Farkas as Assistant Professor of Pathology and Laboratory Medicine at HUP

Dr. Michael J. Fisher as Assistant Professor of Pediatrics at CHOP 10-03

Dr. Deborah J. Franklin as Assistant Professor of Rehabilitation Medicine at HUP

Dr. Joel M. Gelfand as Assistant Professor Dermatology

Dr. Thomas G. Gleason as Assistant Professor of Surgery at HUP

Dr. Nalaka S. Gooneratne as Assistant Professor of Medicine at HUP, Presby and the VAMC

Dr. Uri Simonsohn as Assistant Professor of Operations and Information Management

Dr. Stephen H. Shore as Assistant Professor of Insurance and Risk Management

Dr. Albert Saiz as Assistant Professor of Real Estate

Dr. Stephen H. Shore as Assistant Professor of Insurance and Risk Management

mation Management

Dr. Geoffrey A. Tate as Assistant Professor of Finance

Dr. Anita L. Tucker as Assistant Professor of Operations and Information Management

Dr. Ayse Irem Tuna as Assistant Professor of Accounting

Health Schools

School of Dental Medicine

Dr. Sunday O. Akintoye as Assistant Professor of Oral Medicine

Dr. Marjorie K. Jeffcoat as Professor of Periodontics*

School of Medicine

Dr. Herbert D. Aronow as Assistant Professor of Medicine at HUP, Presbyterian, and the VAMC

Dr. Christopher T. Born as Professor Orthopaedic Surgery at HUP

Dr. Benjamin M. Braslow as Assistant Professor of Surgery at HUP

Dr. Eric J. Brown as Assistant Professor of Cancer Biology 9-03

Dr. Dean C. Carlow as Assistant Professor of Pathology and Laboratory Medicine at CHOP

Dr. Zhen Chen as Assistant Professor of Biostatistics and Epidemiology at HUP 9-03

Dr. Esther H. Chen as Assistant Professor of Emergency Medicine at HUP

Dr. Kingsley R. Chin as Assistant Professor of Orthopaedic Surgery at HUP

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Dr. Stephen H. Shore as Assistant Professor of Insurance and Risk Management

Dr. Albert Saiz as Assistant Professor of Real Estate

Dr. Stephen H. Shore as Assistant Professor of Insurance and Risk Management

Dr. Peter W. Groeneveld as Assistant Professor of Medicine 09-03

Dr. Sridhar Hannenhalli as Assistant Professor of Genetics 09-03

Dr. K. Sarah Hoehn as Assistant Professor of Anesthesia at CHOP

Dr. Bruce A. Hug as Assistant Professor of Pathology and Laboratory Medicine 11-03

Dr. Richard J. Levy as Assistant Professor of Anesthesia at CHOP

Dr. Dominic A. Marchiano as Assistant Professor of Obstetrics and Gynecology at Pennsylvania Hosp.

Dr. Carole L. Marcus as Assistant Professor of Pediatrics at CHOP 10-03

Dr. Vadim Markel as Assistant Professor of Radiology 8-03

Dr. Peter Mattei as Assistant Professor of Surgery at CHOP 09-03

Dr. Stephen J. Moss as Professor of Neuroscience*

Dr. Christian M. Ogilvie as Assistant Professor of Orthopaedic Surgery at HUP

Dr. Bert W. O'Malley, Jr. as Professor of Otorhinolaryngology: Head and Neck Surgery 08-03*

Dr. Jordan S. Orange as Assistant Professor of Pediatrics 10-03

Dr. Robert J. Pignolo as Assistant Professor of Medicine

Dr. Leslie J. Raffini as Associate Professor of Pediatrics at CHOP 10-03

Dr. Sheila A.M. Rauch as Assistant Professor of Psychology in Psychiatry at HUP

Dr. Eric J. Rulifson as Assistant Professor of Cell and Developmental Biology

Dr. Chrysalyne Delling Schmults as Assistant Professor of Dermatology at HUP

Dr. Maully J. Shah as Assistant Professor of Pediatrics at CHOP 12-03

Dr. Suresh G. Shelat as Assistant Professor of Pathology and Laboratory Medicine at CHOP

Dr. Davinder J. Singh as Assistant Professor of Surgery at HUP and CHOP 09-03

Dr. David M. Stamilio as Assistant Professor of Obstetrics/Gynecology at HUP 10-03

Dr. Meryl Y. Stein as Assistant Professor of Rehabilitation Medicine at Presbyterian

Dr. Robert A. Stoltz as Assistant Professor of Ophthalmology at Presbyterian & HUP

Dr. Joseph B. Straton as Assistant Professor of Family Practice and Community Medicine at HUP

Dr. Diana C. Stripp as Assistant Professor of Radiation Oncology at HUP

Dr. Salli I. Tazuke as Assistant Professor of Obstetrics and Gynecology

(continued on page 9)

Faculty Appointments

(continued from page 8)

Dr. Julia C. Tchou as Assistant Professor of Surgery at HUP 09-03
Dr. Pablo Tebas as Associate Professor of Medicine at HUP
Dr. Drew A. Torigian as Assistant Professor of Radiology at HUP

Dr. Andrea B. Troxel as Assistant Professor of Biostatistics and Epidemiology at HUP 8-03

Dr. Huafeng Wei as Assistant Professor of Anesthesia 8-03

Dr. Theoklis Zaoutis as Assistant Professor of Pediatrics at CHOP

Dr. Nataliya Zelikovskiy as Assistant Professor of Pediatrics at CHOP

Dr. X. Long Zheng as Assistant Professor of Pathology and Laboratory Medicine

School of Nursing

Dr. Karen O. Badellino as Assistant Professor of Nursing 09-03

Dr. Norma Cuellar as Assistant Professor of Nursing 09-03

Dr. Connie Ulrich as Assistant Professor of Nursing 09-03

School of Veterinary Medicine

Dr. Diane Gaertner as Professor of Microbiology in Pathobiology at VHP

Dr. Alexander M. Reiter as Assistant Professor of Clinical Studies at Philadelphia

Grants in Diabetes: January 16

The Diabetes Endocrinology Research Center is soliciting applications for pilot and feasibility study grants investigating diabetes and related endocrine and metabolic disorders. Young investigators who are starting their laboratories, or established investigators who wish to take a new direction to their studies, are encouraged to apply.

The Pilot and Feasibility Program provides modest research support for a limited time to 1) provide initial support for new investigators; 2) allow exploration of possible innovative new leads or new directions for established investigators in diabetes and 3) stimulate investigators from other areas to lend their expertise to research in this area.

We anticipate that awards of up to \$50,000 will be made (equipment and travel fund requests are not permitted) and will be funded for one year. Grants will be reviewed by the Diabetes Research Center's Pilot and Feasibility Review Committee and by extramural consultants. Notification of awards will be made in April of 2004. Investigators who are currently in the 01 year of support through this Pilot and Feasibility Program may re-apply for an additional year of funding. Such continuation requests need

to be carefully justified, however, and will be considered as a competing renewal application.

Complete eligibility requirements, guidelines and application form are available on the Penn Diabetes Center's website at www.med.upenn.edu/pdc2. Please submit an original application along with 12 copies to the Diabetes Endocrinology Research Center, 501 Stemmler Hall, by Friday, January 16, 2004.

Please note that if the proposed research involves the use of human subjects or vertebrate animals, a grant award cannot be activated without documentation of IRB or IACUC approval.

Investigators from CHOP please note that applications must be routed through the Stokes Institute Business Office for review prior to submission to the Diabetes Center. The proposal must contain the VP's signature.

For further information, contact Michele Ludlow micheles@mail.med.upenn.edu or (215) 898-4365 or Dr. Bryan Wolf (wolfb@mail.med.upenn.edu or (215) 590-4446), Department of Pathology and Laboratory Medicine, Room 5135, Main Building, CHOP.

—Mitch Lazar, Director, Diabetes and Endocrinology Research Center

—Bryan Wolf, Director, Pilot and Feasibility Grant Program

Annual Women of Color Awards

The Women of Color Awards are given in recognition of individuals who have conscientiously endeavored to increase respect for women of color at Penn, UPHS, Presbyterian, Pennsylvania Hospitals and the Delaware Valley community. Annually, awards are given in three categories: faculty/staff, graduate and/or professional student, and undergraduate student.

Award Criteria: Nominees must be affiliated with Penn, UPHS, Presbyterian or Pennsylvania Hospital and have demonstrated:

- Outstanding leadership
- Distinguished service
- Positive impact on the community
- Commitment to enhancing quality of life for and/or serving as a role model for women of color

Nominations are also sought for The Dr. Helen Octavia Dickens Lifetime Achievement Award. This award is named in honor of the late Dr. Helen Octavia Dickens, its first recipient. Her contributions towards the enhancement of the Philadelphia community spanned a period of over 50 years (*Almanac* December 11, 2001).

Criteria for nominee:

- The nominee must currently be an employee of Penn, UPHS, Presbyterian or Pennsylvania Hospital.
- Have no less than 25 years of service with the above institutions or the community.
- Have worked to increase the presence and permanence of women of color at the above institutions or in her community.
- Candidate should stand out in her field
- Have innovative approaches to service in the same field.
- Show community service activities; including but not limited to: having a significant impact on her community and having a passion for sharing of self with others.
- Examples of the nominee's accomplishments that span 25 years.
- As supporting data, a resume or CV
- All data other data should be in written form and should not be more than 3 pages.

Nomination forms may be obtained online at www.upenn.edu/ccp/WOC/ and must be returned no later than January 23, 2004.

—Jeanne Arnold, Director, Office of Affirmative Action

Enhanced Penn Marketplace: January 5

An enhanced version of the Penn Marketplace, the University's online buying exchange, will be available to all users of the BEN Buys purchasing system on Monday, January 5, 2004. The Marketplace will have a new look and offer new features such as "individual" and "University" favorites lists, new "quick order" functionality, enhanced search tools, and online configuration capability for researchers who would like to locate products containing specific chemical structures.

The enhanced Marketplace will feature a significantly larger number of items. More than 3 million products and services from over 70 of the most commonly used University suppliers will be available to provide traditional hosted content or new "punch-out" functionality enabling users to link (or "punch out") to specific Penn contract supplier web sites to shop. Dell, CDW Government, and Newark InOne are among the suppliers with sites to which it will be possible to "punch out."

A complete list of participating Penn Marketplace suppliers is available in the Purchasing Services web site at www.purchasing.upenn.edu/buyinfo/suppliers/pm_suppliers.

Purchasing During the Upgrade: The Penn Marketplace will be unavailable between December 31 and January 4, 2004. **Note:** Due to the New Year's holiday, BEN Financials will also be unavailable on January 1. On December 31, January 2, and January 3, users will be able to satisfy their procurement requirements by "free-forming" their orders within BEN Buys. Departments should order critical items prior to the break to ensure that they do not run out. However, Purchasing Services staff will be available during the break to assist faculty and staff as required. Winter break coverage days and hours are posted on the Purchasing Services web site at www.purchasing.upenn.edu.

User Preparations: In preparation for the launch of the enhanced Penn Marketplace, all BEN Buys users must:

- Complete mandatory online training by Decem-

ben buys

ber 18 in order to access the Penn Marketplace on January 5, 2004. The turnaround time to re-enable Marketplace access next year (once the training requirement has been satisfied) cannot be guaranteed for users who do not complete the online training by the December 18 deadline.

- Use one of the following web browsers to complete the training: Internet Explorer (IE) 6.0 SP1 for Windows, Internet Explorer (IE) 5.x for Macintosh, or Internet Explorer (IE) 6.0 SP1 with Virtual PC (also for Macintosh).
- Have new versions of JInitiator and MarkView software installed on their computers by December 22.
- Have ChemDraw software installed by December 22 if interested in developing chemical compound requirements online and searching for products containing them in the Penn Marketplace.

Users who have not heard from their Local Support Providers (LSPs) by now about installing the required software on their computers, should contact their LSPs right away.

Important: Unless the new version of JInitiator is installed, certain components of BEN Financials, including the Purchasing and General Ledger applications, will not work after December 20.

In addition, please be advised that:

- In order to use BEN Financials and Penn Marketplace, one of the versions of Internet Explorer (IE) listed above is required; Netscape will no longer work.
- Windows ME and Windows 98 platforms will no longer be supported for BEN Financials or the Penn Marketplace as of January 2004.
- Support for Windows NT will end on June 30, 2004.

More information: on the enhance Penn Marketplace can be found at: www.finance.upenn.edu/ben/benfin/faqs/launch/.

—Kenneth Campbell, Comptroller

—Robert Michel, Director, Purchasing Services

—Jeanne Curtis, Executive Director, ISC, Administrative Information Technologies

Winter Break Safety: Special Checks of Residences



In order to reduce the opportunity for crime (i.e. criminal mischief, burglaries, etc.), the Division of Public Safety is again offering to conduct Special Checks of Residential Properties during the following timeframe: midnight, Friday, *December 19* through 7 a.m., Monday, *January 12*. Students, faculty and staff who live within the following geographical boundaries—Schuylkill River to 43rd Street and Baltimore Avenue to Market Street—may participate.

You need to complete and return an application prior to vacating the premise. Applications may be picked up at the Penn Police Headquarters, 4040 Chestnut Street or on Public Safety's website.

The Public Safety website, www.publicsafety.upenn.edu/dpsform0030.asp has an online Request For Special Property Check Form along with complete instructions and security tips.

—Division of Public Safety

Road Reconfiguration Project on West End of Campus

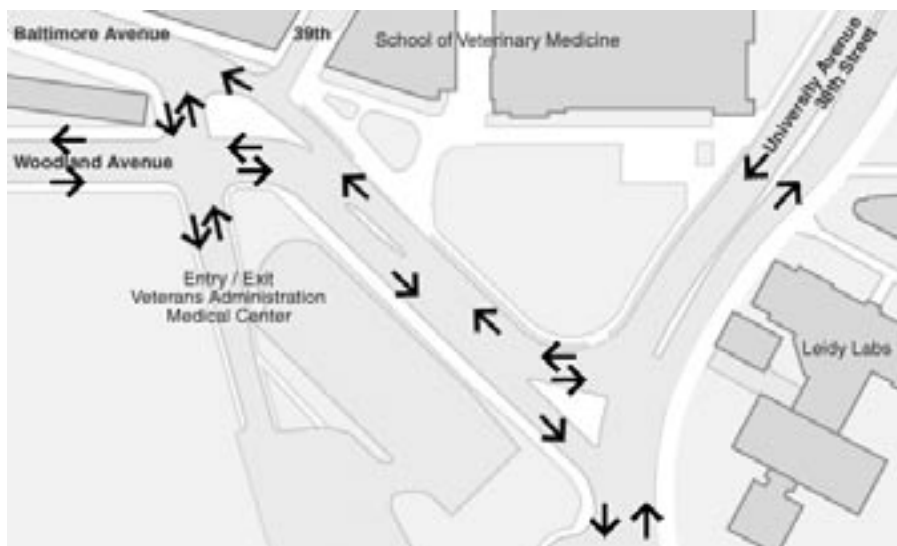
The University will begin construction on the re-configuration of University, Woodland and Baltimore Avenues between 38th & 39th Streets (area adjacent to the Old Vet Quadrangle and VA Hospital). This re-configuration will provide for a significant improvement in pedestrian, bicycle and vehicular safety as well as moderate improvements in traffic flow. Work is planned to start late this month (December 2003) and continue through mid-August 2004. The project will be sequenced in 4 main phases to allow through traffic at all times. Delays should be expected due to restricted movements, and lane closures. Alternate routes should be used where possible. Once completed, all traffic will be consolidated into a single east-west Baltimore Avenue and new intersections at 38th (University Ave.) and 39th Streets. More detailed information can be found on the Facilities website, www.facilities.upenn.edu/whatsNew/construction38th.php3. Information will be updated periodically to reflect ongoing progress.

—Facilities and Real Estate Services



At left, is the current configuration of traffic flow at the intersections of University Avenue, Woodland Avenue, Baltimore Avenue, between 38th and 39th Streets.

Below, is the proposed re-configured traffic flow as it will be after the construction is completed next summer.



Walk-back Program During Finals

As in past years, the Division of Public Safety, working with the Undergraduate Assembly, has reinstituted the Public Safety Walk-back Program. During finals, now through Thursday *December 19*, an Allied Security Officer will be posted at the "Button" on Locust Walk from midnight-3:30 a.m. Approximately every 1/2 hour the officer will enter Rosengarten Library to determine if any student would like an escort. The Penn Walker will then perform the escort and return to repeat the process.

The Division of Public Safety is providing this service in addition to its normal Walking Escort Program. Specially trained uniformed Allied security officers provide escorts to campus locations. Escorts are dispatched by radio and will accompany you from one campus location to another, to a Penn Transit Stop or to an on-campus SEPTA regional transit stop. Escorts are available, 7 days a week, from 8 a.m. to 3 a.m. To request a Walking Escort, call (215) 898-9255 (898-WALK).

—Domenic Ceccanecchio
Director of Security & Technical Services

Bringing Christmas to Others

The Office of Community Housing (OCH) is donating its services this year in outreach to 21 families at the People's Emergency Center and the Darlene Morris Love-N-Care Women's Shelter, both in West Philadelphia. We ask you to assist us by joining the dozens of Penn departments and off-campus groups in 'adopting' one family member and purchase a clothing gift and/or toy gift for that person. We will give you all the demographic information and ask that you wrap the gift and attach a note or card made out to the person you adopted.

Please call (215) 898-7422 for information. The OCH staff will be delivering the gifts on December 22 and 23. Thank you for your assistance in this program.

—Stefany Jones, Director,
Office of Community Housing



A Virtual Tour of New Bolton Center

Take a tour of the New Bolton Center without leaving your home. On January 4, the film *On any Given Day* will be aired on the Research Channel at the following times: 4:03 a.m., 10:03 a.m., 4:03 p.m. and 10:03 p.m. For a list of cable channels see www.researchchannel.org/general/rtrans_loc.asp. To view it on the Fish Network turn to channel 9400. If you don't receive the ResearchChannel you can go to <http://alumni.ven.upenn.edu/onanygiveday.html> to view the video.

The ResearchChannel is a consortium of the world's leading research institutions and organizations whose common goal is to distribute research information to the public.

Correction: In the spread on 'Red and Blue' books last week, Dr. Susan Taylor, author of *Brown Skin*, should have been listed as C'79.

Wanted: Work-study Students

Duties of students who work at *Almanac* include desktop publishing, web design and maintenance, database maintenance, research, and proofreading. Positions are available at *Almanac* for this academic year. Please call (215) 898-5274 or e-mail morrisma@pobox.upenn.edu.

SPECIAL EVENT



18 Sixth Annual Winterfest; an evening of ice skating, complimentary cookies, cocoa, fountain sodas and holiday cheer; 5:30-8:30 p.m.; Class of 1923 Rink; Admission \$1, skate rentals are free (UCD; Class of 1923 Rink).

TALKS

18 Memory CD8 T Cell Differentiation Following Acute Versus Chronic Viral Infection; E. John Wherry, Emory University; 10 a.m.; Grossman Auditorium, Wistar Institute (Wistar).

Safe Nowhere: Gun Death and the Rural-Urban Continuum; Charles Branas, epidemiology; Michael Nance, pediatric trauma; 9:30 a.m.; rm. 251, BRB (FICAP).

Deadlines: The deadline for the Update in the January 13 issue is Tuesday, January 6. The deadline for the February AT PENN calendar is Tuesday, January 13. For more information, see www.upenn.edu/almanac/calendar/caldead-real.html.



Almanac Schedule

This is the last issue of the semester. Breaking News will be posted to "Almanac Between Issues" and the *Express Almanac* will be e-mailed to those who have subscribed.

Weekly issues resume Tuesday, January 13.

Treasurer's Office Hours

Central Gifts Accounting & Administration

(Cash & Securities Gifts)

Wednesday, December 24 9 a.m.-1 p.m.

Friday, December 26 9 a.m.-3 p.m.

Monday, December 29 9 a.m.-3 p.m.

Tuesday, December 30 9 a.m.-3 p.m.

Wednesday, December 31 9 a.m.-1 p.m.

Friday, January 2 tentatively closed

Cashier's Office

Wednesday, December 24 9 a.m.-1 p.m.

Friday, December 26 9 a.m.-3 p.m.

Monday, December 29 9 a.m.-3 p.m.

Wednesday, December 31 9 a.m.-1 p.m.

RESEARCH

Women taking estrogen. The University of Pennsylvania Health System seeks volunteers for a bone density medical research study. If you meet the following description, you may be eligible: Female, Ages 45-55, Taking estrogen or would like to take estrogen for menopausal symptoms. Contact: Helen Peachey at: (215) 898-5664 or peacheyh@mail.med.upenn.edu. Volunteers are compensated.

Needed: Healthy volunteers (males over 40, females over 45) to investigate the process involved in plaque build-up in arteries. Participants will be given placebo or FDA-approved study medication for two years. In addition, participants will receive free physical health check-up, blood work and non-invasive ultrasounds of the carotid arteries, and \$500 upon completion of the study. Contact Barbara Tournier, RN, MSN at (215) 662-3311.

Participants with Hypertension Needed for research study using herbal remedies. If you are diagnosed with mild hypertension, are 21 years or older, and are able to visit in the mornings every other week, please consider participation in this very interesting research project. Participants will receive free physical exam, lab work, EKG, 24 hour ambulatory blood pressure monitoring, and all medications. Compensation at completion \$1,400. Please call Virginia Ford, CRNP for more information. (215) 662-2410.

Almanac is not responsible for contents of classified ad material.

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

Do You have Arthritis in Your Knees? Would you like to participate in a study designed to find out if acupuncture may help you walk better and decrease the pain? The study compares real acupuncture with acupuncture using needles that do not puncture the skin in patients who need physical therapy. Call Pat Williams for more information at (215) 898-3038.

Researchers at The Children's Hospital of Philadelphia are seeking families/individuals with **high myopia (nearsightedness)** to identify causal genes. High myopia may lead to blinding disorders such as retinal detachments, glaucoma, macular degeneration and premature cataracts. Participants must have onset of myopia before 12 years of age, and refractive prescription of 5.00 diopters or more. A free examination may be provided if needed. Contact Mathew Green-Leibovitz at (215) 590-6828 or greenleibov@mail.chop.edu.

Do you have High Cholesterol? If so, are you worried about your risk of heart disease? Doctors at the University of Pennsylvania are studying the ability of an extract from the spice **TURMERIC** (found in **CURRY POWDER**) to protect the heart. If you are between 18-75 years old and have high cholesterol you may be eligible to participate in our research study. Qualified participants will receive: FREE medical exams, blood and urine tests, and study medication containing the extract. Compensation for your time and travel will be provided. CALL (215) 662-9040 for more information.

Purchasing Services Hours

For assistance during the break, call (215) 898-7216. Staff members will be available on the following days and times:

Friday, December 26 9:30 a.m.-1:30 p.m.

Monday, December 29 9:30 a.m.-1:30 p.m.

Tuesday, December 30 9:30 a.m.-1:30 p.m.

Wednesday, December 31 9:30 a.m.-1:30 p.m.

Friday, January 2 9:30 a.m.-1:30 p.m.

* The Penn Marketplace will be unavailable between December 31 & January 4.

* BEN Financials will be unavailable on December 25 & January 1.

* On December 31, January 2 & 3, BEN Buys users will be able to satisfy purchase requirements using BEN Buys non-catalog requests.

Please contact Purchasing Services in advance of the winter break to discuss any unique or mis-

Get On Board Express Almanac

Sign up to receive e-mail notification when we post breaking news between issues. Send an e-mail message with the word "subscribe" as the Subject to almanac@pobox.upenn.edu and include your name, e-mail address and mailing address. —Ed.



Almanac

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3600 Chestnut Street, Philadelphia, PA 19104-6106
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E-Mail: almanac@pobox.upenn.edu
URL: www.upenn.edu/almanac

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 **December 1-7, 2003**. Also reported were 17 Crimes Against Property (**including 15 thefts, 1 auto theft and 1 burglary**). Full reports are on the Web (www.upenn.edu/almanac/v50/n16/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 **December 1-7, 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.

12/2/03	1:50 AM	3400 Spruce St	Items taken from complainant
12/4/03	11:50 PM	220 S 33rd St	Males cited for curfew violation

18th District Report

5 incidents (including 5 robberies) were reported between **December 1-7, 2003** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

12/1/03	1:20 PM	Robbery	4800 Walnut St
12/2/03	1:40 AM	Robbery	3400 Spruce St
12/5/03	3:40 PM	Robbery	5100 Sansom St
12/5/03	7:30 PM	Robbery	4920 Chancellor St
12/6/03	6:30 PM	Robbery	4800 Locust St

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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STUDENT ASSISTANTS	Tamara Bobakova, Jovaun Boyd, Karina Diaz de Villegas, Pablo Sierra Jamar Benyard

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Accolades for Penn's West Philadelphia Initiatives

Urban Land Institute Award

The University's West Philadelphia Initiatives project won top honors in the Urban Land Institute's Awards for Excellence 2003 international competition, now in its 25th year and widely recognized as the community's most prestigious award.

The West Philadelphia Initiatives program, a multi-faceted urban-planning and community-development program, has reduced crime and blight, increased job opportunities and improved the quality of life in West Philadelphia neighborhoods. Those developments in turn have reinforced the University's ability to attract the best students, faculty, staff and research opportunities.

"Urban universities have the power and the responsibility to make a positive impact in their communities, and we at Penn are delighted to be honored by the Urban Land Institute for our work," said President Judith Rodin. "Thousands of Penn people have been involved in this commitment to the community. They all share in this honor."

This comprehensive neighborhood-revitalization program was structured around these five principles: clean and safe streets, housing and homeownership, improvement of public education, economic development and commercial development. Among the successful Penn projects honored with the ULI Award for Excellence are:

- University Square, a 300,000-square-foot project housing the Inn at Penn, and the Penn Bookstore as well as restaurants, retail space and public plazas (*Almanac* June 17, 1997).
- Hamilton Square, a 75,000-square-foot project (*Almanac* May 11, 1999) featuring Fresh Grocer, The Bridge cinema (*Almanac* November 12, 2002) and a multistory parking garage.
- The Left Bank, a \$55 million conversion of a 700,000-square-foot warehouse into 282 market-rate apartments with retail and office space (*Almanac* February 6, 2001).
- The Penn Alexander School, a 83,000-square-foot public elementary school, on a five-acre site, developed by Penn's Graduate School of Education in conjunction with the Philadelphia School District and the Philadelphia Federation of Teachers (*Almanac* October 15, 2002).

The success of the West Philadelphia Initiatives in bringing employment, investment and quality-of-life improvements to West Philadelphia has become a model for collaboration between universities and urban communities throughout the United States.

The goals that guided development were: respecting the community and university heritage, improving the relationship between Penn and the surrounding neighborhood, orienting buildings to the street, promoting infill construction, establishing open and green spaces to connect the community, and rehabilitating existing buildings.

University Square, from Walnut Street, looking westward (right); Left Bank, looking eastward (below); Penn Alexander School interior (bottom center).

American Institute of Architects Awards

When the 2003 AIA Philadelphia Awards for Design Excellence were handed out on October 9—at the Loew's Philadelphia Hotel, in the former PSFS building—Penn was well represented.

Penn projects won three awards at the organization's annual ceremony; this year's winners were chosen by a jury of Chicago-based architects.

One of four Honor Awards—for projects that "exemplify high design quality" in the Built Category—went to Kieran Timberlake Associates LLP, for the Melvin J. & Claire Levine Hall (*Almanac* September 5, 2000), serves as a "bridge" for the Engineering complex.

Two of the eight Awards of Recognition for built projects that "deserve recognition for their design quality" were for Penn projects. Atkin Olshin Lawson-Bell Architects for The Sadie Tanner Mossell Alexander University of Pennsylvania Partnership School (*Almanac* March 6, 2001) were honored, as were MGA Partners, for the innovative temporary, but reusable stage created for commencement ceremonies (*Almanac* April 24, 2001).



Photo by Stuart Watson



Commencement stage (above); Levine Hall (left); Hamilton Square, 40th and Walnut Sts. (below); Penn Alexander School (bottom).



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