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For Penn President: Princeton Provost Amy Gutmann

Photograph by Marguerite Miller



Amy Gutmann

Dr. Amy Gutmann, Princeton's Provost, has been nominated to be Penn's 8th president by the Executive Committee of the Trustees. Chairman James S. Riepe announced Thursday morning in Houston Hall. The full Board will vote on Dr. Gutmann's appointment at its February 20 Stated Meeting.

Dr. Gutmann, 54, the Laurance S. Rockefeller University Professor of Politics and the University Center for Human Values, will succeed President Judith Rodin on July 1. Dr. Rodin announced last June that she planned to step down after completing a decade.

"Amy is a brilliant scholar with a demonstrated commitment to undergraduate and graduate education, a proven and skilled administrator who understands the challenges of running a major research university and an articulate spokesperson about the essential role of higher education in our lives and in the future of our society," said Mr. Riepe, who chaired the search committee.

"She has established an extraordinary record of achievement during her more than 25 years at Princeton, most recently as provost. She is widely regarded as a world-class scholar whose research addresses many of the key issues facing our society today—from religious freedom, to race and affirmative action, to ethics

and public affairs. As Dean of the Faculty, she was hugely effective in attracting excellent faculty to Princeton. Colleagues speak of her with the highest regard: 'fair and evenhanded, courageous and willing to take on tough problems,' 'renowned for doing her homework,' 'there are no limits to what this person can achieve.' We are confident that Amy is the ideal person to lead Penn forward into the next stage of its evolution," Mr. Riepe said.

"Penn has enormous energy and a dynamic spirit," Dr. Gutmann said. "It has extraordinary academic programs that span 12 schools, all of which are located together on one beautiful urban campus. Under Judy Rodin's leadership, Penn has established itself in the top rank of institutions, well positioned to face the opportunities and the challenges that lie ahead. I look forward with great enthusiasm to working with faculty, students, staff, alumni and other members of the Penn family to help the University build upon its tradition of excellence in teaching, research and public service.

"I am also looking forward to moving to the great city of Philadelphia," she said, "with its wealth of cultural and historic institutions, and to becoming an active citizen of Penn's vibrant West Philadelphia community."

Mr. Riepe noted that the Board strongly believes it has found in Dr. Gutmann "someone to expand upon the phenomenal momentum the University has experienced during the last decade... a dynamic leader who is both a renowned scholar and skilled administrator... a champion of innovative academic ventures with a proven ability to recruit faculty of the highest stature... someone who will grow Penn's financial resources,

enhance our entrepreneurial opportunities, and capitalize on our many strengths."

Dr. Gutmann has been provost since 2001, serving as Princeton's chief academic and chief budgetary officer, reporting to the president. She is responsible for long-range planning and for the coordination of the administrative and support functions of the University with its academic purposes. A faculty member there since 1976, she has taught political philosophy, democratic theory, the history of political thought and practical ethics.

Earning her B.A. *magna cum laude* in 1971 from Radcliffe College, she went on to earn an M.Sc. in political science in 1972 from the London School of Economics and her Ph.D. in political science in 1976 from Harvard University.

In 2003, she was awarded the Centennial Medal by Harvard for "graduate alumni who have made exceptional contributions to society." In 2000, she was awarded the President's Distinguished Teaching Award by Princeton. She has also received the Bertram Mott Award "in recognition of outstanding achievement towards advancing the goals of higher education," the Ralph J. Bunche Award "for the best scholarly work in political science that explores the phenomenon of ethnic and cultural pluralism," the North American Society for Social Philosophy Book Award and the Gustavus Myers Human Rights Award for the "outstanding book on the subject of human rights in North America" for *Color Conscious*, which she co-authored with K. Anthony Appiah.

Dr. Gutmann served as Princeton's Dean of the Faculty, 1995-97 and as Academic Advisor to the President, 1997-98. She was the founding director of the University Center for Human Values, a multi-disciplinary center that supports undergraduate and graduate teaching, a visiting fellows program, publication series and public discussions centered around issues of ethics.

Dr. Gutmann is president of the American Society of Political and Legal Philosophy. She is a fellow of the American Academy of Arts and Sciences, the American Academy of Political Science and the National Academy of Education. She is a founding member of the Executive Committee of the American Association of Practical and Professional Ethics. She has lectured widely, in South Africa, Europe, Asia, and North America. In 1994-95, she presented the Tanner Lectures in Human Values at Stanford.

Dr. Gutmann has been a Fellow at Stanford's Center for Advanced Study in the Behavioral Sciences (CASBS), a Visitor at Princeton's Insti-

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Associate Provost: Janice Bellace

Dr. Janice R. Bellace, former undergraduate dean and deputy dean at Wharton, was named Associate Provost, effective March 1, Provost Robert Barchi announced last week.

Dr. Bellace is the Samuel Blank Professor of Legal Studies, and Professor of Legal Studies and Management, at the Wharton School. She is also the Director of the Huntsman Program in International Studies and Business.

As Associate Provost, Dr. Bellace will be responsible for the academic personnel process including faculty recruitment, appointments and promotions, and for issues related to faculty governance. She will also assist the Provost in strategic planning and gender and minority equity. The Associate Provost also helps resolve individual faculty issues, including faculty grievances.

"In addition to being an outstanding academician, Dr. Bellace will bring tremendous experience and expertise to the Associate Provost's office," said Dr. Barchi. "Her personal style is exceptionally well suited to this sensitive position. I'm very pleased that she's joining the Provost's Office in this crucial role."



Janice Bellace

"Having been a member of the faculty for 25 years, I am incredibly honored to have this opportunity to help ensure the integrity of the faculty appointments and promotions process," said Dr. Bellace. "As Associate Provost, I will work closely with the Provost and my colleagues across the schools to help strengthen Penn's faculty, make an impact on quality of life issues such as dual career couples and retirement planning and focus our efforts more keenly on gender equity and minority recruitment and retention."

Dr. Bellace, CW '71 and L '74, was Wharton's undergraduate dean, 1990-1994. During this time she oversaw the implementation

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SENATE From the Senate Office

The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Senate Chair Lance Donaldson-Evans, Box 12, College Hall/6303, (215) 898-6943.

Senate Executive Committee Actions

Wednesday, January 21, 2004

1. Chair's Report. Senate Chair Lance Donaldson-Evans announced the return of Kristine Kelly, Faculty Senate administrator, from maternity leave effective Monday, January 26. He also announced a change to the meeting agenda, indicating that under new business (item 7), SEC would hear a report from Professor Debra Leonard, chair of the Senate's Ad Hoc Committee on Faculty Development, about that committee's work. The chair reminded SEC members of the next meeting of the University Council—Wednesday, January 28—and encouraged all Council members to attend.

2. Past Chair's Report on Academic Planning and Budget and Capital Council. As Past Chair Mitchell Marcus was absent for jury duty, no report was given.

3. Presentation by Vice Provost for Strategic Initiatives. Leslie Hudson, Vice Provost for Strategic Initiatives, provided an overview of the main functions of the new Office of Strategic Initiatives (OSI): providing a single portal through which potential institutional collaborators can approach Penn; initiating and supporting commercial relationships for research and development; aiding and encouraging technology transfer; and helping to provide regional economic leadership. He discussed various corporate partnerships, some already in place (such as an alliance with Glaxo SmithKline) and others under development in areas such as imaging technology, genomic research for drug discovery, and nanotechnology. Vice Provost Hudson described plans to increase regional capabilities for research that can translate discoveries from basic science into marketable products. Major OSI goals include narrowing an existing gap between funding for basic research and funding for proof-of-concept and product commercialization, and creating around the campus translation zones—in the Science Center, Civic Center, and Post Office lands—to better capture early, middle, and late-stage commercialization opportunities.

4. Election of Chair of the 2004 Senate Nominating Committee. Ballots for election of chair of the 2004 Senate Nominating Committee were distributed. Professor Michelle Richman was elected through approval voting.

5. Interim Report from the Ad Hoc Patent Policy Committee. Professor Andrew Binns, chair of the Ad Hoc Patent Policy Committee, provided an overview of the committee's work to date. Jointly charged by the Provost and SEC to review the University's patent policy and consider possible changes, the committee was asked to examine four broad areas: intellectual property rights (IPR); disclosure of inventions; management of licensing, and rights to intellectual property arising from faculty consulting. Possible actions under consideration include an increase in the percentage of licensing, equity, and royalty rights allocated for support of the Center for Technology Transfer (CTT), at least until its operating costs are covered; increased opportunity for faculty to inform the process by which organizations are selected for patent negotiations; possible changes in the nature of processes for appealing CTT decisions; and ways in which sections of the policy related to faculty consulting might be rendered less restrictive while protecting the University's legal rights and legitimate financial interests.

6. Discussion of ways to make the campus environment more comfortable to minority students. Senate Chair Lance Donaldson-Evans, noting that little time remained and that this agenda item would require extended discussion, proposed that the committee turn to new business and postpone discussion of the campus environment until the next meeting.

7. New Business. Professor Debra Leonard, chair of the Ad Hoc Committee on Faculty Development, recounted the committee's charge and its recent work. Stimulated by concerns about gender and minority equity on the faculty, the Senate last year called for the immediate creation of an Ad Hoc committee to consider the creation of a standing committee on faculty development and to draft a charge. The Ad Hoc Committee had met and was now proposing creation of a Senate Committee on the Diversity and Equity of the Faculty, with a charge modeled after that given to the Senate Committee on the Economic Status of the Faculty. Specific components of a draft charge were then discussed. Issues raised included the breadth and scope of the charge, and reporting and monitoring functions of the new committee. Following discussion, Senate Chair Lance Donaldson-Evans asked the Ad Hoc Committee to consider these matters in further refining their proposed charge.

Penn's Next President: Dr. Amy Gutmann *(continued from page 1)*

tute for Advanced Study, and a Visiting Professor at Harvard's Kennedy School of Government. She serves on the Board of Trustees of Stanford's CASBS and chairs the Executive Committee of the Board of Princeton University Press. She also serves on the editorial boards of many scholarly journals and on the Sawyer Seminar Committee of the Mellon Foundation. She has served on the re-accrediting team for Yale and on various national non-governmental, non-profit commissions. She has held fellowships from the Danforth Foundation, NEH and ACLS. She has been awarded a Major Scholars Grant and a Mentors Grant from the Spencer Foundation.

She is author of many books, most recently *Identity in Democracy* (2003); *Democratic Education* (second edition 1999); *Democracy and Disagreement* (1996 with Dennis Thompson),

named by *Choice* as one of the "outstanding political science books for 1997" and *Color Conscious* (1996, with K. Anthony Appiah).

Dr. Gutmann has also published more than 100 articles and essays and edited volumes in moral and political philosophy, practical ethics and education. Her scholarly works have been translated into many languages and have appeared in journals such as *Ethics*, *Philosophy & Public Affairs*, *Political Theory*, *Social Research* and *Stanford Law Review*. Her reviews and essays have appeared in the *New York Times Book Review*, *Dissent*, the *Times Literary Supplement*, the *Washington Post*.

She is married to Michael W. Doyle, Harold Brown Professor of Law and International Affairs at Columbia. Their daughter, Abigail, is a Ph.D. student in chemistry at Harvard.

Associate Provost *(continued from page 1)* of the new Wharton undergraduate curriculum, with a focus on making it easier for students to take courses in other schools and pursue a dual degree. In order to create an international dimension to the undergraduate education, she led the effort to mandate a foreign language competency requirement for Wharton students. She initiated study abroad programs for business students in Lyon, Madrid, Milan, Tokyo and Hong Kong.

She pioneered the introduction of a mandatory first-year experiential course in leadership and teamwork (Management 100). In 1992, she conceived of a unique undergraduate joint degree program, and shepherded what became the Huntsman Program through the SAS and Wharton faculty approval process. She stepped down as undergraduate dean in June 1994, just before the first Huntsman Program freshmen matriculated.

In July 1994, Dr. Bellace became deputy dean, Wharton's chief academic officer. In that role, she oversaw the allocation of all faculty slots and all faculty appointments. During the period 1994-1999 over 20 endowed chairs were awarded. As Wharton increased the range of its international activities, she crafted the role that Wharton would play in collaborating with two new institutions, the Indian School of Business and Singapore Management University.

Upon stepping down as deputy dean, she took a leave of absence from Penn. On July 1, 1999, she became the founding president of Singapore Management University, a new, private university. When she stepped down in September 2001, that university had grown from 11 to 57 faculty, enrolled 800 students in two schools, and had moved to a newly renovated historic campus.

She had served on a number of Wharton and University committees. During the 1980s, she was on the Faculty Senate, and chaired the Economic Status of the Faculty committee. She now serves as chair-elect of the Faculty Grievance Commission and as moderator of University Council. She also chairs the executive committee of the Thouron Award for British-American Exchange. Dr. Bellace was a recipient of a Thouron Award; she attended the London School of Economics and received her master's degree in industrial relations with a concentration in labor law in 1975. She then worked in London as a legal journalist for *Incomes Data Services*.

Dr. Bellace joined the faculty as an assistant professor of legal studies in 1979. She has held a secondary appointment in the management department. She was promoted to associate professor with tenure in 1984, and to professor in 1993.

Dr. Bellace's research is in employment law and human rights, both domestic and international. An author of numerous articles and books, her most recent article was "The Future of Employee Representation in American Labor Law." She is working on a proposal to utilize private labor arbitration as a means of resolving disputes over companies' observance of internationally recognized human rights.

Since 1995, she has been a member of the Committee of Experts on the Application of Conventions and Recommendations of the International Labor Organization, an international group of 20 scholars who report on compliance with fundamental labor and human rights standards. Active in several professional organizations, such as the International Society for Labor Law and Social Security, she is on the executive board of the International Industrial Relations Association. She is a former secretary of the Section on Labor and Employment Law of the American Bar Association. She also serves as a member of the Public Review Board of the UAW.

Deaths

Dr. Atkins, Otorhinolaryngology

Dr. Joseph P. Atkins, Jr., clinical professor and vice chair of Otorhinolaryngology and Head and Neck Surgery at Pennsylvania Hospital and executive director of the Penn Center for Voice, died on January 19 at the age of 63. "This is such a tremendous loss for Penn Medicine," said Dr. Arthur H. Rubenstein, Executive Vice President of the University of Pennsylvania for the Health System and Dean of the School of Medicine. "Over the past 30 years Dr. Atkins was consistently a major contributor—as a clinician and an educator—to the success of Pennsylvania Hospital."



Joseph Atkins, Jr.

Dr. Atkins received his B.S. in 1962 and graduated from Penn's Medical School in 1966. After a residency at Johns Hopkins University, he joined the Penn faculty. Since joining Pennsylvania Hospital and the Penn faculty in 1974, Dr. Atkins had been a mentoring and teaching role model, positively affecting hundreds of young interns, residents, and faculty.

During his career he was awarded the American Cancer Society's Humanitarian Award, the Resident Teaching Award from the School of Medicine, and the Jacob Ehrenzeller Award for Achievement and Service in Medicine.

His major contributions to the field of Otorhinolaryngology include his pioneering development of CO₂ lasers and CO₂ laser bronchoscopes, and the use of endoscopic sinus surgery for the management of sinus disease. Dr. Atkins worked with the Parkinson's Disease and Movement Disorders Center, and the Joan Karnell Cancer Center. He also held a faculty appointment as adjunct clinical professor at Thomas Jefferson University from 1990-2000.

Dr. Atkins' father, M '34, Dr. Joseph Preston Atkins, had been the chair of the department of Broncho-Esophagology at the School of Medicine.

Dr. Atkins is survived by his wife of 38 years, Maureen Atkins; sons Joseph P. III, Timothy C.; daughters Elizabeth A. Kaminetz and Kathleen A. Atkins; his sister, Barbara Noon, four brothers, John Atkins, Steven Atkins, Dr. William Atkins, and Dr. Robert Atkins, and five grandchildren.

Memorial contributions may be made in his name to Mount St. Mary's College, Biology Dept. c/o: Office of Development, 16300 Old Emmitsburg Road, Emmitsburg, MD 21717.

Memorial for Susan Peterson-Pace

The University community is invited to a memorial service for Susan Peterson-Pace, office coordinator for the Office of the Vice Provost for University Life, who died on December 19 at the age of 48 (*Almanac* January 13, 2004). The memorial service will be held on Tuesday, February 3, at 4 p.m., in Bodek Lounge, Houston Hall.

Carol Cooper, Dental School

Mrs. Carol Bonjernoor Cooper, coordinator in Graduate Education and Division for Advanced Dental Education, died on January 16 at the age of 56 at home.

She was a native of Grand Rapids, Michigan and graduated from the dental assistant program at Grand Rapids Junior College. She joined Penn in 1989 as an administrative assistant in the School of Dental Medicine and in 1992, Mrs. Cooper became the coordinator of the Division for Advanced Dental Education at the School of Dental Medicine and was involved with the School's community oral-health outreach programs.

She is survived by her husband, Richard; a daughter, Jessica; son, Jason; her parents, Edward and Frances Bonjernoor; two sisters; and two brothers.

Memorial donations may be made to the Susan G. Komen Breast Cancer Foundation, 125 S. Ninth St., Philadelphia, PA 19107.

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 send them via e-mail to record@ben.dev.upenn.edu.

Summer Research Support for Junior Faculty

The Trustees' Council of Penn Women offers three \$5,000 summer research stipends to female faculty, or faculty members whose research is centrally concerned with the role of women in society, science, or arts and letters. *These awards are given to assist in the promotion of standing faculty to the permanent rank of Associate Professor. Those who have previously applied and did not receive an award are encouraged to apply again. (Faculty who have already won an award are eligible to apply again.)

If you are interested in applying for the stipend, please submit a 2-page summary of the research you wish to undertake, an explanation of how the stipend will facilitate the research, a curriculum vitae, and the name of a University reference. In your application please describe how you will use the award and why it would be particularly useful to you at this time. The summary should be sent to: Summer Research Award, The Alice Paul Research Center, 411 Logan Hall, 249 S. 36th Street, Philadelphia, PA 19104-6304 no later than Friday, March 5, 2004.

Research proposals will be reviewed, and the stipend awarded, through a peer review process. It is expected that the research, or a significant subset thereof, will be concluded during the summer of 2004, and a written report will be submitted to the review panel and to the Trustees' Council. Any subsequent publication of the research results should acknowledge the support of the Council.

* **Note:** The amount of the award varies according to whether the recipient chooses to receive it as salary or to use it for research expenses.

Pilot and Feasibility Grants: Center for AIDS Research

The Penn Center for AIDS Research (Penn CFAR) seeks applications to the pilot program offered through its Developmental Core. Proposals regarding any aspect of HIV/AIDS clinical care, epidemiology, virology, immunology, structural biology, vaccine development, or prevention are considered relevant to the goals of the Developmental Core.

The CFAR is especially interested in proposals that bridge programmatic areas and, in particular, those that bridge clinical investigators with basic or behavioral scientists. These will be given preference. Proposals that include an international component also are encouraged.

The maximum amount of funding for each grant will be \$40,000. Grants are for a one-year period and are not renewable. It is expected that funds will be available in July 2004.

Faculty members, holding appointments at the CFAR institutions, who meet one of the following requirements, are invited to apply:

- 1) New investigators who never have held extramural support from the NIH.
- 2) Investigators who have not previously worked in HIV/AIDS.
- 3) Investigators who have worked in HIV/AIDS who wish to study an area that represents a significant departure from their currently funded work.

To apply: Applications may be downloaded via our web page located at www.uphs.upenn.edu/aidPilotGrant05.htm.

Deadline: Monday, March 15, 2004. "Pre-Submission Mentoring" is available to junior investigators. For information, e-mail Evelyn Olivieri at oliviere@mail.med.upenn.edu.

For additional information, please contact: Evelyn Olivieri, Executive Administrator, Room 353 BRB II/III/6160, phone: (215) 573-7354, e-mail: oliviere@mail.med.upenn.edu.

—Dr. Francisco González-Scarano, Core Director

Agenda for University Council Meeting

Wednesday, January 28, 2004
4 to 6 p.m.

Bodek Lounge, Houston Hall

I) Approval of the minutes of December 3, 2003. 1 minute.

II) Follow-up comments or questions on Status Reports. 5 minutes.

III) Committee on International Programs. Interim Report. Presentation 5 minutes; discussion 5 minutes.

IV) Committee on Quality of Student Life. Interim Report. Presentation 5 minutes; discussion 5 minutes.

V) Disposition of topics raised at the December 3, 2003 Open Forum. 5 minutes.

VI) Adjournment by 6 p.m.

Remaining University Council Meetings for Spring Semester 2004

Following are the dates for meetings of the University Council, which are open to observers who register their intention to attend by calling the Office of the Secretary, (215) 898-7005, in advance. All meetings are held from 4-6 p.m., Bodek Lounge, Houston Hall. The agenda will be announced in *Almanac* prior to each meeting.

Wednesday, February 25

Wednesday, March 24

Wednesday, April 28

Press Conference Announcing Dr. Amy Gutmann's Nomination as Penn's Next President

Last Thursday morning, in Houston Hall's Class of 1949 Auditorium, President Judith Rodin and the Consultative Committee for the Selection of a President welcomed and introduced Dr. Amy Gutmann, the nominee to be Penn's next president. She said that this "thrilling, wonderful opportunity" is the "culmination of a lifelong devotion to teaching and education." What attracts her to Penn is the chance to "learn and lead at the same time."

President Judith Rodin's Remarks

After ten wonderful years leading this extraordinary institution, I'm delighted to welcome you to Penn for this exciting announcement. We are here to mark another important milestone in Penn's history, as our Trustees continue the tradition of selecting a President for the University of Pennsylvania.

First, I would like to thank the Chairman of the Board, James Riepe, for his hard work and leadership in this process and in the last five years. Next, I want to salute you, the people of Penn. For the last decade, with your energy and wisdom and passion, we have moved Penn to the very top ranks of American universities—and I am so proud of and so grateful to all of you—including our excellent deans and senior officers, our outstanding faculty, brilliant students and dedicated staff.

In the past decade Penn has gone through a period of unprecedented growth. We've tripled our research dollars as well as tripling both annual fundraising and the size of the endowment. We've developed scores of groundbreaking programs and new types of degrees, particularly those that cross schools and disciplines. This is a flourishing, robust, entrepreneurial academic landscape, and I hand it over with great pride to my successor.

We have also created a dramatic physical transformation of the campus. There is light and life and energy, packed into every space of this compact campus. We have also forged a blueprint for growth and forged the ability to do so to the east and south. We have also led a transformation of West Philadelphia that is winning international awards and changing views about how to reanimate the urban fabric of America. We are so proud of our local community—you are our friends and our neighbors.

Finally, we have made Penn a real part of this City and this Commonwealth in more than location. We are a great national and international University, but we have also made a visible commitment to help this region succeed and have worked to lead that effort. We have joined the mayor and governor, Councilwoman Blackwell and other elected officials as true partners and the results have been fantastic.

Finally, I'd like to remind all of you that Benjamin Franklin, our founder, believed strongly in being thrifty. I congratulate the Trustees, as Ben would, for picking a President who will be able to wear my academic robes. *(laughter)*

Amy, I look forward to working with you, during the transition, and I wish you great success in the years to come.

Trustee Chairman James S. Riepe's Remarks

Thank you, Judy and thank you all for being here today. This is truly a great day for Penn. These transitions don't come that often and they're significant when they happen. Penn is the nation's first university and one of the world's great research universities—and our sole purpose is to keep it that way.

It is a distinct honor to serve this institution as Board Chair and particularly to have been entrusted with leading the task of identifying a new President for the University.

As you know, Dr. Rodin announced her intention to step down from the presidency last June 20 after leading this institution through a decade of unprecedented growth and accomplishment.

In the last 10 years, the distinction of our faculty, the selectivity of our student body, the amount of research funding and generosity of our private donors all have risen dramatically. We have also greatly improved the built environment on our campus and the surrounding community.

As one small measure of our progress, we began the Rodin decade ranked 15th among U.S. universities by *U.S. News & World Report* and today we stand 5th.

Judith Rodin does not leave small shoes to fill for sure, although the robe will be filled *(laughter)*. And with the foundation she helped to build, we are poised for even greater achievements.

The Consultative Committee for the Selection of a President, composed of trustees, faculty, and students—many of whom are here today—has worked tirelessly for the last five months to identify the leader who can continue to realize Penn's considerable potential. I note the five months because a few of the things I've heard is how rapidly we moved, that's the difference between academia and the commercial world I guess; five months is a lifetime in our business.

We were seeking to identify someone who could whole-heartedly embrace the goals outlined in the strategic plan...*Building on Excellence*...but make the plan their own and put their own stamp on its realization.

Today's announcement represents the culmination of an exhaustive search process—one that has endeavored to include input from all of Penn's constituencies and identify the one best candidate to lead this institution forward in the next decade.

I would like to offer my heartfelt thanks to the members of the Search Committee who gave so much of their time, energy and intellect to assure the successful outcome of this critical undertaking. We are all extremely grateful for your efforts.

Dr. Barbara Savage, who is Geraldine R. Segal Professor of American Social Thought, was a member of our Search Committee, and she will now give us some additional insight into everything that went into defining the search criteria and evaluating candidates.

Dr. Barbara Savage's Remarks

Thank you, Jim. Before I say a few words about the process in which the committee engaged in over the last few months, I feel compelled to say—and I know without having to ask—that all of the members of the committee would also agree—that Jim did a masterful job as Chair, in establishing a truly collaborative process for us and one that was marked by his own integrity and patience and efficiency—and by a great sense of humor, so that while we all took the process and the gravity of our charge and our deliberations quite seriously, we were able to work together in an atmosphere of good will and shared commitment to Penn—and it is a credit to Jim's style of leadership—and to the other members of this committee—that that was achieved and maintained throughout this process with such ease and grace.

One of the reasons that our deliberations moved so smoothly from the first time that we met as a group in September is that we spent a good amount of time initially *not* talking about individual candidates at all, but really trying to arrive at a common understanding of Penn's many strengths and its achievements over the last decade under President Rodin's excellent stewardship; we spent time talking about its particular challenges as Penn and as a university with commitments to excellence in teaching, research and training; about Penn as a major proudly urban university who sees itself partnered in broader missions here at home in this neighborhood and in this city; and finally, as an institution that aspires to continue to be a leader in higher education, both in this country and abroad. Our benchmarks always were to be true to our dual commitments to excellence and to diversity, two ideals we saw not only as entirely compatible, but as mutually interdependent.

Within those general frameworks, we had increasingly specific discussions and quite detailed discussions about priorities and resources as we tried to critically assess not only the Penn of today but to envision the Penn of the 21st century. What was especially gratifying in that process—or what we learned from it—was that the diversity of our own group—as students, as faculty, as trustees—and in whatever other ways we might otherwise self-identify ourselves—that out of our own diversity, there emerged rather remarkably a complex but congruent understanding of what Penn is, what it needs to hold on to, and where it needs to improve—if its own potentials are to be fully realized.

And it was only after that process was concluded that we began to talk with one another about the kind of person we believed could best build on the progress of the last decade and lead the University forward. We talked at length about the characteristics we wanted to see in a new president, that we had in mind a set of shared values, a constellation of abilities, and a portfolio of proven experience that we hoped to find in the ideal candidate.

Rarely in life do we live to see the ideal re-
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alized, but this is one of those rare moments. Blessed with a field of rich possibilities, we were able to move beyond the questions of “can this person do the job” or “is this a good person for Penn”—but to ask rather, at the end of the process we began in September, we had the luxury of asking ourselves—“is this the absolutely best person to lead Penn and to bring out what is best in Penn.” And when we were able to answer all of those questions “yes, yes, yes”—then we knew that we had found that rare person, who is in fact ideally suited to lead Penn.

We found someone who is an extraordinary scholar, a person of deep commitments and integrity, someone with a wealth of experience, and someone who understands all that Penn is and all that it can be—and finally, and importantly, someone who shares our commitments to both excellence and diversity. And so it is for all of those reasons that the committee so enthusiastically reached its recommendation.

Mr. Riepe:

Thank you very much, Barbara. They were very astute comments.

As Barbara describes, Penn’s next President must lead a complex institution with many and varied constituencies, certainly as I have come to learn in my term of duty. In our 260-plus year history, this University has made its mark on higher education and on society in general. We have observed over that long history, and especially the last ten years, that leadership does in fact make a difference. For that reason, it was critical for us to find the kind of leader who is capable of sustaining the momentum Penn has today.

We feel certain we have identified an able administrator and a compelling leader in our first choice. In our reference checking we were, frankly, stunned by the comments we received from her colleagues. We quickly learned that our favorable impressions through the interviews were supported and confirmed many times over by those who knew and have worked with her.

Provided with these overwhelming endorsements and based on many hours of interviews by the Search Committee, the Executive Committee yesterday evening unanimously nominated Dr. Amy Gutmann, Princeton University Provost and Laurence S. Rockefeller University Professor of Politics, to be Penn’s next President.

Amy is a distinguished scholar, an excellent administrator, a profound social and political thinker, and a passionate advocate for ethnic and cultural pluralism.

She combines intellectual capacity with high energy, long experience, and a warm personality, all of which positions her to be a great leader for Penn. She also likes red and blue better than orange and black (*laughter*), at least today.

It is, therefore, ladies and gentlemen of the press, and friends of the University, my great honor and pleasure to introduce you to our nominee to be the 8th President of the University of Pennsylvania—Dr. Amy Gutmann.

(*Applause, standing ovation*)

To see the video of the press conference, and for photos of Dr. Gutmann as well as comments about Penn’s next president, see the newly created website, www.upenn.edu/secretary/new_president/.

Dr. Amy Gutmann’s Remarks

Well, thank you so much. I do have to change my attire when I go back to Princeton this evening. I could not be more honored than to accept the nomination as the eighth president of the University of Pennsylvania, and I understand, that unlike some other presidential nominations, I’m all but assured of winning the final election without a recount (*laughter*).

In addition to being honored, I am exhilarated by the prospect of becoming Penn’s President and I’m enormously thankful to the Chairman of Penn’s Board of Trustees, Jim Riepe, and to the Search Committee who recommended me to the Board. How could anyone not want to be President of a university that has undergraduate student leaders as great as Jason Levy and Ophelia Roman and graduate student leaders like Robert Alvarez and Dierdra Reber and such a superb faculty, and such excellent administrators and staff?

I also want to thank the two past-presidents of Penn whom I know and admire—Sheldon Hackney and Judith Rodin, for all they have done to make Penn so excellent and exciting an institution. And I can say with certainty—with absolute certainty—that were it not for the groundwork laid over the past decade by Judy Rodin, I would not be here today.

Penn today is a powerful force in the Ivy League of higher education. And higher education is a powerful force for the betterment of American democracy and the world. Democracy cannot thrive without, not just educated, but highly educated, men and women. The place called Penn also has a great spirit that attracts me. A spirit that I associate with its founder, Benjamin Franklin and all that is wonderful about American democracy. Penn’s excellence is electric. It is pragmatic and principled, it is urban and international, it is multicultural and multidisciplinary, it’s demanding and diverse, it’s collaborative and collegial, and it’s energetic and entrepreneurial.

I am looking forward, come July, to beginning a new chapter of my education in this electric and excellent place called Penn, in the great city of Philadelphia. I will move from Princeton, my home of 28 years, to my new home, in Philly, for which I already have enormous admiration and attachment. I look forward to work-

ing in this dynamic city with Mayor Street, with Councilwoman Jannie Blackwell and other city officials, to continue the progress made on strategic plans for the Post Office and the Civic Center sites. And I look forward, as well, to working with Governor Rendell and state officials in this great state of Pennsylvania.

Penn’s excellence across an extraordinarily broad spectrum of teaching and research is paramount to what attracts me here, and what it can offer the city, the state, the nation and the world.

A Penn education brings arts and sciences and engineering, medicine and business, law and education, communication and fine arts, nursing and dental medicine, social work and veterinary medicine, all together in one beautiful campus, in one great city. My education is now five decades in the making, and it’s clearly just about to begin. I’m greatly looking forward to living on this beautiful campus, which my husband and I will, come July, call home.

Someone, maybe more than someone, will no doubt want to know what my own particular priorities are for Penn in the years ahead—in addition to my intent to partner with the city and to build on Penn’s broad excellence in teaching, research and public service across its 12 schools, furthering Franklin’s polymathic tradition of putting knowledge of the highest order to the service of society and the world. And I’m happy to tell you all of my particular priorities—about a year from now, (*laughter*) after I actually have been Penn’s President for some time and had the opportunity to educate myself at and by Penn.

Any avid teacher—which I pride myself on being—must first and foremost be an avid learner. At my stage of life, I can think of no better way to continue my education than at Penn, and no more demanding and exciting way than to do this at Penn, than as its president. I am thrilled to be moving to Philadelphia—the cradle of liberty, learning and civic service.

Thank you all so very much for giving me this welcome and wonderful opportunity. I only wish, I have to say in conclusion, that my mother and father could be here to know that this has happened, this wonderful opportunity in my life. Thank you so very much.

(*Applause, standing ovation*)



After the Press Conference, last Thursday morning, Dr. Amy Gutmann, the Trustees’ unanimous nominee to become Penn’s eighth president, Mr. James Riepe, chairman of the Trustees and the Consultative Committee, and Penn President Judith Rodin enjoying the “rare moment.”

Ushering in the Year of the Monkey: UPM's 23rd Annual Chinese New Year Celebration

It's serious monkey business at the University of Pennsylvania Museum of Archaeology and Anthropology, when the Museum ushers in the Year of the Monkey Saturday, January 31, 11 a.m. to 4 p.m., with its 23rd Annual Chinese New Year Celebration. Music and dance performances, food, healing and martial arts demonstrations, games, workshops, arts, crafts, children's activities and much more—topped off with the traditional Chinese Lion Dance grand finale—are all part of the spectacular day-long celebration, free with Museum admission donation (\$8 general admission; \$5 students and seniors; free for children under 6, Museum members and PennCard holders).

Music, dance and special performances bring the sights, sounds and spectacles of China to Museum galleries and auditoriums. New this year is *Peter Tang's Chinese Ensemble*, who will perform traditional and contemporary Chinese music using indigenous instruments including the Chinese violin (Erhu), bamboo flute (Dizi), Chinese zither (Guzheng), Chinese hammered dulcimer (Yanqin), and a Ruan, a round plucked instrument. The group plays in the Rainey Auditorium from noon to 12:45 p.m.

Yu Wei, a renowned dancer and choreographer from China, offers a dance performance in the Rainey Auditorium from 1 to 1:30 p.m. Her diverse program of dances is inspired by nature and blends elements of Chinese traditional, classical, folk, ballet and modern dance. Short films, called Intervals, are shown between the dances, explaining the artistic and cultural significance of each dance and depicting aspects of Yu Wei's life and training in China.

Young dancers from the *Plum Flower Dance Company* perform in the Rainey Auditorium from 2 to 2:30 p.m.

In the Harrison Auditorium, the 30-member strong *Chinese Musical Voices*, offers a mini-concert of classical and folk music, ancient and modern, from 1 to 1:30 p.m. The group, under the musical direction of Dr. Hai-Lung Dai, chairman of the Chemistry Department, performed at the Academy of Music in 1995 for the 125th anniversary of Philadelphia's Chinatown.

Peter Tang's Chinese Ensemble performs traditional and contemporary Chinese music using indigenous instruments at UPM's 23rd Annual Chinese New Year Celebration on Saturday, January 31.



The *Jade River Dancers* present programs at 12:30 and 1:30 p.m., drawing from their repertoire of traditional dances including the Hat Dance, Iron Fan Dance, and the Spinning Handkerchief Dance. Boys with the troupe demonstrate their dexterity with the giant Chinese yo-yo.

No Chinese New Year Celebration is quite complete without the traditional lion dance to chase away evil and usher in a year of good luck. After their Kung Fu demonstration from 3 to 3:30 p.m. in the Harrison Auditorium, lion dancers and drummers from *Cheung's Hung Gar Kung Fu Academy* will wind their way outside, weather permitting, to the Trescher Entrance courtyard for a boisterous finale.

Chinese food—decorative and edible—is always a featured part of the festivities. *Chef Joe Poon* returns to the Museum to give his ever-popular afternoon vegetable carving demonstration from 2 to 4 p.m., when he quickly and skillfully turns modest vegetables into flowers, birds, and fanciful scenes. In addition, the Museum Cafe will feature several Chinese lunch entrees.

Chinese healing and martial arts continue to gain popularity in America, and visitors will have an opportunity to see and learn more about several traditions. *Dr. Jingduan Yang*, a resident at Thomas Jefferson Hospital, offers a lecture on traditional Chinese medicine in the Rainey Auditorium from 11 to 11:30 a.m. *Dr. Ching-Yao Shi*, an acupuncture and Chinese medicinal herb specialist, discusses the use and benefits of Chinese medicinal herbs at an all-day demonstration table in the Chinese Rotunda, and offers visitors an opportunity to have their pulses checked—an ancient Chinese method for evaluating a person's overall health.

From 12:15 to 1 p.m. in the Lower Egyptian Gallery, there will be a Tai Chi demonstration by members of the *Silver Tiger Tai Chi* organization, and the *Falun Gong Club of the University of Pennsylvania* offers a demonstration of this widely-practiced system of healing exercises (currently under attack in China) based on the art of QiGong from 2:30 to 3 p.m.

At 3 p.m. in the Harrison Auditorium, members of *Cheung's Hung Gar Kung Fu Academy*



Yu Wei, a renowned dancer and choreographer from China, offers a diverse program of dances inspired by nature and blending elements of Chinese traditional, classical, folk, ballet and modern dance.

offer a Kung Fu demonstration.

Activities for children and families abound. Chinese New Year traditions, such as the Chinese zodiac and its legend, how the New Year is celebrated in China, and the customary decorations, are the subjects of a workshop run by *Ting Ting Jin*, Bilingual Counseling Assistant at the McCall School, in the second floor Nevil classroom, 11 a.m. to 3:30 p.m.

Rainbow Child International offers storytelling, including traditional Chinese fables, in the Upper Egyptian gallery from 11 to 11:45 a.m. Artist *Yu-Yang* leads an ongoing monkey mask workshop in the Chinese Rotunda where children can learn about the Monkey King and make their own monkey masks.

The University of Pennsylvania Museum features a world-famous collection of early monumental Chinese art, on display in the majestic Chinese Rotunda. A 19th century crystal ball believed to have been owned by the Dowager Empress serves as the gallery's centerpiece.

Students from the *University's Chinese Student Association* will offer information tables about Chinese culture, and demonstrate and teach popular Chinese games such as Mah-jong, Go, and Chess in the Rotunda throughout the day.

The Rotunda is also the site for demonstrations by area artists, including Chinese painting by artist *Chen Lok Lee*; paper folding by *Mimi Sans* and paper cutting by *Fan-ling Chen*; and Chinese calligraphy and portraiture by artists *Yong Yang* and *Bi Rui-lan*.

The Museum's shops will spotlight their colorful selection of Chinese arts, crafts, games and books for the event.

Update

JANUARY AT PENN

EXHIBIT

Now *Nightwalk*; photographs of the city at night, by Matthew Kime; Kelly Writers House. *Through January 31*.

FILM

28 *The Cranes are Flying*; Russian with English subtitles; 7 p.m.; rm. 402, Logan Hall; followed by *Ivan's Childhood* (Slavic Languages and Literatures).

SPECIAL EVENT

27 *March of Remembrance 2003: Reflections from May Trip to Holocaust Sites in Poland*; a cappella groups, slide show, talks; 6:30 p.m.; Hall of Flags, Houston Hall (Office of the Chaplain).

TALKS

27 *Education Week: Spotlight on Teaching*; keynote speaker, Judith Rodin; 7 p.m.; rm. 200, College Hall; continues with additional speakers through January 29; info.: <http://dolphins.upenn.edu/~scue/edweek.html> (SCUE).

28 *Cell Fate, Polarity and Cannibalism During Sporulation in Bacillus Subtilis*; Richard Losick, Harvard University Medical School; noon; Auditorium, CRB (Microbiology).

The Division of Electokinetics: Nonuniformly Charged Surfaces; John Anderson, Carnegie Mellon University; 4:30 p.m.; Wu and Chen Auditorium, Levine Hall (Chemical and Biomolecular Engineering).

What Matters to Me and Why; Rebecca Bushnell, dean of the College; 7 p.m.; Hamilton Rooftop Lounge (Religious Life Liaisons).

31 *Genetic Analyses of Campylobacter Jejuni Flagellar Gene Regulation and Colonization*; David Hendrixson, University of Michigan; noon; rm. 209, Johnson Pavilion (Microbiology).

Deadlines: The deadline for the Update is each Tuesday, for the following issue. The deadline for the March AT PENN calendar is Tuesday, February 10. For more information, see www.upenn.edu/almanac/calendar/caldead-real.html.

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 **January 12-18, 2004**. Also reported were 9 Crimes Against Property (including 8 thefts and 1 auto theft). Full reports are on the Web (www.upenn.edu/almanac/v50/n19/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 **January 12-18, 2004**. 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.

01/13/04	9:11 AM	3408 Sansom St	Credit cards taken and unauthorized charges made
01/14/04	10:32 PM	4115 Walnut St	Complainant received harassing phone calls
01/15/04	12:31 PM	3731 Walnut St	Male robbed bank
01/15/04	11:22 PM	3100 Walnut St	Male acting disorderly/Arrest
01/16/04	6:34 PM	140 S 36 St	Unauthorized withdrawal from account

18th District Report

6 incidents and 1 arrest (including 4 robberies and 2 aggravated assaults) were reported between **January 12-18, 2004** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

01/12/04	5:30 PM	3400 Civic Center Blvd	Aggravated Assault
01/13/04	10:18 AM	4314 Locust St	Robbery/Arrest
01/14/04	7:15 PM	4715 Springfield Ave	Robbery
01/15/04	12:30 PM	3735 Walnut St	Robbery
01/16/04	8:30 AM	716 51st St	Robbery
01/16/04	12:00 PM	5124 Chancellor St	Aggravated Assault

CLASSIFIEDS—UNIVERSITY

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.

Volunteers wanted for a study using the **dietary supplement chromium picolinate**, looking at its effects on improving risk factors for diabetes and heart disease such as cholesterol, blood pressure and blood sugar. The Preventative Cardiology Program at the University of Pennsylvania seeks volunteers between the ages of 18 and 75 who are overweight or have high triglycerides, cholesterol, blood pressure, or high blood sugar, but no diabetes. Participants will receive free health assessments, study pills, and dietary counseling as well as compensation for time and travel. Contact Sheri Volger at (215) 898-8672 or sheriv@mail.med.upenn.edu.

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.

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 Tumeric (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.

Volunteers Needed for Osteoporosis Study
The University of Pennsylvania Health System/Department of Radiology seeks women 60 years or older. Eligible volunteers would receive a magnetic resonance (MRI) and a dual energy X-ray exam (DEXA) to measure bone density. Participants will be compensated. Please contact Louise Loh or Helen Peachey at (215) 898-5664 for more information.

CLASSIFIEDS—PERSONAL

FOR RENT

Beachblock-Ocean City, NJ (Gardens): Weekly rentals, reasonable, Penn discount, sleeps six, all conveniences, parking, A/C, cable, call Steve (610) 565-1312.



Almanac

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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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The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, gender identity, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic; or other University administered programs or employment. Questions or complaints regarding this policy should be directed to Jeanne Arnold, Executive Director, Office of Affirmative Action, 3600 Chestnut Street, 2nd floor, Philadelphia, PA 19104-6106 or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

W-2 Form for Calendar Year 2003

W-2 Wage and Tax Statement 2003		1 Social security tax	3 Social security wage	5 Social security tax
a Employer's name, address, and ZIP code The Trustees of the University of Pennsylvania Philadelphia, Pa 19104-6284		2 Federal income tax	4 Social security benefit	6 Medicare tax
b Employee's name, address, and ZIP code <i>Ben Franklin 3500 Locust Walk Philadelphia, PA 19104</i>		7 Advance EIC payment	8 Medicare wage and tax	9 Medicare tax withheld
c Employee's SSN <i>27K 9</i>		10 Dependent care benefits	11 Nonqualified plan	12a See instructions for box 12
d State income tax		13 State income tax	14 Other	12b See instructions for box 12
e State income tax withheld		15 State income tax withheld	16 Local income tax	12c See instructions for box 12
f State income tax credit		17 State income tax credit	18 Local income tax credit	12d See instructions for box 12
g State income tax refund		19 State income tax refund	20 Local income tax refund	12e See instructions for box 12

Copy B To Be Filed With Employee's FEDERAL Tax Return

This information is being furnished to the Internal Revenue Service (IRS) by the University of Pennsylvania.

Dept. of the Treasury - IRS
1105 W. 19th St. S.W. Atlanta, GA 30336

The University has recently mailed over 30,000 Calendar Year (CY) 2003 W-2 Forms to our employees' home addresses as they appear on the Payroll File (Employee Database).

An explanation of the contents of the various boxes on the W-2 form is as follows:

A. Wages, tips, other compensation: this represents the total amount of Federal Taxable compensation paid or imputed to you during Calendar Year 2003 through the University Payroll System. This amount includes:

- The value of your taxable graduate and/or professional tuition benefits, if you, your spouse and/or your dependent children have received such benefits;
- The value of Group Life Insurance coverage for amounts greater than \$50,000. The premium payments for this excess coverage, if any, have been included as imputed income (see Excess Insurance Premium - below); Amounts that are excluded from this amount are:
- Tax deferred annuity contributions (i.e., TIAA/CREF);
- Health, Dental and Vision Care insurance premiums that have been sheltered;
- Amounts voluntarily contributed to a dependent care or a medical reimbursement account. Also included this year are fees for Parking, Transit Checks, TransPass and the Van Pool.

B. Federal income tax withheld: this represents the amount of Federal Income tax which was withheld from your earnings during the year and paid to the Internal Revenue Service, on your behalf, by the University.

C. Dependent care benefits: this represents the total amount which you have voluntarily "sheltered" for dependent care expenses, regardless of whether you have been reimbursed by the University for the expenses associated with this "shelter" as of December 31, 2003.

D. Social security wages: this represents the total amount of compensation paid to you during Calendar Year 2003 which was subject to Social Security (FICA/OASDI) tax, including all of your tax deferred annuity contributions and excess life insurance premiums, if applicable, but excluding health and dental insurance premiums and any voluntary dependent care or medical reimbursement account contributions which you have "sheltered".

E. Social security tax withheld: this represents the total amount of Social Security (FICA/OASDI) tax which was withheld from your earnings during the year and paid to the Social Security Administration, on your behalf, by the University.

F. Other: If you have received certain fringe benefits, the value of such benefits is shown here. These benefits include the value of taxable graduate and/or professional tuition benefits and other benefits relating to imputed income. If you have received any of these benefits the University has recently advised you, individually and personally, concerning their taxability; please refer to those communications specifically.

G. Medicare wages and tips: this represents the total amount of compensation paid to you during Calendar Year 2003 which was subject to Medicare tax, including all of your tax deferred annuity contributions and excess life insurance premiums, if applicable, but excluding health and dental insurance premiums and any voluntary dependent care or medical reimbursement account contributions which you have "sheltered".

H. Medicare tax withheld: this represents the total amount of Medicare tax which was withheld from your earnings during the year and paid to the Social Security Administration, on your behalf, by the University.

I. Excess insurance premium: the Internal Revenue Service requires that the premiums paid by an employer for group life insurance coverage in excess of \$50,000 be imputed as income to the employee. The amount, which appears in Box 12 and labeled (C), is the value of the premiums paid for this excess insurance coverage. This amount is based on an Internal Revenue Service (IRS) table, which identifies premiums for different age groups.

J. Tax deferred annuity contributions: this represents the total amount of contributions made by an employee to a retirement plan on a tax-deferred basis. The amount is shown in Box 12 and labeled (E on the actual form).

K. Excludable moving expense reimbursements: this represents the nontaxable moving expenditures that were paid to you as a reimbursement. The amount is shown in Box 12 and labeled (P). If any reimbursements or third party payments were deemed to be taxable income you were notified of these amounts under separate cover.

L. Employee's social security number: this is the number that the Federal and State Governments use to identify you with the tax returns that you file, so please review it for accuracy. If the number is incorrect, then the University Payroll system is also inaccurate and you should contact the Payroll Office, immediately, before you file your returns.

M. State wages, tips, etc.: this represents the total amount of compensation paid to you during Calendar Year 2003 which was subject to Pennsylvania State Income Tax, including all of your deferred annuity contributions, if applicable, but excluding health and dental insurance premiums and any voluntary medical reimbursement account contributions which you have "sheltered".

N. State income tax: this represents the total amount of Pennsylvania State Income Tax withheld during Calendar Year 2003 and paid to the Commonwealth of Pennsylvania, on your behalf, by the University. If you do not live in Pennsylvania no amount will be reflected in this box. If you lived a portion of the year in the Commonwealth of Pennsylvania, and another portion in New Jersey or Delaware, you will receive two W-2 forms, one showing the state taxes paid to the Commonwealth of Pennsylvania, the other showing no taxes paid to the other jurisdiction.

O. Local wages, tips, etc.: this represents the total amount of compensation paid to you during Calendar Year 2003 which was subject to Philadelphia City Wage Tax, including all of your deferred annuity contributions.

P. Local income tax: this represents the total amount of Philadelphia City Wage Tax withheld from your earnings during Calendar Year 2003 and paid to the City of Philadelphia, on your behalf, by the University.

When you receive your W-2 form, please review it immediately to ensure that your name is spelled correctly and that your Social Security number is correct. If you feel that any information on your W-2 is incorrect, review your calculations carefully and compare the information on the form with your final 2003 pay stub.

Q. Elective deferrals and employer contributions to section 457(b) deferred compensation plan for employees of state and local governments or tax-exempt organizations: this amount is shown in box 12 and labeled (G).

If you have availed yourself of certain taxable benefits please review any additional information which was provided to you, under separate cover, concerning these benefits and their impact on your tax status. If you still believe that your W-2 is in error, please contact the W-2 Office at (215) 573-3277 or write to W-2 Office, Room 310, Franklin Building/6284.

You should have received, via the U.S. Postal Service, your Federal and State Income Tax Forms and related instructions for filing. Federal Tax forms are available at the Internal Revenue Service, 600 Arch Street, Philadelphia, or by calling (800) TAX-FORM. Pennsylvania Income Tax forms are available at the State Office Building, 1400 Spring Garden Street, Philadelphia, or by calling (800) 362-2050. Federal and State forms are also available at many libraries and U.S. Post offices.

—Maryann Piccolo, Associate Comptroller