

UNIVERSITY OF PENNSYLVANIA *Almanac*

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Richard King Mellon Professor of Finance: Dr. Inman



Robert Inman

Dr. Robert Inman has been designated the Richard King Mellon Professor of Finance, effective July 1, 2003.

Dr. Inman has been a member of the Wharton faculty since 1980. He joined the Penn faculty in 1971 as an assistant professor of economics and public policy after having earned his Ph.D., M.Ed. and A.B. at Harvard. He has held several visiting professor appointments at Harvard University, Stanford University, the University of California at Berkeley, the University of London, and the Australian National University. Dr. Inman also has served as a research associate for the National Bureau of Economic Research since 1981, and he is a current member of Philadelphia Mayor John Street's Council of Economic Advisors.

Dr. Inman's teaching interests include public finance, political economy, and urban fiscal policy. He currently teaches two courses at the undergraduate and MBA levels: *Urban Fiscal Policy* and *Urban Financial Policy*, respectively. Recently published papers include "Transfers and Bailouts: Enforcing Local Fiscal Discipline with Lessons from U.S. Federalism," which was published by MIT Press in a book entitled *Enforcing the Hard Budget Constraint* earlier this year; and "Should Suburbs Help Their Central Cities?," which was published in the Brookings-Wharton Papers on Urban Affairs in 2002.

Dr. Inman's current research projects focus on economic federalism in the United States, Europe, Russia, and South Africa, and efficient and equitable financing of public services in urban economies.

The Richard King Mellon Foundation's support of Wharton's faculty through the Richard King Mellon Professorship dates back to a 1965 endowment from Pittsburgh financier and philanthropist Richard K. Mellon. The fund was established to support a professorship in finance.

Total Undergrad Charges 4.4 Percent Increase for 2004-2005

Total undergraduate charges for tuition, fees, room and board at Penn will increase 4.4 percent for the 2004-2005 academic year from \$37,960 in 2003-2004 to \$39,634 in 2004-2005. The increase was approved last Thursday by the Board of Trustees (see page 4).

Tuition and general fees for undergraduate students for the 2004-2005 academic year will increase 4.8 percent, from \$29,318 to \$30,716; average room and board charges will increase 3.2 percent, from \$8,642 to \$8,918, yielding an increase in total charges of 4.4 percent.

Total charges at Penn for the 2004-2005 academic year are in line with those at other institutions in the Ivy League, based on charges already announced at Brown, Cornell, Dartmouth and Yale.

Penn will continue to maintain its longstanding need-blind admissions policy, which admits students based on academic achievement, without regard for their ability to pay. For those students who matriculate with a demonstrated financial need, Penn creates financial aid packages that meet the full extent of the students' need for a full four years.

The University is projecting an increase of 8.2 percent in its need-based undergraduate grants and scholarships in the coming year.

Since 1997-1998, the percentage of the average freshman aid package met by grants has increased from 67.7 percent to 78.3 percent, while the average loan as a percentage of total aid has declined from 22.9 percent to 11.5 percent. The average freshman grant increased by 48 percent during this same period.

Roughly 40 percent of the University's aided

freshmen will have their need met without any expected student loan.

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

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

These include:

- Continuing recruitment of top faculty in social science, physical science, information science and the humanities;
- Building upon Penn's special strengths to develop academic priorities that will include urbanism, the life sciences, technology innovation, a global strategy and innovative, interdisciplinary cultural programs and curricular development.
- Sustaining excellence in all undergraduate education programs, through continued enhancements to Penn's innovative College House undergraduate residential living-learning program, in which undergraduate houses are led by resident faculty members and academic support services and student-led co-curricular programs are organized and provided in residence;
- Defining the future of education by adapting Penn's pedagogical methods to the learning needs of current and future generations.
- Developing further the physical, financial, operational and entrepreneurial capacities to sustain the academic enterprise.

First Evan C Thompson Professor for Excellence in Teaching: Dr. DeTurck



Dennis DeTurck

Provost Robert Barchi announced that Mathematics Professor Dennis DeTurck has been named to the first Evan C Thompson Endowed Term Professorship for Excellence in Teaching. Wharton alumnus Evan Thompson, '64, pledged \$1 million in November to endow a professorship that recognizes teaching excellence

(*Almanac* November 11, 2003). "Dennis is a terrific scholar and a beloved teacher," said Dr. Barchi. "He embodies the traits that define this new endowed professorship, including curricular innovation; an enduring record of superior teaching skills and the capacity to consistently inspire students. We're so pleased the committee found such a deserving first recipient. I also want to express my deepest gratitude to Mr. Thompson for his generosity in establishing this endowment."

Dr. DeTurck joined the faculty in 1982 as an assistant professor. He has been a professor of mathematics since 1989, with secondary appointments in SEAS and GSE. He served as chair of the mathematics department, 1997-2002 and as undergraduate chair, 1992-1997. He also earned both an M.A. in mathematics (1978) and a Ph.D. in mathematics (1980) from Penn.

Dr. DeTurck has received numerous awards and honors including the Ira Abrams Award for Distinguished Teaching (2003); the Mathematical Association of America's Deborah and Franklin Tepper Haimo Award for Distinguished Teaching (2002); and the Lindback Award for Distinguished Teaching (1991).

Dr. DeTurck has also served on dozens of University committees and advisory boards since he came to Penn.

"Penn is an exciting and challenging place to teach—because even in the role of 'instructor' you wake up every day excited to learn more from students and colleagues," Dr. DeTurck said. "So I feel especially honored and grateful to be designated the first Evan Thompson Professor."

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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, or Kristine Kelly at (215) 898-6943 or by e-mail kellyke@pobox.upenn.edu.

Senate Executive Committee Actions

Wednesday, March 17, 2004

1. Chair's Report. Faculty Senate Chair Lance Donaldson-Evans informed SEC that the Senate Chairs are following up on the presentations regarding minority students on campus from last month's meeting. The Senate Chairs have scheduled a meeting with the minority student leaders, and will also invite them to meet with SEC in April. Professor Donaldson-Evans reminded SEC that the President and Provost will be attending April's Executive Committee meeting. Finally, Professor Donaldson-Evans informed SEC that the Senate Chairs will be meeting with President-Elect Amy Gutmann at the end of March. Professor Donaldson-Evans asked Committee members to forward him any topics they wish the chairs to discuss with the president-elect.

2. Past Chair's Report on Academic Planning and Budget and Capital Council. Past Chair Mitch Marcus updated SEC on the work of AP&B and Capital Council.

3. Update from the Vice Provost for Research. The new Vice Provost for Research, Dr. Perry Molinoff, updated SEC on the current work of his Office, and the departments that report to him, including the Office of Research Services (ORS), the Office of Regulatory Affairs (ORA), the Center for Technology Transfer (CTT), University Laboratory Animal Resources (ULAR), the Office of Environmental Health and Radiation Safety (EHRS), and the Laboratory for Research on the Structure of Matter (LRSM). Dr. Molinoff also discussed his plans to review the way the Research Foundation—an internal research grant program—is structured in order to insure that the University is maximizing the use of its funds in support of faculty research. He also stated that there is a need to review Penn's Effort Reporting practices. SEC informed the Vice Provost that the correct use of Effort Reports has never been completely explained to the faculty.

4. Faculty Senate Committees Election. Sherri Adams, Chair of the 2003-04 Senate Committee on Committees, reviewed the Faculty Senate Committees Ballot with SEC. SEC then voted on the 2004-05 Committees.

5. New Business. Faculty Senate Chair-elect Chuck Mooney informed SEC that the Senate Chairs are considering creating an ad hoc committee to look at minority programs and life on campus. This committee would include members from existing Faculty Senate and University Council Committees. Professor Mooney asked SEC to think about the committee's structure and charge, and to get back to him with any thoughts and/or ideas.

Speaking Out

Noxious Fertilizer and Mulch

Last spring, Facilities used a combination of fertilizer and Ronstar, a "pre-emergence weed killer" used under mulch on campus grounds, resulting in noxious odors. Not only were the outdoors affected, but also the fumes permeated, through the air-vents, every floor in Van Pelt Library, and most likely, other buildings as well. Many of the staff at Van Pelt complained of symptoms resulting from these fumes, and at least one person became ill enough to miss several days of work. In fact, one of the Facilities gardeners was heard saying: "This stuff is enough to knock your socks off."

Following the application of these products, in April 2003, an e-mail sent to Facilities urging the cessation of use of these noxious materials produced no reply. That letter also suggested considering alternative, more benign products such as those advocated by Mike McGrath of NPR's *You Bet Your Garden* (www.whyy.org/91FM/ybyg/).

Regrettably, this year, on March 11 and 12, when mulch was used close to the Van Pelt Library, odors once again entered through the air-vents, causing many people to have symptoms and discomfort similar to those experienced last year. Air-handlers had to be turned off, a little too late, since the odors had already entered the building.

This issue is one that should cause concern campus-wide, as it affects staff, faculty, and students. The only real solution would be to find alternative, more earth-friendly

and people-friendly landscaping products for the entire campus.

Are chemically-stimulated green lawns and flower-beds really worth risking, at the very least, discomfort and at worst, a potential health hazard to the campus community?

—Ruth A. Rin, Cataloging Librarian,
Van Pelt Library

Response

In keeping our campus beautiful and attractive for faculty, students, staff and visitors, the University's gardening and landscaping plan includes the application of organic hardwood mulch to aid in soil moisture retention and weed suppression. The flowerbeds fronting Van Pelt Library, as well as the entire College Green, were prepared free of pesticides. However, the organic mulch that is applied does have a strong odor, which is impossible to avoid and can linger temporarily. Understanding that this is odor can be offensive; Facilities and Real Estate Services (FRES) staff proactively notified the building administrators at Van Pelt Library several days in advance of gardening with a schedule of landscaping activities to take place this spring.

At times, spot applications of pre-emergent herbicides are made in areas prone to weed growth. FRES collaborates with industrial hygienists from the Office of Environmental Health and Radiation Safety (EHRS) who review the safety of any product used in the gardens.

—Tony Sorrentino, Director, External
Relations, Facilities & Real Estate Services

Speaking Out welcomes reader contributions. Short, timely letters on University issues will be accepted by Thursday at noon for the following Tuesday's issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated. —Eds.

Agenda for University

Council Meeting

Wednesday, March 24, 2004, 4-6 p.m.

Bodek Lounge, Houston Hall

- I) Approval of the minutes of February 25, 2004. 1 minute
- II) Follow-up comments or questions on Status Reports. 5 minutes
- III) University Council Interim Committee Reports. Presentation 5 minutes each; discussion 5 minutes each.
 - A) Committee on Research
 - B) Committee on Safety and Security
- IV) Extended reports by the President, Provost and other administrators on budgets and plans for the next academic year. Presentation 40 minutes, discussion 20 minutes.
- V) Presentation on Electronic Campus-wide Mailings. Presentation 10 minutes, discussion 10 minutes.
- VI) Proposed Resolution on Penn Pass Program. Presentation 5 minutes, discussion 5 minutes.
- VII) Open Forum
(Note—To place items on the agenda for Open Forum, please contact the Chair of the University Council Steering Committee Lance Donaldson-Evans at ldevans@sas.upenn.edu for review by the Steering Committee.)
- VIII) Adjournment by 6 p.m.

Corrections

In last week's issue, the obituary for Joseph Guerrero should have read, he is survived by his wife, *Miriam Mann Guerrero, manager of administration and finance in the English Department*, and three children, *Marcelino, Felicia Davis-Fields, and Anthony*; and three grandchildren. We regret the errors.

The new boundaries for the Enhanced Mortgage Program, which were described in last week's issue, area are actually more inclusive than what was shown. They now extend not only north and west as was described but southward beyond the old boundary of Woodland Avenue to the Schuylkill River. The expanded geographical area mirrors the coverage area for the Citizens Bank University Neighborhood Improvement Program. See www.upenn.edu/almanac/v50/n26/correct0323.html for the revised map.

—Ed.

WPSA

The Weekly Paid Staff Assembly is launching an information interviewing network open to all. If you'd like to participate, please contact Sylvie Beauvais at (215) 898-4268 or beauvais@wharton.upenn.edu.

—Sylvie Beauvais, Assistant,
Health Care Management Department,
Wharton School

Excellence in Teaching

(continued from page 1)

When he announced his gift in November, Mr. Thompson said: "All of us who are lucky enough to come across a dedicated classroom teacher know how significantly the experience influences us. "This endowment demonstrates our appreciation for the commitment of those teachers."

Dr. DeTurck will serve for a term of three years. On April 12, at 4:30 p.m. he will present a lecture to the University community, *So How's Johnny Doing in Calculus?* in the Benjamin Franklin Room, Houston Hall focusing on the implications and challenges posed by K-12 educational "reforms" and other social and technological forces for college-level mathematics.

Call for Nominations: PPSA Officers for 2004-2005

In addition to inviting nominations for the positions given below, the Penn Professional Staff Assembly seeks volunteers to serve on the nominating committee who will review the nominees and present the slate for election at the annual meeting in May. To volunteer for the nominating committee please contact Lyn Davis at ldavis@pobox.upenn.edu by Monday, April 12, 2004.

The PPSA is an organization of administrative and technical staff who serve the teaching, research, student services and business missions of the University. PPSA accomplishes its mission by providing a consultative resource; a forum where staff can express opinions and be kept informed on issues of importance; representation on major University committees; seminars and programs to broaden and expand staff's background and knowledge; and a supportive network to work toward achieving the University's goals and objectives and enhancing the professional status of staff.

The following position on the PPSA Executive Board will be available for the coming year:

Chair-Elect: The Chairperson is the principal executive officer, who calls meetings, prepares agendas, presides over meetings, and provides leadership and representation at the University Council and other meetings. After one year, the Chair-Elect automatically succeeds to the Office of Chairperson.

Vice-Chair Elect: The Vice-Chairperson records the proceedings of the Executive Committee and also functions as treasurer. After one year, the Vice-Chair Elect automatically succeeds to the office of Vice-chair.

Members at Large: Three positions are available. The Members at Large participate in Executive Board meetings, can take on special projects, and can serve on other University Committees.

Current members (all University monthly paid employees are PPSA members automatically) are asked to self-nominate or submit names for consideration to Andrew Atzert, PPSA Chair-Elect, at atzert@wharton.upenn.edu no later than Monday, May 15, 2004.

Please include the home department and campus extension of the nominee. A supporting statement can be included, if desired. The nominating committee will review the names and contact the nominees. A list of candidates will be prepared and distributed to the PPSA membership prior to the election.

The election for officers for 2004-2005 will occur during the annual meeting in late May.

Questions on the nominating and election process can be directed to pps@pobox.upenn.edu or to Lyn Davis at ldavis@pobox.upenn.edu.

—Lyn Davis,
Office of Student Conduct

Report to the University Community by the Consultative Committee for the Selection of a President

Following Dr. Judith Rodin's announcement to the Board of Trustees on June 20, 2003 of her intention to step down from the Presidency, planning for the formation of a search committee was initiated and a search firm to assist the committee was selected. The Consultative Committee for the Selection of a President was approved by the Executive Committee of the Trustees and convened for its first meeting by Chair James S. Riepe on September 11, 2003. On January 21, the Consultative Committee presented its unanimous recommendation of a single candidate to the Executive Committee of the Trustees, which approved placing the name of Dr. Amy Gutmann into nomination.

The Consultative Committee met to deliberate as a group on 10 occasions and via conference call twice. Beginning with a candidate pool of approximately 250 individuals identified by higher education specialist search firm Isaacson, Miller and 40 unsolicited nominations, members of the search committee ultimately met with 18 individual candidates in a series of 34 nationwide interviews. Lead candidates were interviewed on multiple occasions and extensive referencing was conducted on these candidates.

The position of Penn's presidency was advertised in national and specialized higher education periodicals. Additionally, e-mails were sent to every Penn faculty member, student, staff member and alumni, soliciting input on Penn's priorities, the challenges for the next administration, characteristics for the successful candidate and specific nominations via a presidential search web site. A series of town meetings were held on campus for the purposes of creating a forum for dialogue with faculty, students and staff on these topics.

The result of the Committee's information-gathering and research activities was the following lists of priorities for Penn and challenges the new president would face in achieving those priorities, and characteristics for the successful applicant.

Priorities

- maintaining the current momentum of the University
- expanding the financial resources available
- establishing Penn's reputation as the most differentiated Ivy with a distinctive urban identity
- continuing to strengthen the quality and depth of faculty
- continuing the focus on undergraduate education
- enhancing Penn's prestige and reputation
- strengthening the quality and visibility of graduate Ph.D. programs
- maintaining the commitment to diversity throughout the University and in each of its constituencies
- leveraging the advantage of 12 schools on the same campus for greater interdisciplinary research and teaching
- maintaining constructive relationships with our community
- working to make the College House system more effective

Challenges

- managing a large, complex, decentralized organization
- operating a major academic medical center as an integral part of the University
- making strategic choices about academic and administrative priorities and resource allocation
- expanding fundraising and increasing revenue generation in order to fund priorities and narrow the endowment gap with peers
- operating in what is likely to be a more challenging economic environment
- capitalizing on the changes in technology in the next decade
- enhancing the efficiency of the administration and the faculty

Candidate Characteristics

- demonstrated leadership with an ability to develop and implement a vision for the future
- credibility as an academic leader, one who values excellence in teaching and research
- strong management and financial oversight skills
- strong fundraising skills
- ability to identify, attract and retain talented people
- ability to engage diverse constituencies and a commitment to diversity
- excellent communicator

Chair: James S. Riepe, W'65, WG'67, Charter Trustee

Trustee Members:

Thomas Ehrlich, Esq., Term Trustee
Deborah Marrow, CW'70, GR'78, Alumni Trustee
Andrea Mitchell, CW'67, Charter Trustee
Egbert L. J. Perry, CE'76, WG'78, GCE'79, Term Trustee
Alvin V. Shoemaker, W'60, HON'95, Charter Trustee
David M. Silfen, C'66, Term Trustee
Michael L. Tarnopol, W'58, Charter Trustee
Paul C. Williams, W'67, Alumni Trustee, President, Penn Alumni

Faculty Members:

Howard Kunreuther, Cecilia Yen Koo Professor, The Wharton School
Phoebe S. Leboy, Professor of Biochemistry, School of Dental Medicine
Mitchell P. Marcus, RCA Professor of Artificial Intelligence, SEAS
E. Ann Matter, Professor of Religious Studies, School of Arts and Sciences
Michael T. Mennuti, Professor of Obstetrics and Gynecology, School of Medicine
Charles W. Mooney, Jr., Professor of Law, The Law School
Arthur Rubenstein, EVP of UPHS and Dean of the School of Medicine
Barbara D. Savage, The Geraldine R. Segal Professor of American Social Thought, SAS

Student Members:

Robert J. Alvarez, WG'04, Chair, Graduate and Professional Student Assembly
Jason M. Levy, C'04, Chair, Undergraduate Assembly
Dierdra J. Reber, PhD Candidate, Department of Romance Languages, President, GSAC
Ophelia Roman, C'05, President, Student Committee on Undergraduate Education

Supporting the work of the Consultative Committee:

Leslie Laird Kruhly, Secretary of the University
Ramona Johnson, Esq., Search Coordinator

Trustees' Meeting Coverage

As the Trustees Executive Committee convened for their Stated Meeting last Thursday afternoon, Chairman James Riepe quipped that Penn's "greatest achievement" recently was naming Bono the Commencement speaker. President Judith Rodin called Bono "a major figure in human rights."

Dr. Rodin congratulated those responsible for the recent upgrade of Penn's long-term rating by Moody's to Aa3 from A1. Moody's cited Penn's "strong strategic planning focus, integrating academics, finances, and health system," as well as "excellent market position for large and diverse programs" and "financial resources provide moderate financial cushion for debt and operations," and finally, "four-year trend of positive margins reflects recovery of health system finances, though ongoing challenges remain."

Dr. Rodin also noted that two members of the English faculty won prizes at the 2003 National Book Critics Circle 30th annual awards ceremony. Paul Hendrickson won the Heartland Prize for non-fiction with *Sons of Mississippi: A Story of Race and Its Legacy*. Dr. Susan Stewart was recognized in the poetry category for her collection entitled *Columbarium*.

Dr. Rodin described the 40th Street community forum, which has been led by Penn Praxis of the School of Design in a "spirit of collaboration with the community" as a great success. She also said she was enthusiastic about the response to the new Penn Urban Research Institute.

Provost Robert Barchi said that the appointment of Dr. Richard Leventhal as the director of the Penn Museum is a result of a long international search. Dr. Barchi also noted gratitude to Dr. Jeremy Sabloff who moved the Museum forward, in infrastructure and in programs.

Dr. Barchi also said he was grateful to Dr. Sam Preston for his work as dean of SAS; a search committee is in the process of being set up since he will be stepping down in December.

Mr. Craig Carnaroli gave the financial report for the seven months ending January 31, 2004. He reported that for the consolidated University, total net assets increased, total operating revenue increased, and total expenses increased. The total endowment increased to \$4.924 billion.

Dr. Arthur Rubenstein gave the Penn Medicine report: he mentioned that it was Match Day, the day medical students find out where they will go for their training. Of the 155 medical students, 24 will stay here for their training. He mentioned that the Mahoney Institute of Neurological Sciences had a day-long symposium to commemorate its 50th anniversary.

The resolution on tuition, fees and other student charges for academic year 2004-2005 was approved (see table at right). For undergraduates, the total will be \$39,634; for graduate and professional students, tuition will be "determined administratively to reflect the budget requirements of the various schools." The general fee for grad students will be \$1,834 and for professional students it will be \$1,448.

Penn freshmen receiving financial aid from Penn has increased from 39% in 1998-99 to 43.3% in 2003-04. The packages are mostly grants, with small loan and job components. This year, the average financial aid is more than \$25,000.

The Trustees also passed three other resolutions to authorize the Vivarium and laboratory floor in the School of Veterinary Medicine's new building (\$20 million); an infrastructure upgrade at the Museum (\$5.3 million); and renovation to the second floor of Veterinary Medicine's Ryan Hospital (\$1.2 million).

Academic Year 2004-2005 Undergraduate Tuition, Fees and Room & Board Increases

	2003-2004	2004-2005	Increase	% Change
Total Charges	\$37,960	\$39,634	\$1,674	4.4%
Tuition	\$26,282	\$27,544	\$1,262	4.8%
Fees	\$ 3,036	\$ 3,172	\$ 136	4.5%
Room*	\$ 5,130	\$ 5,336	\$ 206	4.0%
Board*	\$ 3,512	\$ 3,582	\$ 70	2.0%

* Based on average standard room and the freshman meal plan.

Academic Year 2003-2004 Peer Institution Undergraduate Total Charges Comparison

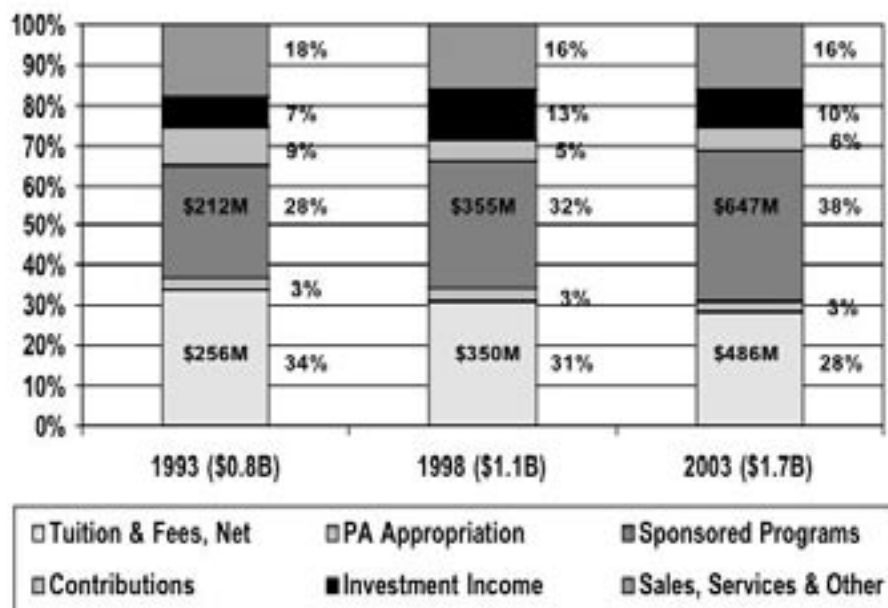
	2003-04 Total	% Change vs. 2002-03
NYU	\$39,406	6.3%
Washington U.	38,909	5.5%
Columbia	38,590	5.0%
Chicago	38,403	4.6%
M.I.T.	38,310	6.2%
Cornell	38,283	4.1%
Georgetown	38,242	4.6%
Penn	37,960	4.8%
Brown	37,942	4.4%
Harvard	37,928	5.5%
Stanford	37,905	4.9%
Johns Hopkins	37,888	4.6%
Dartmouth	37,770	5.0%
Duke	37,555	5.0%
Northwestern	37,491	5.6%
Yale	37,000	4.6%
Princeton	36,709	4.5%

Academic Year 2004-2005 Peer Institution Undergraduate Total Charges Comparison

	2003-04 Total	2004-05 Total	% Change vs. 2003-04
NYU	\$39,406	\$41,258*	4.7%
Washington U.	38,909	40,838	5.0%
Columbia	38,590	40,404*	4.7%
Chicago	38,403	40,353	5.1%
Georgetown	38,242	40,317	5.4%
Cornell	38,283	40,099	4.7%
M.I.T.	38,310	39,900	4.2%
Brown	37,942	39,808	4.9%
Harvard	37,928	39,711*	4.7%
Johns Hopkins	37,888	39,656	4.7%
Penn	37,960	39,634	4.4%
Stanford	37,905	39,616	4.5%
Dartmouth	37,770	39,465	4.5%
Northwestern	37,491	39,478	5.3%
Duke	37,555	39,240	4.5%
Yale	37,000	38,850	5.0%
Princeton	36,709	38,357	4.5%

* Not yet announced. 2004-05 Total is based on 4.7% projected increase.

Direct Revenue Sources



Postdoctoral Stipend Levels for FY05

Preamble

Several developments have led to the approach to guidelines for stipend levels for Postdoctoral Fellows (PDFs). These events include: (1) NIH guidelines for NSRA (National Research Service Awards) postdoctoral stipends (<http://grants.nih.gov/grants/guide/notice-files/NOT-OD-04-023.html>) that involve substantial annual increases above present levels; (2) the lack of supplements for existing NIH research grants to accommodate the new stipend levels; and (3) the minimal increases in grants awarded by NSF and other Federal agencies. As a result fiscal realities have created increasingly disparate financial situations for faculty, depending upon their source of support. In view of these considerations, a decision was made in the Fall of 2001 that the *recommended minimum stipend levels would no longer be based on NIH guidelines*.

It is important to remember that recommended stipend levels represent minimums. Penn investigators are also expected to comply with any postdoctoral stipend guidelines that are promulgated by their sponsors, if these sponsor-specified guidelines exceed the Penn minimum stipend levels.

Recommended Minimum Stipend Levels for Penn FY05

(Penn FY: July 1, 2004 through June 30, 2005)

1. Beginning postdoctoral fellows, with no prior experience at Penn, will be paid a minimum of \$ 31,807. This represents a 3% increase above the minimum for FY04.

Levels for all years are

Years of Experience	Compensation FY05
00	\$31,807
01	32,761
02	33,744
03	34,756
04	35,799

2. Those current postdoctoral fellows who receive stipends in excess of the minimum should also receive an increase of at least 3%.

Other Items

- Stipends should be adjusted upwards during the course of the Penn fiscal year, either at the time of the annual postdoctoral reappointment, at the time of the annual grant renewal, or at the beginning of the NIH fiscal year.

- Individual Schools can set their own stipend levels above those recommended in this revision.

- For FY05, University of Pennsylvania postdoctoral stipend levels apply to all postdoctoral fellows.

- Under postdoctoral policy, no one should hold a postdoctoral position at the University of Pennsylvania for more than five years.

—Perry B. Mollinoff,
Vice Provost for Research

For more information relevant to postdoctoral fellows, and research opportunities, see the Vice Provost for Research's website, www.upenn.edu/research.

OF RECORD

Institutional Animal Care and Use Committee (IACUC) Policy For Review and Investigation of Animal Welfare Concerns

Purpose:

The purpose of this policy is to describe the procedures that will be followed for addressing animal welfare concerns at the University of Pennsylvania.

Background:

Congress amended the Animal Welfare Act (AWA) in 1985 in Public Law 99-198. The Secretary of Agriculture was directed to promulgate new rules governing the humane handling, care, and treatment, and transportation of animals by dealers, research facilities, and exhibitors. A requirement under the AWA is that the IACUC, as an agent for the research facility, "review and if warranted, investigate concerns involving the care and use of animals at the research facility resulting from public complaints received and from reports of noncompliance received from laboratory or research facility personnel or employees from reports of noncompliance received from laboratory or research facility personnel or employees [Federal Register Vol. 54, No. 168, Thursday, August 31, 1989, final rule 2.31[c][4]:p. 36152]. "The research facility must maintain documentation of the Committee's reviews and investigations conducted in response to complaints received in order to demonstrate its compliance with these regulations". The research facility determines the form and method of such documentation [ibid. p. 36128].

Reporting:

Animal welfare concerns can be expressed in writing, by telephone or in-person. They can be sent anonymously. Concerns can be made to the Office of Regulatory Affairs (ORA), (215-898-2614), the University's Corporate Compliance Office (UCCO) 1-888-236-8477, the Chairperson or members of the Institutional Animal Care and Use Committee (IACUC). All concerns will be reviewed regardless as to how they are received. The two recommended ways of reporting a concern are:

1. An animal welfare concern can be reported and the individual will be known to the IACUC and will be part of the investigation process.

2. An animal welfare concern can be anonymously submitted. An individual can approach any IACUC member, the ORA office or the UCCO. The person approached will act as the complaint or employee's representative throughout the process. The rest of the IACUC, ORA, or UCCO will not know the individual's name.

Procedures:

The procedures when any concern involving the care and use of animals at the University of Pennsylvania is received by the IACUC, ORA, or UCCO is as follows:

1. The Director of ORA will be responsible for bringing the concern to the attention of the IACUC Chairperson and to the Vice Provost for Research. The IACUC Chairperson will be responsible for the review and if warranted the investigation.

2. The IACUC Chairperson will notify both IACUC Committee of the pending review and investigation. The IACUC Chairperson will keep the IACUC Committee informed on the progress of the review and the investigation (if warranted) on the preparation of action steps and recommendations and on the completion of the welfare concern.

3. An investigation, if warranted, will proceed immediately (normally no later than 5 working days). The investigation will involve the participation of the IACUC Chairperson and the Director of ULAR (University Laboratory Animal Resources). The investigation will include contacting the Principal Investigator for the animals which the animal welfare concern was raised, along with others, if warranted. Consultants and others may assist in the investigation.

4. Generally, within 10 working days after completion of the investigation, the IACUC Chairperson and the Director of ULAR [including consultants and additional designated resources, if deemed appropriate] will meet to discuss the review/investigation and preparation of action steps/recommendations. The results of this meeting will be provided to ORA and to the Vice Provost for Research.

5. The results of the investigation/resolution of the concern will be shared with the person reporting the animal welfare concern by ORA. This may take the form of a meeting, letter, or other communication. If the concern is anonymous, the University member (IACUC, ORA, UCCO) representing the person reporting the concern will meet as above and then inform the person of the resolution.

Record Retention:

A report of the animal welfare concern and the appropriate documents from the IACUC investigation and the action steps/recommendations process will be maintained by the ORA for a period of 3 years. The AWA stipulates that "the research facility must maintain documentation of the Committee's reviews and investigations in response to complaints received in order to demonstrate its compliance with these regulations" [ibid. p. 36128].

Public Notification:

On an annual basis, the Director of ORA will submit this policy to *Almanac* for publication. Within the animal facilities, informational signage regarding this policy will be posted.

—Joseph R. Sherwin, Director, Office of Regulatory Affairs

To Combat Rising Health Care Costs: A Focus on Wellness—March 30–April 1

There's no denying the fact that health care costs keep escalating, affecting companies and employees nationwide. Here at Penn, it's one of the major contributing factors to the financial challenges we're currently facing (see the January 20, 2004 *Almanac*). Cost-reduction steps we've taken over the past few years have begun taking effect, as evidenced by a recent survey performed by the global benefits consulting firm Hewitt Associates. This survey shows that Penn's health care costs over the past year were lower than most other companies in the local and national markets. However, we still pay more than the majority of our direct industry competitors.

One reason for Penn's high costs is that our plans provide comparatively richer benefits than those of most other industry competitors. Other contributing factors include the high benefit utilization by our participants and the sharply increasing costs of prescription drugs.

Although many of the factors driving increasing health care costs are beyond your direct control, there are some things you can do to try to limit the impact on you and your family. Typically, the better your general health, the less you need to use your health care coverage—and the less you have to pay out of your own pocket for health care. So if you can improve your general wellness, you may be able to save yourself some money.

With this in mind, the Division of Human Resources invites you to learn more about being and staying healthy—physically and mentally—as we *Focus on Wellness* Tuesday, March 30 through Thursday, April 1.

During this three-day period, you can meet some of Penn's experienced health care professionals and let them provide you with the necessary information and/or health screenings to guide you in your pursuit of a healthier lifestyle. You can also get tips from the Department of Recreation's fitness staff on how to start and maintain fitness programs, stay focused, and prevent injury.

—Division of Human Resources

Tuesday, March 30

Wellness Fair and Workshops: 9 a.m.–3 p.m.

Houston Hall, Bodek Lounge and Reading Rooms, main floor

- Mini massages
- Health screenings: *blood pressure, blood sugar, cholesterol, smoky/lyzer/carbon monoxide, vision*
- Information tables: *cancer prevention, dental health, digestive health, employee assistance program, environmental safety/ergonomics, fitness programs, health management, injury management, nutritional health, women's health*
- Workshops on lifestyle and health: *dispelling myths about women's health, healthy ergonomics, managing insomnia, reducing male health risks*

Wednesday, March 31

Wellness Fair and Workshops: 9 a.m.–3 p.m.

Houston Hall, Ben Franklin and Golkin Rooms, 2nd floor

- Mini massages
- Health screenings: *blood pressure, blood sugar, body composition, cholesterol, vision*
- Information tables: *cancer prevention, dental health, employee assistance program, environmental safety, fitness programs, health management, women's health*
- Workshops on stress-relief: *avoiding burnout, making time for yourself and your family, putting energy back in your life, stress-relief techniques for home and office*

Thursday, April 1

Fitness Presentations 11 a.m.–1 p.m.

Pottruck Health & Fitness Center

- Fitness presentations: *cardio and weight training, nutrition, total body conditioning, walking or running, yoga*

You can be healthier, happier, and more productive through a *Focus on Wellness*; let us help you understand how. Pre-registration is required for the workshops on *March 30 and 31*—register now. For more details on *Focus on Wellness* activities, visit the Human Resources website at www.hr.upenn.edu/quality/wellness/healthfair.asp, or call (215) 898-5116.

David McCullough: Dean's Forum

Author and historian David McCullough will speak on *Qualities of Leadership* at the SAS 2004 Dean's Forum on Wednesday, *March 31*, 4:30 p.m., in Irvine Auditorium.

Mr. McCullough's books have been praised for their narrative sweep, their scholarship, and their insight into American life. His best-selling biographies *John Adams* and *Truman* both garnered the Pulitzer Prize, and his numerous other honors include two Francis Parkman Prizes and the National Book Foundation Distinguished Contribution to American Letters Award. Mr. McCullough is also familiar to PBS fans as the host of *Smithsonian World* and *The American Experience*, and he can be heard as the narrator of *The Civil War*, *Napoleon*, and *Seabiscuit*.

An annual event celebrating intellectual accomplishment and the richness of the liberal arts tradition, the SAS Dean's Forum has featured such speakers as genomics pioneer Craig Venter, authors Tom Wolfe, John Updike, and Toni Morrison, and historian Arthur Schlesinger, Jr.

Important Note: Tickets for the 2004 Dean's Forum lecture are limited and must be obtained in advance through the Annenberg Center box office, (215) 898-3900. Box Office hours: Monday to Friday, 10 a.m.–6 p.m., Saturday, 12–6 p.m.

Bruce Ackerman: Goldstone Forum

The Goldstone Forum presents Bruce Ackerman, Sterling Professor of Law and Political Science, Yale University, speaking on *Democratic Elections and Deliberation Day*, Thursday, *April 1*, 4:30 p.m., Logan Hall, Room 17.

Mr. Ackerman has been a leading voice on some of the most important constitutional issues of the last decade including the Gore-Bush election and the Clinton impeachment proceedings. His distinction as a scholar of constitutional law and political science is reflected through such fundamental works as *Social Justice in the Liberal State* and the multivolume *We the People*, a history of American constitutional development. In other works, such as *The Stakeholder Society*, Mr. Ackerman applies his insights to the problem of defining a practical progressive agenda for the twenty-first century.

In his most recent book, *Deliberation Day*, Mr. Ackerman and co-author James Fishkin advocate the creation of a new national holiday, two weeks before presidential elections, for citizens to discuss the issues and candidates in neighborhoods across the country.

The Goldstone Forum is an annual lecture that was established in 2001 by Steven F. Goldstone, C '67. The program is free and open to the public.

A Mayan Procession

In conjunction with the 22nd Annual Maya Weekend on *March 26 through March 28* at the Penn Museum is a special exhibit, Mayan Procession, featuring 14 life-size oil paintings offering a tribute to the Maya people of today. At right, Procession near Tecpan by Winifred Godfrey is oil on canvas, 60" x 80." The exhibition will be on display outside the Mosaic Gallery from *March 26 through April 21*.



Wireless—College Green

ISC, in collaboration with the Provost's Office, Van Pelt Library, the School of Arts and Sciences, the School of Engineering and Applied Science, and the Wharton School, has announced new Wireless PennNet service on College Green. College Green wireless unites public wireless areas in Houston Hall, Wynn Commons, Van Pelt-Dietrich Library Center, the Graduate Student Center, and University Square, providing wireless connectivity to PennNet from most public spaces in the central area of campus. For more information, please see ISC's wireless web site at: www.upenn.edu/computing/wireless/.

Update

MARCH AT PENN

CHANGE

The title for the March 25 talk by Masato Kimura has changed to *A Historical Perspective on Contemporary U.S.-Japan Relations*.

The talk *W.E.B. Du Bois' Sociology: The Philadelphia Negro and Social Science* has been rescheduled for April 5 at 4:30 p.m. in Amado Recital Hall, Irvine Auditorium.

EXHIBITS

26 *Mayan Procession*; 14 life-size oil paintings offering a tribute to the Maya people of today; Penn Museum. *Through April 21*.

29 *Petrarch at 700*; manuscripts and books from 15th and early 18th centuries by Francesco Petrarca, author of Italian-language love poems that served as models of love poetry; Van Pelt-Dietrich Library. *Though May 21*.

FITNESS/LEARNING

25 *Slavic Languages and Literatures Open House*; taste Russian food, listen to Russian music and chat with faculty and students; 4:30 p.m.; rm. 133, Bennett Hall.

29 *Te Conozco Bacalao*; examine differences in nonverbal and verbal communication styles between Latinos and European Americans and learn to develop the skill of "switching cultural channels"; 4-8 p.m.; Terrace Room, Logan Hall (CASA).

MUSIC

26 *Live Solo Concert with Peter Brötzmann*; 9 p.m.; Slough Foundation; \$15.

READINGS/SIGNINGS

25 *Dr. Ruth Westheimer—Musically Speaking: A Life Through Song*; 12:30 p.m.; Penn Bookstore.

Dr. Ruth Westheimer in Conversation with Richard Summers, psychiatry, lecture and reception; 5 p.m., Hillel Auditorium, Steinhardt Hall info.: lweisbe@sas.upenn.edu.

The Whimsical Sage Book Reading for Parents with Joan Sage; 6 p.m.; Penn Alexander Community School, enter at 43rd and Locust St.

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **March 8-14, 2004**. Also reported were 14 Crimes Against Property (including 14 thefts). Full reports are on the web (www.upenn.edu/almanac/v50/n26/crimes.html). Prior weeks' reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **March 8-14, 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.

03/09/04	9:59 PM	4001 Walnut St	Male wanted on warrant/Arrest
03/11/04	12:58 AM	100 39th St	Males involved in fight on highway/Arrest
03/12/04	8:42 PM	3801 Chestnut St	Complainant threatened by known male
03/12/04	9:15 PM	39th & Walnut	Males attempted to take items from complainant

18th District Report

12 incidents and 2 arrests (including 6 robberies, 4 rapes and 2 aggravated assaults) were reported between **March 8-14, 2004** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

03/10/04	8:05 AM	4700 Cedar Ave	Rape
03/10/04	5:45 PM	1108 47th St	Rape
03/11/04	2:00 PM	3400 Spruce St	Rape
03/11/04	3:00 PM	4600 Ludlow	Robbery
03/11/04	5:26 PM	4641 Chestnut St	Robbery
03/12/04	3:10 AM	4506 Chester Ave	Robbery/Arrest
03/12/04	12:35 PM	4620 Market St	Robbery
03/12/04	1:30 PM	4600 Market St	Aggravated Assault
03/12/04	8:00 PM	4600 Walnut St	Rape/Arrest
03/12/04	9:10 PM	3900 Walnut St	Robbery
03/12/04	10:30 PM	4800 Spruce St	Robbery
03/12/04	10:40 PM	3801 Chestnut St	Aggravated Assault

CLASSIFIEDS—UNIVERSITY

RESEARCH

If you have **adult-onset diabetes**, you may be eligible to participate in a research study investigating the causes of heart disease. You will have a free non-invasive heart scan, blood work and other tests that may determine if you at risk for a future heart attack. For more information please call the Penn Diabetes Heart Study at 215-615-3423. Your heart will thank you!

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.

PMS? PMDD? Do your premenstrual symptoms interfere with daily activities? Women between ages 18-45 needed to participate in research studies in the PMS Program, University of PA. Compensation available to eligible candidates. Call (215) 662-3329.

Postmenopausal Women Needed
Women ages 65 and older needed for a research study looking at memory and smell function. \$50 will be given for approximately 3 hours of participation. For more information, please call (215) 662-6580.

Do you have mood swings? Mood swings can be a persistent symptom of Bipolar Disorder. Common symptoms include: appetite disturbance, racing thoughts, sleep disturbance, excessive spending, excessive energy, distractibility, irritability and depressed mood. Evaluation and research treatment for depression is available. To schedule a confidential evaluation with a physician please call the Depression Research unit at (215) 662-3462 or (215) 662-2844 between 9 a.m. and 5 p.m.

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.

Are you the parent of an **adolescent who wants to lose weight**? The University of Pennsylvania's Weight and Eating Disorders Program is offering a 1-year weight loss research study that combines group behavioral treatment with the use of a meal replacement product or a nutritionally balanced diet of regular food. You may be eligible if you are between 13 & 17 years of age, at least 30% over recommended weight, a non-smoker, and free of significant health problems. For more information please call Joanna at (215) 898-7314.

Almanac is not responsible for contents of classified ad material.

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

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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During Spring Break, the Penn Museum provided a sneak preview of its Treasures from the Royal Tombs of Ur exhibition to museum specialists who work at museums in Iraq. There were 15 women and 8 men in the group which is in the U.S. for a five-week intensive study tour sponsored by the U.S. Department of State through a grant to the Council of American Overseas Research Centers in partnership with the Smithsonian Institution's National Museum of History.

Cultural Heritage Institute for Young Iraqi Specialists: A Visit to the Penn Museum

Good afternoon. On behalf of the Bureau of Educational and Cultural Affairs of the Department of State, it is an honor for me to be in Philadelphia with the Iraqi museum specialists who are here to meet with their counterparts at the University of Pennsylvania Museum of Archaeology and Anthropology.

Our Iraqi visitors who traveled from Babylon, Diala, Najaf, and Baghdad to Philadelphia today as a part of the Cultural Heritage Institute for Iraq, will measure their journey in far more than miles. Today, in particular, they have the chance to help their country reconnect with their own vital and rich heritage.

I would like to take this opportunity to thank Dr. Gerald Margolis, the Deputy Director of the University of Pennsylvania Museum of Archaeology and Anthropology and Dr. Richard Zettler, Associate Curator for the Museum's Near East Section, for your partnership in this program.

The five-week Cultural Heritage Institute for Iraq is a partnership with the Council of American Overseas Research Center, the Smithsonian Institution's National Museum of Natural History, the Iraq National Museum and the Iraq Ministry of Culture. Dr. Mary Ellen Lane, the Executive Director of the Council of American Overseas Research Centers, is also with us today.

In this country the Iraqi professionals are receiving the training needed to run Iraq's museums and help to preserve artifacts and archaeological sites. The program includes lectures, a two-week practicum, and intensive interaction with U.S. experts and professionals in cultural preservation and archaeology. The group is going to be in Washington, D.C., Santa Fe, and New York City as well as Philadelphia.

The need to protect and conserve cultural heritage unites both our countries. Iraq is the site of some of the world's greatest ancient civilizations and the United States is committed to understanding and preserving the world's cultural heritage.

When our Assistant Secretary Patricia Harrison visited Iraq last fall with a State Department delegation, her goal was to learn what would help Iraqis re-engage through educational and cultural exchanges after years of isolation.



Several of the Iraqi women near a model of an attendant to royalty, created to show how some of the jewelry would have been worn.

This visit of Iraqi museum specialists to Philadelphia, builds on what was started even before that initial trip to Baghdad.

Our Bureau of Educational and Cultural Affairs chairs a government interagency group established one year ago to provide both public and private sector support for the rebuilding of the cultural heritage infrastructure of Iraq—a heritage that documents over 10,000 years of the development of civilization.

We began by working with the staff of the Iraq National Museum and responded to their requests for training programs, computers, office furnishings, photographic equipment, and information and communication technology. We look forward to the museum re-opening soon, enabling a new generation of young Iraqis to learn about their culture and connect to their heritage.

In October, Deputy Secretary of State Richard Armitage in Washington and Ambassador Bremer in Baghdad, joined by Iraqi educators, announced the resumption of the Fulbright Scholarship program. For the first time in 14 years, we now have Iraqi Fulbrighters studying in the United States in the fields of business, health, science, journalism, and law.

Now we are pleased that this group is here. This Cultural Heritage Institute aims to prepare the next generation of Iraqi cultural stewards to build their skills in the field of archaeology and cultural preservation as well as establish partnerships between Iraqi and American institutions and colleagues.

The Bureau supports exchange programs such as this to promote respect and increase mutual understanding between the people of the United States and the people of other countries. Each year, our Bureau manages over 30,000 exchanges. The Cultural Heritage Institute gives us the opportunity to promote respect and understanding between Americans and Iraqis.

Our Bureau has worked for many years, as a strong advocate for developing the capacity of women for leadership positions, so we are particularly delighted to note on International Women's Day that two-thirds of this group is female.

It is fitting that this city is playing a key role in their American journey. Philadelphians have great experience welcoming visitors from abroad. The private, non-profit International Visitors Council of Philadelphia, works with a network of volunteer citizen diplomats, bringing Philadelphians and foreign guests together, linking the city's businesses and institutions with hundreds of rising and established leaders each year.

I am sure they are enjoying their time here in Philadelphia. Thank you so much for hosting us.

—Susan Borja, M '85, Office of Academic Programs,
Bureau of Educational and Cultural Affairs, U.S. Department of State



Two Iraqi visitors admiring the Ram in the Thicket, made of gold, silver, lapis lazuli, copper, shell, red limestone and bitumen, ca. 2650-2550 B.C.—one of the 200 ancient Sumerian treasures from the site of Ur in Mesopotamia (modern-day Iraq). See more photos online.