

UNIVERSITY OF PENNSYLVANIA *Almanac*

Tuesday
November 2, 2004
Volume 51 Number 10
www.upenn.edu/almanac

Annenberg Foundation's \$32.5 Million Gifts For Public Policy Center Building and Vartan Gregorian Chair in the Humanities

The University of Pennsylvania has received a \$30 million gift, with \$22 million from the Annenberg Foundation of Radnor, PA, and \$8 million from the Annenberg Trust at Sunnylands, to construct a building that will adjoin the Annenberg School for Communication and house the School's Annenberg Public Policy Center. President Amy Gutmann announced last Tuesday at the celebration of the 10th anniversary of the founding of the Public Policy Center. In addition, the Annenberg Foundation has endowed a \$2 million chair in the humanities and provided \$500,000 for graduate student fellowships.

To be completed in 2008, the new building, which will be constructed on the 36th Street walk—on the site of the former Hillel building—with a plaza to connect it to the Annenberg School, will bring the Policy Center's programs in media and the developing child, political and health communication, and information and society together in a single location. The building will also feature a large first floor forum space, where the University community can gather for lectures, conferences, public debates and deliberations.

"This extraordinary gift from the Annenberg Foundation demonstrates its deep understanding of the important role that substantive dialogue and debate play in maintaining a strong and engaged democracy," President Amy Gutmann said. "The new state-of-the-art building will provide opportunities for scholars who are working on the important issues of our day to collaborate with colleagues at other schools and centers at Penn and elsewhere."

"The Annenberg Public Policy Center was founded by Ambassador Walter Annenberg in 1994 to increase the impact of communication scholarship on public policy and the life of the nation," said Dr. Kathleen Hall Jamieson, Center director and Elizabeth Ware Packard Professor at the Annenberg School. "With more than \$80 million in grant funding in its first 10 years, the Center has grown beyond the space available in the Annenberg School. This generous gift from Ambassador Leonore Annenberg and the Annenberg Foundation will make it possible for the scholars in the Center to retain their close ties to the school and the campus. We are all in the debt of the Annenbergs for their vision and their generosity."

At the luncheon celebration of the Policy Center's anniversary, Dr. Vartan Gregorian, president of the Carnegie Corporation of New York, delivered a keynote address on the impact of scholarship on policy. In his honor, the Annenberg Foundation has endowed a \$2 million Vartan Gregorian Chair in the Humanities at Penn and provided an additional \$500,000 for graduate student fellowships in the humanities. An advisor to the Annenberg Foundation and close friend of the Annenbergs, Dr. Gregorian is a former Penn provost.



President Amy Gutmann, the Honorable Leonore Annenberg and Dr. Kathleen Hall Jamieson.



Vartan Gregorian

"Vartan Gregorian is a scholar, a humanitarian and a truly remarkable individual, whose wisdom, leadership and counsel have benefited several universities and important philanthropic endeavors," said Leonore Annenberg, president of the Annenberg Foundation.

"This gift is one more example of

the tremendous commitment Lee Annenberg and the Annenberg Foundation have made to higher education and we are extremely thankful for their generosity," Dr. Gutmann said. "We are honored to have a chair in the humanities named for Vartan Gregorian, one of the outstanding leaders in higher education of our time."

Dr. Gregorian was provost here from 1978 to 1981, where he also served as founding dean of SAS. He has been widely recognized for his work in revitalizing the New York Public Library, where he served as president from 1981 to 1989. Dr. Gregorian also served for nine years as president of Brown University.

"Vartan Gregorian's leadership in the area of civic education has guided the Policy Cen-

ter's work in the area for the past decade and will continue to do so in the future," Dr. Jamieson said.

Established in 1994, the Annenberg Public Policy Center of the University of Pennsylvania conducts and disseminates research, hosts lectures and conferences and convenes roundtable discussions that highlight important questions about the intersection of media, communication and public policy.

The Annenberg Foundation is the successor corporation to the Annenberg School at Radnor, PA, established in 1958 by the late Walter H. Annenberg. It exists to advance the public well being through improved communication. As the principal means of achieving its goal, the Foundation encourages the development of more effective ways to share ideas and knowledge.

IN THIS ISSUE

- 2 Senate: SEC Actions; \$1 Million Grant for Cancer Gene Therapy Research; Penn ProWomen's Fall Reception; Corrections
- 3 Honorary Degree Nominations; Council Agenda; Council: Recreation & Intercollegiate Athletics Report
- 4 Curriculum Review Initiative; Grant Opportunities; Executive Director of Fels Institute of Government
- 5 Affirmative Action Council and its Charge; Policy on Affirmative Action
- 6 Winners of Employee Resource Fair Raffle; Penn's Way: Raffle Prizes & Winners; Blood Drives Update; CrimeStats; Classifieds; Election Information
- 8 U@Penn: A Portal for Faculty and Staff

SENATE From the Senate Office

The following is published in accordance with the Faculty 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 Kristine Kelly, either by telephone at (215) 898-6943 or by e-mail at kellyke@pobox.upenn.edu.

Senate Executive Committee Actions Wednesday, October 27, 2004

Chair's Report. Faculty Senate Chair Charles Mooney updated the Senate Executive Committee (SEC) on the work of the tri-chairs. Meetings with the President and Interim Provost continue to be congenial and productive. Professor Mooney also informed SEC that the University Council Steering Committee has agreed to discontinue the Council Committee Calendar/Academic Year Plan. Committees will now all work on an academic year cycle. The committee was also informed that the Faculty Senate website has been redesigned with the help of University Communications.

Past Chair's Report on Academic Planning and Budget and Capital. Past Chair Lance Donaldson-Evans reminded SEC that he is bound by confidentiality and cannot discuss the proceedings of AP&B. He did inform SEC that he is working on changing the rule of confidentiality, and also stated that many of the presentations he is seeing at AP&B are ones that will eventually come to SEC.

Update from President and Provost. President Amy Gutmann joined SEC and discussed her vision for moving Penn forward. She also updated the committee on a number of searches that are underway, including the Provost, SAS Dean and VP for Development. The President then discussed her plan for Graduate and Undergraduate Financial Aid. A brief question and answer period followed.

Interim Provost Peter Conn reported that he has followed up on SEC's request to look at the practice of faculty paying salaries off of grants. Vice Provost for Research Perry Molinoff is in the process of collecting data from the schools, and the Provost will have something substantive to report at a future meeting. The Provost next discussed the continuing problem of international students and visas.

University Council Committee on Committees. SEC voted on the faculty representatives to the University Council Committee on Committees.

Invitations to meet with SEC. Senate Chair Charles Mooney polled SEC as to who they would be interested in meeting with during the academic year. Suggestions were made to meet with: Vice President of Public Safety, the new Chief of Police, Dean of Admissions, Vice President for Finance and Treasurer, Vice Provost for Strategic Initiatives, Senior Vice President for Facilities and Real Estate, and Vice Provost for Research, Chair of Provost Search Committee, Executive Vice President, Vice President for Government, Community, and Public Affairs, the Associate Provost and Assistant Provost for Minority Affairs, and the new Vice President for Development (once named).

Penn ProWōmen

Penn ProWōmen's Network Fall Reception: November 16

The Penn Professional Women's Network [Penn ProWōmen] welcomes new and current members to our annual fall reception to welcome President Amy Gutmann. President Gutmann will speak on the topic of *Women and Democracy*. The reception will be held on Tuesday, November 16, 2004 in the Hall of Flags in Houston Hall from 4 to 6 p.m.

The Penn Professional Women's Network was founded more than half a century ago and provides opportunities and programs for women faculty and staff to meet for intellectual exchange, to advocate for policies and processes that support the advancement of women, to give recognition to the distinguished accomplishments of women and to provide opportunities for women students to meet accomplished women on the campus. We invite you to join or renew your membership as we work to shape a meaningful contemporary identity for the organization.

Please visit our website for additional information: www.vpul.upenn.edu/pwc/prowomen.

—Amy Calhoun, Secretary, PPW

\$1 Million Grant for Cancer Gene Therapy Research

Dr. Carl June, director of Translational Research at the Abramson Cancer Center and professor of pathology and laboratory medicine in the School of Medicine, is one of two recipients of the first grant awarded by the Alliance for Cancer Gene Therapy, Inc. (ACGT) for research in treating lymphoma and leukemia. As the only national foundation devoted exclusively to funding cancer gene therapy research, the mission of ACGT is to identify and fund innovative scientific research on the causes, treatment, and prevention of all types of cancer, using cells and genes as medicine.



Carl June

"We have recently developed a new strategy to create T cells that express a hybrid gene that endows the engineered T cells with the ability to specifically kill leukemia cells," says Dr. June. "With this grant from the Alliance for Cancer Gene Therapy we plan to carry out a Phase I clinical trial—an initial trial designed not to assess effectiveness, but rather to determine the optimal dose and measure toxicity—in patients with advanced or recurrent leukemia who have not responded to prior chemotherapy."

Dr. June and his collaborator, Dr. David Porter, associate professor of medicine, will receive about \$1 million over the next three to four years to use genetically engineered T cells to target leukemia and lymphomas. If properly activated, T cells have a strong capacity to kill tumor cells.



David Porter

Dr. Michel Sadelain, from Memorial Sloan-Kettering Cancer Center in New York also received a \$1 million ACGT grant for a parallel study, which uses a different vector to carry hybrid genes into T cells. Comparing the outcomes of these two clinical trials will provide important information to better engineer the immune system to fight leukemia and lymphoma. Drs. June and Sadelain were selected by ACGT's 12-member Scientific Advisory Council, which includes some of the nation's most preeminent physicians and researchers in cancer gene therapy.

Corrections

The entries for these faculty members should have read as follows in last week's additions to the Appointments list.

Wharton

Dr. Sarah Kaplan as Assistant Professor of Management

Dr. Senthil Veeraraghavan as Assistant Professor of OPIM.

School of Nursing

Dr. Christine K. Wanich Bradway as Assistant Professor of Gerontological Nursing-C.E.

Almanac regrets the errors.

—Ed.

Call for Honorary Degree Nominations

Dear Colleagues,

We invite you to nominate candidates to receive honorary degrees from the University of Pennsylvania at upcoming Commencement exercises. The criterion for selection is the degree to which the candidate reflects the highest ideal of the University, which is to produce graduates who change the world through innovative acts of scholarship, scientific discovery, artistic creativity and/or societal leadership.

We encourage you to involve your faculty colleagues, within and across departments and schools, in the nomination process. Nominations should describe how the nominee meets the criterion for selection and list the nominee's unique achievements and contributions. Please include as much biographical and other supporting information as possible, but we ask that you avoid contacting the nominee for information, since nominees should not know that they are being considered. We particularly encourage nominations from departments and schools whose fields have not been recognized by the award of honorary degrees in recent years. Please note that it is University policy not to consider Penn standing faculty, trustees, or school and center overseers for Penn honorary degrees.

Please send signed letters of nomination on your official stationery to: University Council Committee on Honorary Degrees, c/o Office of the Secretary, 211 College Hall/6303. Nominations may also be faxed to (215) 898-0103. If you have any questions, please e-mail or telephone Molly Roth at mroth@pobox.upenn.edu or (215) 898-6408.

Nominations are welcome any time during the year, but the selection is frequently made a year or more in advance. Candidates may ultimately be selected several years after their initial nominations. For 2006, the tercentenary of Benjamin Franklin's birth, you might consider nominating his intellectual heirs to be among the honorees. We would encourage you to be imaginative in interpreting Franklin's legacy and tracing his lineage. Printer, revolutionary, scientist, diplomat, artist, inventor, essayist, craftsman, and gentleman farmer are only some of Franklin's many roles.

The University Council Committee's recommendations are forwarded to the Trustee Committee on Honorary Degrees and Awards, which makes the final selection. The list of previous University of Pennsylvania honorary degree recipients can be found at www.upenn.edu/commencement/hist/index.html.

Honorary degrees are important statements of Penn's values and aspirations, and we strongly encourage your participation in this process.

—E. Ann Matter, Chair, University Council Committee on Honorary Degrees

Agenda for University Council Meeting

Wednesday, November 3, 2004, 4 to 6 p.m.
Bodek Lounge, Houston Hall

- I. Approval of the Minutes of September 29, 2004. (2 minutes)
- II. Follow-up comments or questions on Status Reports. (5 minutes)
- III. Final Report of the 2003-04 Committee on Recreation and Intercollegiate Athletics. (Presentation 2 minutes; Discussion 8 minutes)
- IV. Extended reports by the president, provost and other administrators on the state of the University. (Presentation 60 minutes; Discussion 20 minutes)
- V. Open Forum. To place an item on the agenda for the next Open Forum, submit it to the Steering Committee Chair at cmooney@law.upenn.edu by November 10, 2004.
 - A) Teaching Evaluation Report. (15 minutes)
- VI. Adjournment by 6 p.m.

COUNCIL 2003-2004 Year-end Committee Report

Recreation and Intercollegiate Athletics

Scheduled for Discussion at Council on November 3, 2004

During the 2003-2004 academic year the University Council Committee on Recreation and Intercollegiate Athletics (CRIA) met four times with the Director and the appropriate Associate/Assistant Directors of the Division of Recreation and Intercollegiate Athletics (DRIA) for discussions on committee charges.

Investigate ways to alleviate pressure from coaches and fellow teammates not to undertake certain programs (e.g. study abroad) which are in the student's best interest but not necessarily that of the team. CRIA met with the Director of Athletics on this issue and the general conclusion was that Mr. Bilsky would discuss this issue at his next meeting with the coaches. It was felt that this issue is not widespread and this would be the most effective way to handle it.

Examine funding for intramural sports. Several years ago the Student Activities Council decreased Sports Club Council budget by over 20 percent. The loss of support necessitated an increase in dues and additional unexpected costs to club sport athletes. In an effort to preserve and strengthen club sports at Penn, UA had advocated a plan that would ensure a consistent amount of annual funding for club sports by asking that DRIA assume a portion of the financial support for club sports. The Committee would like to note that DRIA currently supports Sports Clubs by assimilating them, at no cost, into facility scheduling at Potttruck and Hutchinson Gym. Sports Club members also have the opportunity to use DRIA facilities to teach instructional classes and thus earn additional dollars to support their club budgets.

The club sports program provides a meaningful and worthwhile athletic experience for over 1,000 students each year. However, sport clubs are student organizations and should be funded like other student activity groups and not through DRIA. A similar argument could be made that performing arts groups should be supported by the Annenberg Center. The Committee believes that the issue of funding for sports clubs has been resolved.

Condition of the Athletic Playing Fields. An Undergraduate Assembly representative brought an additional agenda item concerning the poor condition of the University's intramural/recreation playing fields. Mr. David Bryan, DRIA, Director of Operations for Athletic Facilities, attended a meeting and discussed this issue with the Committee. The loss of Hill Field as a recreational field has greatly impacted the condition of the only remaining field, Bower Field. It is now in almost constant use from 3-10 p.m. weekdays and all day on Saturday and Sunday. DRIA recognized there was a problem and had engaged a consultant from Pennsylvania State University to provide recommendations for the care of its fields. Currently the Facilities Department and a private contractor maintain the fields. CRIA realizes that it is a liability to play on unsafe fields and funds need to be committed to allow a much-needed plan to be followed and maintained properly. Implementation of recommendations will be best achieved if they are coordinated by DRIA and implemented by Facilities and the contractor. Individuals within the Facilities Department who will care for the athletics fields should be designated and then trained in their care and maintenance. Currently they are rotated in and out. The contractor's personnel should undergo similar training to recognize and manage problems that are specific to athletic fields.

2003-2004 Committee Members

Chair: Edward T. Lally (path/dental); **Faculty:** Karen Buhler-Wilkerson (nursing), Steven Galetta (neuro/med), Richard Hodinka (pediatrics), Edward T. Lally (path/dental), Bill McCool (nurs), Warren Seider (chemical engr), Camillo Taylor (computer & info sci), Craig Thompson (hemat-oncol/med); **Graduate students:** Sara Shikhman (Law), Anne Tiao (GSE); **Undergraduate students:** Ryan Gilman (COL'06), Sean Lambert (EAS'05); **PPSA:** Beth Hagovsky (Wharton Ugrad), Jim Riley (Clinical Epidemiology); **WPSA:** Tim Fahey (Admissions); **Ex officio:** Steve Bilsky (dir, rec & intercollegiate athletics), James Gardner (representative, president's office), Raymond Pace (vice provost University life designee).

“Something Is Going To Happen”

This year, College Dean Rebecca Bushnell has directed the College's Committee on Undergraduate Education (CUE) to embark on a *Curriculum Review Initiative*. The purpose of this initiative is to review the analysis and conclusions reached by CUE and the Pilot Curriculum Evaluation Committee concerning the nature and status of general education in the College, to solicit and consider feedback from faculty and students, and to frame proposals for revisions to the general education curriculum that will serve all students in the College most effectively.

General education (as opposed to the major) in the undergraduate curriculum has two aims: (1) to provide some exposure to the range of disciplines and areas of knowledge in the arts and sciences, and (2) to develop a set of general critical competencies expected of all liberally educated men and women.

American universities have adopted many styles of providing general education for undergraduates, ranging from a tightly constrained set of courses and canonical texts to a free-wheeling *laissez-faire* approach. Penn has traditionally fallen between the extremes, having adopted a structure consisting of sectors for general education which seek to provide breadth, together with various competency requirements such as writing, foreign language and quantitative data analysis.

On the whole, the College curriculum has served our students well. However, over the course of the years, faculty and students have voiced concerns as the curriculum evolved, the world changed, and the College and its students have changed. For example, the number of courses that can satisfy the general requirement has grown substantially and now includes many courses that are not particularly intended to serve students not intending to major in

the discipline. Also, the curriculum suffers from “requirement sprawl”—new requirements have been added, each of which serves a worthy goal, but it is no longer clear that the totality of requirements represents a coherent academic vision.

In response to these and other issues, the College launched the Pilot Curriculum, an alternative way of organizing a student's education in the College at Penn offered to 200 students each year beginning in the fall of 2000. Students in the Pilot have fewer general requirement courses, but these courses are more precisely specified and are designed to introduce a wide variety of disciplines and modes of investigation. Pilot students are also required to complete a research project.

This year, CUE will gather together and consider what we have learned from the Pilot experiment, from previous deliberations about the nature of the curriculum including last April's Symposium on Curriculum Reform, and from what is being done at other institutions. We will then move on to begin formulating a new general education curriculum for the entire College.

Throughout the process, we wish to be informed by wide-ranging discussions with as many faculty members and students as possible. Watch for announcements of meetings and forums for discussion of curricular matters. Meanwhile, check out the website www.sas.upenn.edu/faculty/Curriculum_Review/ for more information about what has been done so far, what is happening now, and for an opportunity to provide feedback or make proposals.

—Dennis M. DeTurck, *Evan C Thompson Professor for Excellence in Teaching and Professor of Mathematics, Chair of the SAS Committee on Undergraduate Education*

Christopher Patusky: Fels Executive Director



Christopher Patusky

Christopher Patusky has been named executive director of the 67-year-old Fels Institute of Government at Penn.

Mr. Patusky advances to the position after almost three years as deputy director of the Institute and director of several major funded projects totaling some \$1.5 million. His most recent grant of \$250,000 from the Carnegie Corporation will support Fels students working with MSNBC at the National Constitution Center in Philadelphia to monitor Election Day complaints about voting rights violations across the nation.

“Chris Patusky has made enormous contributions toward moving Fels from excellence to eminence,” said Dr. Lawrence W. Sherman, the Albert M. Greenfield Professor and director of the Fels Institute of Government. “His repeated success at linking Fels students and classes to vital reforms in public agencies has greatly advanced the quality of leadership education at Fels.”

As executive director, Mr. Patusky will be responsible for the Institute's operations and finances, including student recruitment and admissions, grant and contract development, alumni relations and public-sector outreach. He will also manage the Fels Government Research Service, which partners government agencies with Fels Institute faculty and students on projects designed to improve government performance. These projects include performance-based foster care management for the Philadelphia Department of Human Services, the Pennsylvania Leadership Academy for the Governor and Legislature of the Commonwealth, SCHOOLSTAT for performance measurement in the School District of Philadelphia and the Carnegie Corporation projects on Voting Reform.

During Mr. Patusky's tenure as deputy director, the Fels Institute added new certificates in Public Finance and in Nonprofit Administration, doubled the number of applications to the full-time Master of Government Administration program and increased the full-time MGA class by 50 percent. In addition, the Fels Government Research Service, launched in 2001, grew to include partnerships with government agencies in England, Sweden, Pennsylvania, New Jersey, Delaware and elsewhere.

Mr. Patusky received his B.A. from Northwestern University in 1985, his J.D. from Harvard in 1988 and his M.G.A. from the Fels Institute, where he graduated first in his class and received the Public Financial Management Award in 2002.

Mr. Patusky received his B.A. from Northwestern University in 1985, his J.D. from Harvard in 1988 and his M.G.A. from the Fels Institute, where he graduated first in his class and received the Public Financial Management Award in 2002.

Funding Opportunities for Cancer Research

ACS IRG Program

The Abramson Cancer Center of the University of Pennsylvania holds an American Cancer Society Institutional Research Grant (ACS IRG) to support seed money grants to faculty to conduct innovative cancer research projects that have the potential for future peer review funding. Only junior investigators, defined as faculty within eight years of their first independent faculty appointment or equivalent (e.g., Assistant Professor, Research Assistant Professor), are eligible to apply. Investigators who have already received a peer-reviewed national research grant and investigators who have received prior support from the ACS Institutional Research Grant are not eligible. Non-faculty (e.g., residents, fellows) are not eligible. Next Deadline: *December 10, 2004*.

Cancer Center Pilot Projects Program

The Cancer Center Pilot Projects Program funds innovative cancer research projects that have the potential for future peer-review funding. All full-time University faculty are eligible to apply for the Cancer Center Pilot Projects Program. The proposed area of research cannot be funded through an existing or prior peer-reviewed national research grant (i.e., NIH, ACS, DOD). Non-faculty (e.g., residents, fellows) are not eligible. Next Deadline: *December 10, 2004*.

Cancer Center Collaborative Pilot Projects Program

The Abramson Cancer Center of the University of Pennsylvania announces the availability of Cancer Center Collaborative Pilot Projects Program. The Cancer Center will provide Collaborative Pilot Project Grants up to \$75,000 for Penn faculty members to conduct cancer-related research projects. Proposals must be submitted by *two or more* Penn faculty members. All full-time University faculty are eligible to apply. The Cancer Center Collaborative Pilot Projects Program funds innovative, collaborative cancer research projects that have the potential for future peer-review funding. The proposed area of research cannot be funded through an existing or prior research grant. Among the factors of high value to the scientific reviewers will be: translational research impact, new collaborations (researchers have not previously worked together), researchers representing more than one discipline or department, novelty of the research concept, and research addressing a high priority area. The award period will be one year from the date of the award notice from the Cancer Center; award notices will not be issued until projects are approved by the Commonwealth of Pennsylvania. Next Deadline: *December 10, 2004*.

Submissions through the Abramson Cancer Center's website at www.pennccancer.org/grants.

From the President

Affirmative Action Council

As I stated in my Inaugural address, in a democracy and at great universities, excellence and diversity go together. As Penn seeks to rise to the challenges of a diverse democracy, we must redouble our efforts to seek out and promote talent among people from different backgrounds and perspectives. The University's Affirmative Action Council, composed of faculty, students and staff, is charged with helping Penn realize the aspirations set forth in its policy on Equal Opportunity, Affirmative Action and Nondiscrimination. The Council's charge and membership for the current academic year are listed below.

—Amy Gutmann, President

Charge: The Affirmative Action Council is an advisory committee appointed by the President to support the mission of the Office of Affirmative Action and Equal Opportunity Programs.

Members of the Council are appointed by the President for one-year terms, and include faculty, staff, and students. The Executive Director of Affirmative Action and administrators from the Provost's Office, Human Resources, and other officers serve as *ex officio* members of the Council. The Chairperson of the Council is a tenured faculty member appointed by the President for a two-year term.

The Council is charged by the President with advising the Administration on matters related to: monitoring the University's affirmative action program and diversity goals; recruitment and retention of diverse faculty, students and staff; and implementation of the University's sexual harassment and non-discrimination policies.

Affirmative Action Council Membership for 2004-2005

Herman Beavers, School of Arts & Sciences, *Chair*
Valerie Dorsey Allen, African-American Resource Center, *ex officio*
Jeanne Arnold, Office of Affirmative Action & Equal Opportunity Programs, *ex officio*
Janice Bellace, Office of the Provost, *ex officio*
Ana Maria Cobo, La Casa Latina, *ex officio*
June Chu, Pan-Asian American Community House, *ex officio*
Helen Davies, School of Medicine
Valerie DeCruz, Greenfield Intercultural Center, *ex officio*
Elena DiLapi, Penn Women's Center, *ex officio*
Kelley Evans, Graduate and Professional Student Assembly, alternate
Brenda Fraser, Office of General Counsel, *ex officio*
Beverly Frazier, Graduate and Professional Student Assembly
Sharon Harris, Division of Human Resources, *ex officio*
William Laufer, Wharton
Bernard Lentz, Institutional Research and Analysis
Anita Mastroieni, Graduate Student Center
Patrice Miller, Office of Affirmative Action & Equal Opportunity Programs, *ex officio*
Alice Nagle, Student Disabilities Services
Devanshu Patel, Graduate and Professional Student Assembly
David Pope, Office of the Ombudsman, *ex officio*
Carlos Rivera-Anaya, United Minorities Council
Maureen Rush, Public Safety
Robert Schoenberg, LGBT Center, *ex officio*
Judy Shea, School of Medicine
Rogers Smith, School of Arts & Sciences
Howard Stevenson, Graduate School of Education
Cynthia Wong, Undergraduate Assembly
Irene Wong, School of Social Work

OF RECORD

This policy initially became effective October 1, 1973 and was subsequently revised, to be more inclusive, most recently in 2003.

The Policy of Equal Opportunity, Affirmative Action and Nondiscrimination

The University of Pennsylvania's special character is reflected in the diversity of the Penn community. Men and women of different races, religions, nationalities and backgrounds are necessary to achieve the University's ultimate purpose: the improvement of the human condition through the pursuit of learning and the generation of knowledge. Diversity is prized at Penn because it helps to create the educational environment that best prepares students to contribute to an increasingly diverse and rapidly shrinking world. We must continue, therefore, to seek talented faculty, students and staff who will help constitute a community at Penn that is diverse in race, gender, ethnicity, interests and perspectives.

The foundation for achieving, valuing, and managing diversity at Penn is equal opportunity. We have a clear commitment to equal opportunity, nondiscrimination, and affirmative action. This policy reaffirms our commitment in this regard. This policy of equal opportunity, affirmative action, and nondiscrimination is fundamental to the effective functioning of the University as an institution of teaching, scholarship, and public service.

Penn adheres to a policy that prohibits discrimination against individuals because of: race; color; sex (except where sex is a bona fide occupational qualification); sexual orientation; gender identity; religion; creed; national or ethnic origin; citizenship status; age; disability (or association with an individual with a disability); and status as a special disabled, Vietnam era or other eligible veteran.

Our task is to eliminate any patterns of prohibited unequal treatment from a community that values diversity. We must monitor our policies, procedures, and practices for equal opportunity and access to the services, programs, and opportunities our community has to offer individuals.

Penn is committed to ensuring that academic programs (except where sex is a bona fide occupational qualification), including social and recreational programs and services are administered without regard to an individual's protected-class status.

Penn is also committed to ensuring that its personnel and other employment decisions are made without regard to an individual's protected-class status. Personnel and other employment decisions include, but may not be limited to: outreach and recruitment, application, selection, promotion and other transfers, compensation, benefits administration, layoffs and other personnel transitions, University-sponsored training and educational programs, and tuition assistance.

Penn is dedicated to an organizational strategy that supports the full realization of equal employment opportunity for all through affirmative action predicated on the following tenets:

- serious and imaginative outreach, recruitment, and advertising methods;
- periodic reviews of the personnel and other employment decisions made by hiring officers;
- thorough analysis of Penn's faculty and staff workforce composition to determine areas of underutilization for which concentrated or special effort is due;
- provision of professional and management development opportunities for faculty and staff that builds skills and knowledge around equal opportunity, as well as valuing and effectively managing Penn's diverse work environments;
- provision of skill development and enhancement opportunities for staff;
- provision of technical assistance on the implementation of this policy, as needed, to schools, departments, and centers.

As a federal contractor, Penn has a written Affirmative Action Plan to address the utilization of women and minorities and to address the inclusion of persons with disabilities, special disabled and Vietnam-Era veterans in Penn's workforce.

This policy also recognizes an individual's right to raise and pursue concerns of alleged discrimination to a University resource office or to an appropriate individual within a school, department, or center without adverse action or retaliation for doing so. The Affirmative Action Plan describes the University resources available to faculty, staff, students, and applicants for employment or admission to Penn who believe they have been discriminated against on the basis of their protected-class status.

Penn's nondiscrimination and affirmative action policies and programs are developed, administered, and monitored centrally through the Office of Affirmative Action and Equal Opportunity Programs in collaboration with the Division of Human Resources and the Office of the Associate Provost. The Office of Affirmative Action and Equal Opportunity Programs is located organizationally within the Office of the President. Questions or concerns regarding these policies and programs, and requests for educational programs on affirmative action, equal opportunity, and non-discrimination, should be directed to the Executive Director, Office of Affirmative Action and Equal Opportunity Programs, Sansom Place East, Suite 228, 3600 Chestnut Street, Philadelphia, PA 19104-6106, (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

This policy covers faculty and staff, matriculated students, applicants for faculty and staff employment, and applicants to Penn's academic programs and other activities.

This policy is available in alternate format upon request.

Winners of the Employee Resource Fair Raffle

The WPSA and the PPSA thank all those who participated in the Employee Resource Fair on October 25, 2004. To claim your prize, please contact Linda Satchell, WPSA Board Member at (215) 898-0240.

Grand Prize: Apple iPod Mini, donated by the Penn Computer Connection—*Steve Roth*, Division of Public Safety-Fire and Emergency Services
 \$15 Blockbuster gift card, donated by WPSA—*William Sario*, EHRS
 \$25 gift card to Penn Bookstore—*Ommet Levine Jr.*, Public Safety
 \$50 gift certificate for any Learning and Education training program; donated by L&E,
 Division of Human Resources—*Nicole Galdieri*, Alumni Development Relations, Law School
 AARC Bag—*LaTanya Carter*, Accounts Payable
 Dept. of Recreation Tee-shirt and water bottle—*Marlen Kokaz*, SSW & School of Design CML
 Destination Penn/Conference Services polo shirt—*Michele Grab*, CHAS
 Dinner for two at Penne Restaurant, donated by Hilton Inn at Penn—*Elissa Tieyah*, SAS
 Dinner for two at Penne Restaurant, donated by Hilton Inn at Penn—*Nesha Patel*, Legal Studies
 Free overnight stay with breakfast for two, donated by the Sheraton University City Hotel—*Miriam Barwasser*, SAS, The College
 Morris Arboretum Family Membership—*Ty Furman*, Student Performing Arts
 Morris Arboretum Gift Basket—*Baofeng Hu*, Pathology
 Penn in Pictures book donated by Creative Communications—*Ticket # 260058*
 Penn in Pictures book donated by Creative Communications—*Liz Raleigh*, Lauder Institute
 Picture Frame donated by Division of Human Resources, Benefits Office—*Ticket # 260001*
 Sweatshirt donated by Division of Human Resources, Benefits Office—*Patricia Del Vecchio*, Undergraduate Admissions
 TIAA-CREF bag, donated by Division of Human Resources, Benefits Office—*Julian Kim*, ISC
 Two tickets to Penn Presents at the Annenberg Center for the Performing Arts—*Susan West*, Leonard Davis Institute
 Umbrella donated by Division of Human Resources, Benefits Office—*April Routson*, EHRS
 Vanguard Gift Basket, donated by Division of Human Resources, Benefits Office—*Paul Hughett*, Psychiatry, HUP
 AirPacks Systems AirStorm ergonomic backpack from Environmental Health and Radiation Safety—*Robert White*, General Accounting



The Division of Human Resources (right) was well represented at the recent Employee Resource Fair with staff on hand to answer questions on Benefits, Quality of WorkLife, Recruitment, and Learning and Education.



(At left) The Department of Recreation had plenty of pictures to tell the story of the many ways to get involved in intramural sports, open recreation, adult recreation classes, sport clubs, fitness programs, and special interest programs.



Celebrating 30 Years of Photography through the Microscope—Crystallized acetaminophen and ascorbic acid (40x) taken by Edy Kieser of Ennenda, Switzerland is one of the many images by photographers from around the world. It will be on display in the 2004 Nikon International Small World Photomicrography Exhibition at the Wistar Institute. The exhibition opens November 12 and runs through December 31.

Penn's Way 2005

Prizes for Week Five: November 8-12

Pledge forms are due at 5 p.m. on November 12 and will be drawn on November 15.

Prizes are donated by the business or organization at which they are valid, unless otherwise noted.

- Department of Recreation and Intercollegiate Athletics—2 prizes of two tickets each to the Penn Re-lays on 4/28
 - Business Services—Framed University collection photograph from Creative Communications
 - Department of Recreation and Intercollegiate Athletics—2 prizes of two tickets to a Men's Basketball game on 1/29 vs. Brown
 - Division of Public Safety—2 One Hour Ride Alongs with the University of Penn Police
 - Business Services—Overnight stay with breakfast at the Sheraton University City
- Reminder:** To be eligible for Week Four prizes, pledge forms are due at 5 p.m. on Friday, November 5.



Week Two Raffle Winners

Barbara Brostowicz—ISC, one book of 10 passes for the Class of 1923 Ice Rink donated by Business Services

Joseph Maylie—Business Services, two tickets to Sandra Bernhard 11/5 donated by World Café Live

Mildred Gunn—Division of Finance, 4 certificates of one-hour court time at Levy Tennis Pavilion donated by the Department of Recreation and Intercollegiate Athletics

Milton Rossman—SOM, vintage picnic basket with lunch for two from Picnic

Mark Asestine—ISC, family membership to the Morris Arboretum donated by Business Services

Donna Burdumy—Annenberg School, University of Pennsylvania Museum Family Membership

Maria Cynthia Compere—ISC, Gift certificate for two for dinner at Penne Restaurant

Congratulations and thank you to all Penn's Way participants.

—Robert Eich,
Penn's Way 2005 Campaign Coordinator

Red Cross Campus Blood Drives This Month

Dear Blood Donors,

We have a few more blood drives this semester at Penn and we need your help to make them as successful as possible. Please sign up for any of the following drives by visiting <http://penn.givesblood.org>.

Monday, November 8, Quad—McClelland Hall, 1–6:45 p.m.

Tuesday, November 9, Wharton—Vance Hall, Hoover Lounge, 10 a.m.–6:45 p.m.

Tuesday, November 16, Dental School, S-1, 10:30 a.m.–4:30 p.m.

Thanks again for giving blood!

—Brian Keller, Co-President, Penn American Red Cross Club



Update

November AT PENN

CHANGES

The dates have changed for the November Quality of Worklife programs. *How to Reduce the Pressure Faced by Your Young Child* has been moved up to November 4. *Dealing with the Finances of Elder Care* has been rescheduled for November 18. See www.hr.upenn.edu to register.

FILM

2 *The 400 Blows*; introduced by Timothy Corrigan, cinema studies; 5 p.m.; The Bridge Cinema de Lux, 40th & Walnut St. (Cinema Studies).

TALK

10 *Kv Channels: First Steps*; Carol Deutsch; physiology; 4 p.m.; Austrian Auditorium, CRB Bldg. (Biochemistry and Biophysics).

Deadlines: The deadline for the December AT PENN calendar is Tuesday, November 9. For more information see www.upenn.edu/almanac/calendar/caldead-real.html.

Please Note: There is no *Almanac* scheduled for November 30. Members of our staff will be on duty to assist contributors planning insertions for December. Breaking news will be posted to "Almanac Between Issues" if necessary.



CLASSIFIEDS—PERSONAL

HOUSE FOR SALE

Narberth Home For Sale. Available immediately. 4BR/1BA. Excellent condition, 2 blocks to train. Open 11/7 from 11 a.m. to 3 p.m. \$460,000. Call (215) 573-5263.

PSYCHOTHERAPY

Psychotherapy and Consultation Sarah Evan, M.S.W., ACSW (610) 690-0267. Need help with personal and family difficulties? Call Sarah Evan, formerly with University of Pennsylvania faculty and staff counseling service. Insurances accepted. (610) 690-0267.

Almanac is not responsible for contents of classified ad material.

For information call (215) 898-5274.

Election Information Online

The Office of Government, Community and Public Affairs has recently added election information to its website, www.upenn.edu/ogcpa/vote2004.html including the polling locations for areas on and around campus; general election information, nonpartisan volunteer opportunities, and links to other election-related websites and resources.

CLASSIFIEDS—UNIVERSITY

RESEARCH

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.

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 eye examination for glasses may be provided if needed. Contact Valerie Savage at savagev@email.chop.edu or (267) 426-5380.

The University of Pennsylvania is providing a FREE screening for risk of **heart disease and diabetes**. This no-obligation, free 30 minute screening including cholesterol and blood sugar testing may qualify you to participate in a wide range of research studies. These studies include alternative and traditional therapies to prevent heart disease and diabetes. To learn more about these studies, or to schedule your free screening, call (215) 662-9036.

Paid research study: Healthy, non-smoking, normal weight white men & women 35-58 years-old needed for study looking at the **effect of sugar and protein on hormones**. Involves blood sampling and one overnight stay in the hospital. Pays \$150. Please contact Rebecca Mueller at (215) 615-0523.

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **October 18-24, 2004**. Also reported were 15 Crimes Against Property (including 14 thefts and 1 auto theft). Full reports are on the web (www.upenn.edu/almanac/volumes/v51/n10/creport.html). Prior weeks' reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **October 18-24, 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.

10/18/04	3:59 PM	51 N 39th St	Unauthorized use of prescription pad
10/19/04	8:13 AM	3420 Walnut St	Unauthorized use of credit cards
10/19/04	6:43 PM	100 38th St	Male cited for drinking in public
10/19/04	7:43 PM	3700 Chestnut St	Unknown male grabbed complainant's buttocks
10/19/04	11:58 PM	3465 Sansom St	Complainant robbed by unknown male
10/20/04	1:39 AM	4000 Walnut St	Male driving intoxicated/Arrest
10/20/04	8:55 AM	36th & Walnut	Male obstructing highway/cited
10/20/04	1:45 PM	4001 Spruce St	Complainant threatened by known offender
10/21/04	7:25 AM	3401 Spruce St	Male obstructing highway/Arrest
10/21/04	12:42 PM	3910 Irving St	Complainant received unwanted phone calls
10/22/04	12:06 AM	38th & Chestnut	Male urinating on establishment/cited
10/22/04	1:30 AM	3420 Walnut St	Complainant received unwanted e-mails
10/22/04	10:14 AM	4000 Ludlow St	Male urinating on highway/cited
10/22/04	4:36 PM	3731 Walnut St	Employee embezzling funds/Arrest
10/22/04	8:53 PM	4000 Spruce St	Suspect paid with counterfeit bills/Arrest
10/22/04	8:58 PM	200 42nd St	Complainant robbed at gunpoint
10/22/04	11:49 PM	3700 Spruce St	Male acting disorderly/cited

18th District Report

15 incidents and 4 arrests (including 9 robberies and 6 aggravated assaults) were reported between **October 18-24, 2004** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

10/18/04	7:40 AM	5100 Hazel Ave	Aggravated Assault
10/18/04	8:25 PM	4601 Larchwood Ave	Robbery/Arrest
10/18/04	8:50 PM	4917 Locust St	Robbery/Arrest
10/19/04	2:00 AM	5029 Osage Ave	Robbery
10/19/04	9:27 AM	4435 Ludlow St	Aggravated Assault
10/19/04	6:05 PM	200 48th St	Aggravated Assault
10/20/04	11:50 PM	3465 Sansom St	Robbery
10/21/04	9:53 AM	4612 Walnut St	Robbery
10/21/04	5:45 PM	5000 Baltimore Ave	Aggravated Assault
10/21/04	8:50 PM	3900 Chestnut St	Aggravated Assault
10/22/04	8:56 PM	200 42nd St	Robbery
10/23/04	3:30 PM	3000 Market St	Aggravated Assault
10/23/04	7:28 PM	3600 Sansom St	Robbery/Arrest
10/24/04	1:20 AM	4500 Larchwood Ave	Robbery/Arrest
10/24/04	1:30 AM	4600 Springfield Ave	Robbery



Almanac

Suite 211 Nichols House
3600 Chestnut Street, Philadelphia, PA 19104-6106
Phone: (215) 898-5274 or 5275 FAX: (215) 898-9137
E-Mail: almanac@pobox.upenn.edu
URL: www.upenn.edu/almanac

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.

EDITOR Marguerite F. Miller
ASSOCIATE EDITOR Margaret Ann Morris
ASSISTANT EDITOR Natalie S. Woulard
STUDENT ASSISTANTS Jontae McCoy, Pablo Sierra,
Carrie Teresa, Sarah Yanes
Tunisha Bell

ALMANAC ADVISORY BOARD: For the Faculty Senate, Martin Pring (chair), Helen Davies, Lance Donaldson-Evans, Lois Evans, Charles Mooney, Joseph Turow. For the Administration, Lori N. Doyle. For the Staff Assemblies, Michele Taylor, PPSA; Omar Mitchell, WPSA; Varvara Kountouzi, Librarians Assembly.

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).

U@Penn: A Portal for Faculty and Staff

Wondering about tuition benefits? Looking for the *Handbook for Faculty and Academic Administrators*? Logging in to view your pay stub? *U@Penn* now provides easy access to these and hundreds of other resources Penn employees need in their personal and work lives. First implemented in May 2002 to provide access to personal payroll and benefits information, *U@Penn* has evolved to become a one-stop employee portal with links to on-line applications and information from across the University. Try it out at www.upenn.edu/u@penn.

Portal Overview

U@Penn groups information and services from disparate organizations in three easy-to-understand categories known as tabs: General, Business, and Research. On each tab, information is grouped into sections called channels, which contain links to Penn web sites that pertain to the topic of each channel. *U@Penn* also provides quick and easy access to web-based electronic mail, the Penn calendar, directories, and current news and announcements.

Faculty and staff who log in to *U@Penn* using their PennKey and password have additional capabilities:

- They can seamlessly access PennKey-secured applications which they are authorized to use, such as BEN Deposits, BEN Reports, Web-enabled Salary Distribution (WESD), Penn's Way Online, and others as they become available. Separate logins are not required for each application. Red locks indicate those applications that require a PennKey.

- Logging in also allows users of *U@Penn* to personalize the portal by including personal channel choices, headline news sources, favorite web links, and more. Over time, logged in users may see additional channels or tabs relevant to their school or center or position.

For more information on using and customizing *U@Penn*, please refer to www.upenn.edu/computing/uatpenn/usinguatpenn.html.

Payroll and Benefits Enhancements

The expanded *U@Penn* continues to provide convenient, secure, on-line access to personal payroll and benefits information, via direct links to *My Profile*, *My Pay*, and *My Benefits*. These pages, familiar to users of the original *U@Penn*, have been enhanced with improved navigation and features. Navigation of these pages is easier than ever, thanks to new information icons and helpful text. *My Profile* now allows employees to edit their own payroll profile, with updates to home or permanent address, emergency contact information, and work phones. *My Pay* continues to provide pay stub history. The wealth of information on the *My Benefits* page has been rearranged to make it more straightforward. PennKey security ensures that personal data is protected and secure.

And as with the original *My Profile*, *My Pay*, and *My Benefits* features, payroll information is not actually stored on the web.

Let Us Know What You Think

We hope that you will take advantage of all that *U@Penn* has to offer, including work-related resources and personal compensation, benefits, and health information—even information about what is happening on campus. If you have suggestions for additional links, comments or questions about using *U@Penn*, please e-mail us at uatpenn@pobox.upenn.edu.

—Craig Carnaroli, Executive Vice President

—Jack Heuer, Vice President, Human Resources

—Robin Beck, Vice President, Information Systems and Computing

The screenshot displays the U@Penn portal interface. At the top, there is a navigation bar with tabs for 'General', 'Business', and 'Research', along with a 'Log in to U@Penn' button. Below the navigation bar is a search bar and a 'Login | Password Help | Using U@Penn' link. The main content area is organized into a grid of channels. The 'Announcements' channel includes links for 'Visit Arts & Culture at Penn', 'Election Day is November 2nd', and 'Penn Course Review'. The 'Pay and Benefits' channel includes 'My Profile', 'Penn's Salary Structure', and 'Summary Plan Descriptions'. The 'Personal Resources, Health & Wellness' channel includes 'My Profile', 'Summary Plan Descriptions (SPDs)', and 'Time off information'. The 'Career and Employment Resources' channel includes 'Career Coaching resources', 'Employment Verification', and 'Flexible work options'. The 'Travel' channel includes 'Travel Program home page', 'Latest travel alerts', and 'Travel-specific policies'. The interface is clean and professional, with a clear layout and easy-to-read text.

The new *U@Penn* has a look and feel similar to the *PennPortal* used by students and provides easy access to information Penn employees need in their personal and work lives.