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Two Edmund J. and Louise W. Kahn Endowed Term Professors

Photo courtesy of Penn Museum



Jeremy Sabloff



Thomas Sugrue

Dr. Jeremy Sabloff, professor of anthropology, has been named the Edmund J. and Louise W. Kahn Endowed Term Professor in the Social Sciences, and Dr. Thomas Sugrue has been appointed the Edmund J. and Louise W. Kahn Endowed Term Professor of History

and Sociology, SAS Dean Samuel Preston has announced.

A renowned archaeologist who served as director of the Penn Museum from 1994 to 2004, Dr. Sabloff is known as one of the world's foremost scholars on the ancient Maya civilization. His other research interests include archaeological theory, the history of American archaeology, pre-industrial cities, and settlement pattern studies.

Dr. Sabloff completed his undergraduate degree at Penn in 1964 magna cum laude with honors in anthropology, and then completed his Ph.D. at Harvard University. He returned to Penn 30 years later to serve as the Charles K. Williams II Director of the Museum. During his decade of leadership, he further strengthened the Museum's national and international profile through new research projects and an expanded

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Howard Gittis's \$5 Million Gift to Law School



Howard Gittis

Howard Gittis, L '58, has made a \$5 million gift to the Law School to support the school's endowment. In recognition of the gift, the Law School will name Gittis Hall at a ribbon cutting ceremony in the spring.

"No one embodies the virtues of Penn Law more than Howard Gittis," said Dean Michael A. Fitts. "Howard has

applied the analytical skills he learned here, and his unparalleled acumen as a counselor to many,

to become a leader in the world of business. He has made a determined effort to improve the quality of education at this institution, so that succeeding generations can follow his lead."

Commenting on his gift, Mr. Gittis said: "Penn Law has been the engine driving my career. It has meant everything to me. So it is a wonderful feeling to know that while helping the Law School we can also expand the opportunities for quality legal education, which has meaningfully shaped my life."

Gittis Hall will be the new name of Roberts Hall, which houses faculty offices, student lounges and classrooms. The building has undergone extensive renovations. The initial work was completed in the summer of 2003 and in-

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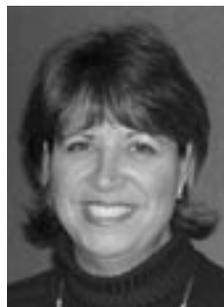
Associate Vice President for Audit, Compliance and Privacy: Mary Lee Brown

Craig Carnaroli, EVP for Penn, and Andrew DeVoe, senior vice president and CFO for UPHS, announced the promotion of Mary Lee Brown to Associate Vice President for Audit, Compliance, and Privacy, succeeding Dr. Rick Whitfield as the manager of this responsibility center at the University and Health System.

Ms. Brown has over 26 years in higher education and health care administration and management. She has served in a variety of roles both supporting and leading units including information systems administration, audit and management services, accounting operations and enterprise systems implementations.

Since joining Penn eight years ago, Ms. Brown has "demonstrated leadership and expertise in a number of areas including tax compliance, system implementation and research compliance. She has extensive experience in university, academic medical center and health care auditing," Mr. Carnaroli said. "She has demonstrated ability in both managing a large and diverse staff while also leading or participating in a variety of projects designed to achieve major improvements and efficiencies to the overall enterprise. At Penn, she played a critical role in the roll out of Intermediate Sanctions awareness along with the Office of General Counsel and Division of Finance. At the Health System, specifically, she played a major role in the project team overseeing the Lawson system implementation," he added.

Prior to joining Penn, Ms. Brown spent 18 years at Johns Hopkins University, where she served in a variety of leadership roles. She received her B.A. in accounting from Loyola College.



Mary Lee Brown

Vice President for Finance and Treasurer: Scott R. Douglass

Scott R. Douglass has been appointed as the Vice President for Finance and Treasurer, EVP Craig Carnaroli announced last week. Mr. Douglass has been the Senior Associate Dean for Finance and Administration of the Wharton School. He will begin his new role on December 16.

Mr. Douglass joined the University in 1992, serving first as Associate Dean at Wharton until his promotion to Senior Associate Dean in 1997. Prior to joining Penn, he served as the Secretary of Finance for the State of Delaware.

"His appointment concludes a three-month search process from a broad and strong candidate pool," Mr. Carnaroli noted.

Mr. Douglass is a "seasoned and talented financial executive who brings a variety of important operational skills to his new position. As the Senior Associate Dean at Wharton, Scott served as Chief Financial and Operating Officer for one of the premier business schools managing a \$250 million operating budget for 212 faculty, 500 staff, and 5,000 students. His oversight included directing management of a 150-person team in the areas of finance, budgeting, information technology, technology transfer, facilities and human resources. Scott combines strong managerial and leadership skills that will enable him to prudently steward Penn's resources," Mr. Carnaroli said.

Mr. Douglass's responsibilities at Wharton have included: leading a team responsible for programming, design and construction of Jon M. Huntsman Hall; eliminating a structural administrative services budget deficit through business process re-engineering; redesign of the Executive Education finance system; and leading a team that developed the business plan for Wharton's San Francisco campus.

While at the State of Delaware, Mr. Douglass

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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 Agenda

Wednesday, December 15, 2004

2:30 to 5 p.m., Room 205 College Hall

1. Approval of Minutes (1 minute)
2. Chair's Report (3 minutes)
3. Past Chair's Report on Academic Planning and Budget and Capital Council (5 minutes)
4. Omar H. Blaik, Senior Vice President for Facilities and Real Estate Services (45 minutes)
5. Privacy Liaison
6. Discussion of Penn Compact (30 minutes). Three principles of Penn Compact:
 - Increased access.
 - Better integration of knowledge from different disciplines and professional perspectives in our research and teaching.
 - Engaging locally and globally.
7. Discussion of faculty-sponsored symposium on *Integrating Knowledge Across Disciplines and Schools*
8. Issues for consultation with President and Provost
9. New Business
10. Adjournment by 5 p.m.

Kahn Endowed Term Chairs in SAS

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traveling exhibitions program. He also oversaw the growth of the Museum's endowment and secured funding for the construction of the Mainwaring Wing for Collections Storage and Study. Dr. Sabloff currently serves as curator of the American section of the Museum.

He has authored or co-authored a number of books including *A History of American Archaeology*; *Excavations at Seibal: Ceramics*; *The Cities of Ancient Mexico*; *The New Archaeology and the Ancient Maya*; and *Ancient Civilizations: The Near East and Mesoamerica*. Dr. Sabloff teaches "The Rise and Fall of the Ancient Maya Civilization" and "Introduction to Archaeology."

In addition to his academic and administrative service to Penn, Dr. Sabloff is former chairman of the Smithsonian Institution Science Commission and past president of the Society for American Archaeology. His scholarship has earned him membership in the American Academy of Arts and Sciences, the National Academy of Sciences, and the American Philosophical Society.

Dr. Sugrue

Dr. Sugrue is a prize-winning historian and teacher who holds appointments in the department of history and the department of sociology and chairs the graduate group in history. A member of the Penn faculty since 1991, Dr. Sugrue was the Bicentennial Class of 1940 Endowed Term Professor from 1999 to 2004. He has held visiting appointments at both New York University and at L'Ecole des Hautes Etudes en Sciences Sociales in France.

Dr. Sugrue's scholarship and teaching focus on 20th-century American political, urban, and social history. He has written extensively on modern American culture and politics; 20th-century conservatism and liberalism; race; urban economic development; and poverty and public policy. He is the author of the highly acclaimed book, *The Origins of the Urban Crisis: Race and Inequality in Postwar Detroit*, which won the Bancroft Prize, the Philip Taft Prize in Labor History, and book prizes from the Urban History Association and the Social Science History Association; it was also selected as a Choice Outstanding Academic Book, The American Prospect Top Shelf Book on the topic of race and inequality in American society, and a

Lingua Franca Breakthrough Book on race. He also co-edited *W.E.B. Du Bois, Race, and the City: The Philadelphia Negro and Its Legacy* with Walter H. Annenberg Professor of History Michael Katz.

He is currently working on a number of projects including the forthcoming book *Sweet Land of Liberty: The Unfinished Struggle for Racial Equality in the North*, a history of the United States in the 20th century, a forthcoming collection of essays on *The New Suburban History*, and an edited collection of essays on contemporary issues of race, class, and American law. He has also written a history of affirmative action politics at the grassroots and served as an expert witness for the University of Michigan in two affirmative action cases recently decided by the U.S. Supreme Court. He has been awarded fellowships and grants from the American Council of Learned Societies, the National Endowment for the Humanities, and the Social Science Research Council. Dr. Sugrue has also served on the boards of the Urban History Association and the Historical Society of Pennsylvania and is former vice chair of the Philadelphia Historical Commission.

He teaches courses on America in the 1960s; race and politics in 20th-century America; the history of Philadelphia; and American politics and society from the 1870s to the present. He has also twice directed the American History Honors Program. His commitment to teaching excellence has been recognized with the Greek Council's Outstanding Professor Award and the Department of History's Richard S. Dunn Teaching Award.

He holds his Ph.D. from Harvard University, M.A. from Cambridge University, and B.A. from Columbia University.

The Kahns

The Kahn endowed term chairs were established through a bequest by Mr. and Mrs. Edmund J. Kahn. Mr. Kahn was a 1925 Wharton graduate who had a highly successful career in the oil and natural gas industry. His wife, a graduate of Smith College, worked for *Newsweek* and owned an interior design firm. The couple contributed to many programs and projects at Penn including Van Pelt-Dietrich Library, the Modern Languages College House, and initiatives in scholarship and the humanities.

VP for Finance and Treasurer

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served as the State's Chief Financial Officer overseeing execution of a \$1.7 billion operating budget, directing management of a 260-person team and serving as the Governor's principal liaison to legislators and business leaders for developing and implementing fiscal and public policies. His operational oversight included revenue forecasting, tax collection, payroll, and accounting and annual debt issuance exceeding \$250 million. He led the effort to retain the State's AA-plus bond rating during and after a prolonged recession, which made it the nation's fifth highest-rated state—an improvement from twelfth at the start of the recession.

Mr. Douglass holds both a bachelor's (1973) and a master's degree (1976) in political science from the University of Delaware.

Gift to Law School

(continued from page 1)

cluded a 3,200 square foot addition. Further renovations to classrooms and improvements to mechanical and electrical systems will begin after classes end in May, with completion by the 2006 spring semester.

Mr. Gittis, vice-chairman and chief administrative officer of MacAndrews & Forbes Holdings Inc, has a long history of supporting the Law School and the University, as well as many philanthropic causes. In 1991, Mr. Gittis funded a new facility for the Law School's clinical education programs, now known as the Gittis Center for Clinical Legal Studies.

Mr. Gittis graduated from Penn Law School in 1958. He also earned a B.S. in economics from Penn in 1955. He is a member of the Law School's Board of Overseers. Mr. Gittis is currently serving as chairman of the Board of Trustees of Temple University, where he recently established the Ronald O. Perelman Professorship in Entrepreneurial Finance at the Fox School of Business and Management. Mr. Perelman is chairman and chief executive officer of MacAndrews & Forbes.

Prior to joining MacAndrews & Forbes in 1985, Mr. Gittis was a partner at the Philadelphia law firm of Wolf, Block, Schorr and Solis-Cohen where he had served as chairman of the executive committee. During his 25 years there, Mr. Gittis concentrated on general litigation, real estate, and corporate acquisition and divestiture work. In 1985, the *National Law Journal* listed Mr. Gittis among the 100 top attorneys in America.

His dedication to professional and community service has earned him numerous awards including the Penn Law School Distinguished Service Award, the Temple University Russell H. Conwell Founders Award, the Temple University Hospital Auxiliary Acres of Diamonds Award, and the Eleanor Roosevelt Humanities Award.

Correction

The characterization of the Foundation for Individual Rights in Education (FIRE)—in the story which came from SAS on Dr. Alan Kors that appeared in last week's issue—should have been in quotes, and attributed to Dr. Kors. We regret not attributing that to him. —Eds.

Ed Note: This is the last issue before the Winter Break. If appropriate, Breaking News will be posted to *Almanac Between Issues*. Publication of weekly issues will resume January 11, 2005. The deadline is January 4, 2005.

Final Report of the Consultative Committee on the Selection of a Dean of the School of Arts and Sciences

Former President Judith Rodin and former Provost Robert Barchi convened the committee on April 1, 2004 under the chairmanship of Eduardo D. Glandt, Robert D. Bent Professor of Chemical and Biomolecular Engineering and Dean of the School of Engineering and Applied Science. Other members of the committee were: Herman Beavers (professor of English, SAS); Jere Behrman (W.R. Kenan, Jr., Professor of Economics, SAS); Christopher Browne (C '69 and chair, SAS Board of Overseers); Michael Delli Carpini (professor of communication and Walter H. Annenberg Dean, ASC); Kevin Jude (graduate student, chemistry, SAS); Jeffrey Kallberg (professor and chair of music, SAS); Jason Levine (undergraduate, economics, CAS); Georgette Poindexter (David B. Ford Professor and Chair of Real Estate, WH); Liliane Weissberg (Christopher H. Browne Distinguished Professor in the Arts and Sciences and professor of German and comparative literature, SAS); and Sally Zigmund (professor of biology, SAS). Raymond Simon (Office of the Associate Provost) served as secretary to the committee.

The search was national in scope. The committee sought candidates with impeccable scholarly and administrative credentials, demonstrated strong leadership, integrity, and the intellectual vision to build upon the school's already existing academic excellence in education and research.

In order to better understand the issues and challenges facing the School of Arts and Sciences, the committee consulted widely with students, faculty, alumni and members of the administration, including the current Dean, Samuel Preston. It solicited nominations from SAS faculty, students, and alumni as well as from peer institutions across the country. Advertisements were placed in *The Affirmative Action Register*, *Black Issues in Higher Education*, *The Chronicle of Higher Education*, *Hispanic Outlook*, *The New York Times* and the *Times Literary Supplement*. In addition, the committee engaged the services of a search firm, A.T. Kearney, to assist in identifying candidates.

On the committee's behalf, the search firm contacted roughly 400 individuals, either as sources for candidates or in hopes of recruiting them. The committee itself received roughly 60 curriculum vitas and many more nominations; 20 members of the faculty were either nominated or applied.

The committee selected almost 30 dossiers for review and gave serious consideration to 12 candidates, seven of whom were eventually interviewed. Four of the individuals interviewed were inside candidates.

After careful deliberation, the committee submitted a set of recommendations to President Amy Gutmann and Interim Provost Peter Conn, who subsequently announced the appointment of Rebecca Bushnell, the current dean of the College of Arts and Sciences and a distinguished scholar of English literature. Her appointment as the next dean of Penn's School of Arts and Sciences will become effective January 1 and was announced to the Trustees of the University at their December 2 meeting and a resolution will be presented at the meeting of the Full Board in February.

—Eduardo D. Glandt, Chair

The Trustees' Council of Penn Women 2005-2006 Grant Program

The Trustees' Council of Penn Women (TCPW) invites members of the University community to apply to its 2005-2006 Grant Program. Grants ranging from \$1,000-\$5,000 will be made to individuals or organizations selected by TCPW's Grant Committee.

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

- women's issues
- the quality of undergraduate and graduate life for women
- the institutional advancement of women
- the physical, emotional and psychological well-being of women

The TCPW Grant Committee is inclined to give favorable consideration to projects that:

- affect a broad segment of the University population
- move the University community to a higher awareness of women's issues
- provide seed money for pilot programs that show potential for becoming ongoing self-supporting programs

For an application, please contact Carol Tunstall at tunstalc@ben.dev.upenn.edu or visit the web site at www.alumni.upenn.edu/groups/tcpw/ to download the application from the TCPW Grant web page. Applications must be submitted no later than *February 16, 2005*. Awards will be announced during the last quarter of 2005 and funds will be distributed thereafter for projects in the 2005-2006 academic year.

Penn Humanities Forum

Mellon Faculty Research Fellowships: Call for Applications, 2005-2006

Application Deadline: *Friday, January 14, 2005*. Applications are solicited from Penn's standing faculty in the humanities and allied departments for Penn Humanities Forum Mellon Faculty Research Fellowships for the 2005-2006 academic year.

Awards of \$5,000 each are available for junior faculty, payable as salary. Awards of \$10,000 each are also available for senior faculty, payable directly to the Fellow's department to offset one course.

Fellows must be carrying out research related to WORD & IMAGE, the Forum's topic for 2005-2006. Full application procedures and topic description are available online at <http://humanities.sas.upenn.edu>.

Recipients will be designated Penn Humanities Forum Mellon Faculty Research Fellows and will be expected to participate in the Forum's weekly Mellon Research Seminar (Tuesdays, noon-2 p.m.) during the academic year.

Please send a one-page research proposal and your C.V. to Wendy Steiner, director, Penn Humanities Forum, 3619 Locust Walk/6213, or via e-mail to conway@sas.upenn.edu.

—Jennifer Conway, Associate Director

Memorial Service: Tom McMahon

On Thursday, January 13, 2005, a memorial service will be held for Tom McMahon, former associate director of Wharton publications, who passed away after a short illness on November 14 at the age of 54 (*Almanac* November 23, 2004). The Penn community is invited to attend at 3:30 p.m. on the 8th floor of Jon M. Huntsman Hall. A reception will follow. "Tom was a valued colleague and his absence has been felt by many. Over his 17 years at Wharton, as well as his years as a student at SAS, he made many friends and gained the respect of staff throughout the University," said Anna Loh, director of Wharton HR.

Death

Dr. Harold Morris, Retired Psychiatrist

Dr. Harold H. Morris Jr., a retired professor of psychiatry in the School of Medicine, died on November 13 at the age of 87.

Dr. Morris developed outpatient programs for the mentally ill at the Psychiatric Institute of Pennsylvania Hospital, HUP, the former Mercy Douglas, Misericordia in Philadelphia and Mercy Fitzgerald, in the 1950s and 1960s.

Dr. Morris grew up in Shanghai, China and graduated from Haverford College. He joined the faculty here in 1954, was promoted to assistant professor of psychiatry in 1956 and was promoted to associate professor of psychiatry in 1961. He changed to a partial affiliation with Penn in 1968, formally retiring in 1986. In addition to being a professor, Dr. Morris was a psychiatric consultant to the Peace Corps, the Veterans Affairs Hospital in Coatesville and the Episcopal Diocese of Philadelphia. He retired in 1985 as director of clinical psychiatry at Misericordia and Mercy Fitzgerald hospitals.

Dr. Morris is survived by his wife, Eleanor; son, Christopher; daughter, Mary Evans; six grandchildren; and six great-grandchildren. Memorial donations may be made to Hospice Care, Neighborhood Visiting Nurses Association, 795 E. Marshall St., West Chester, PA 19389.

To Report A Death

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

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

Traffic Advisory: 37th Street Closed

Starting on December 23, 37th Street between Walnut and Chestnut will be closed to vehicular traffic for two to three months. UPPD Sgt. Ted Farrell has made arrangements for deliveries to Pottruck Health and Fitness Center and the Inn at Penn, Penn Bookstore, and Pod. The UPPD will assist with those affected in Sansom Place West during move-in and move-out. Preliminary work will begin on replacing the water main, with excavation expected to start soon thereafter.

Partial street closures are anticipated as work progresses. When the street is closed from Chestnut to Sansom, access to the businesses will be from the 3600 block of Sansom.

PGW is waiting for parts to finish their work at 37th and Chestnut. This should have no impact on eastbound traffic on Chestnut Street but a delay may affect the work schedule of the 37th Street project. Hours of work are tentatively scheduled as 7 a.m. to 4 p.m., Monday to Friday with minimal disruption of water service.

—Captain Joseph D. Fischer,
Commanding Officer—Patrol Division, UPPD

On the Incident Involving a Penn Student and the Penn Police

FROM THE PRESIDENT

The following message from President Amy Gutmann initially appeared as a letter to the editor, in the Daily Pennsylvanian on Wednesday, December 8, 2004.

Eternally Vigilant

Penn derives much of its vitality from our students, who thrive in a University community that embraces diversity, defends intellectual freedom, and strives to make every member of our community feel safe and welcome. Therefore, it is troubling to hear students report that they do not always feel respected and valued during their interactions with other members of our community.

An investigation of what transpired between a Penn student and the Penn Police on November 21 is underway, and I have been promised that this investigation will be concluded shortly. The complaint that was filed raises serious issues, and I have been assured that it is being treated with the care and seriousness that each and every member of our community deserves.

As I indicated to the students with whom I met Monday morning, we must remain eternally vigilant in ensuring both that our campus is safe and that all members of our community are treated with respect and dignity. Therefore, I have asked Interim Provost Peter Conn to work with students, faculty, and staff to begin a dialogue that will lead to specific steps we can take to address our mutual concerns.

The students with whom I met agree that we must confront our challenges head-on and work together constructively toward real resolutions. By continuing to work together we can and will make Penn a University that promotes excellence, equal opportunity, and mutual respect for all members of our community.

—Amy Gutmann, President

Executive Summary Complaint against Police

Filed by Mr. Warith Deen M. Madyun on 11-22-04

Complaint:

On November 22, 2004 Mr. Warith Deen M. Madyun personally delivered a Complaint against Police to the Division of Public Safety Headquarters at 4040 Chestnut Street.

The complaint essentially alleges that Mr. Madyun was inappropriately treated by the Penn Police, including being handcuffed, during a police encounter on November 21st. Mr. Madyun and his companions were stopped because they fit the description of a group of youths who had just stolen the property of a Penn employee.

Investigation:

In conducting the investigation, all relative documentation including police patrol logs, PennComm Communication Center's audio recordings, closed-circuit television recordings and reports were collected and consulted. Twelve interviews were completed, including interviews of the complainant, police personnel, and relevant citizens.

The facts that were ascertained during the investigation were largely consistent:

- First, Mr. Madyun and his companions fit the description of the suspects. The police acting on this information appropriately stopped Mr. Madyun and his friends.
- Second, Mr. Madyun identified himself as a Penn student, and when not immediately released he became increasingly upset. The officer attempted to control the situation by handcuffing Mr. Madyun in order to prevent physical harm to anyone at the scene.
- Third, in a short period of time, the Penn employee was brought to the scene to determine whether these four young men were in fact the males who were involved in the theft. They were not, and they were immediately released. An apology was issued to them.

Conclusion:

The Penn Police Department, as well as the entire University, is deeply committed to ensuring the safety and security of all members of our community. We also strive to make the Penn environment a welcoming environment that feels safe for everyone. We understand that we live in a complex society, and there is much more work to be done to achieve this critical goal.

The actions of the Police in this case were within the parameters of Departmental policy. However, the eventual handcuffing of Mr. Madyun may have been avoided if communications and additional resources had been utilized more effectively.

The absolute need for officer safety notwithstanding, policing in the college environment is fraught with the need for tempered thoughts and subsequent action. That is why it is so important to establish a partnership between the Police and the community in order to safeguard the rights, privileges, and safety of all of our community members.

As a result of these findings the Division of Public Safety is redoubling its efforts to address the underlying concerns raised in Mr. Madyun's complaint. Our new Chief of Police Mark Dorsey is personally committed to implementing key community policing concepts, in concert with the Penn and West Philadelphia communities. Additionally, the entire Division of Public Safety, with the assistance of the Division of Public Safety Advisory Board's Training Sub-Committee, is participating in enhanced training programs that will improve member's understanding of and ability to communicate with all members of our community.

*—Maureen S. Rush
Vice President for Public Safety
December 9, 2004*

Honors & Other Things

Kluge Prize: Jaroslav Pelikan



Jaroslav Pelikan

Dr. Jaroslav Pelikan, a visiting scholar at the Annenberg School for Communication and scholarly director of the Annenberg Foundation Trust at Sunnyslands Institutions of Democracy, has been awarded the second John W. Kluge Prize for Lifetime Achievement in the Human Sciences. Dr. Pelikan received the prize along with Paul Ricoeur of Paris,

France. The Kluge Prize was created last year to honor achievement in fields not covered by the Nobel Prizes.

Dr. Pelikan, also the Sterling Professor Emeritus at Yale University, received an honorary degree from Penn at commencement last May. His work links the past with the present through a body of work considered the definitive exploration of Christian tenets. He is the founding chairman of the Council of Scholars at the Library of Congress.

\$4.8 Million Grant: George Macones

Dr. George A. Macones, director of Maternal Fetal Medicine at HUP and associate professor of obstetrics and gynecology and epidemiology in the School of Medicine, has received a \$4.8 million grant from the Commonwealth of Pennsylvania to support a Center of Excellence for Research in Pregnancy Outcomes. The grant was awarded by the Department of Health using Tobacco Settlement funds. The University of Pennsylvania, in collaboration with Children's Hospital of Philadelphia, Albert Einstein Medical Center and Pennsylvania Hospital, propose a multidisciplinary randomized controlled clinical trial to determine if screening and treating periodontal disease during pregnancy is warranted to reduce pre-term births.



George Macones

Periodontal disease has been linked to pre-term birth in numerous epidemiological studies. The prevalence of periodontal disease is highest in under-served populations, with some estimates as high as 40-50 percent. As part of a 4-year study 1,600 pregnant women will be recruited from under-served areas in Philadelphia. Women with periodontal disease will be randomized to either to scaling and root planing or tooth polishing. A cohort of 700 women without periodontal disease will also be followed for comparison. The subjects will be followed for the occurrence of spontaneous pre-term birth. The study will also evaluate some of the mechanisms through which periodontal disease may exert its effect.

In addition to Dr. Macones, Dr. Marjorie Jeffcoat, DMD, Dean of the School of Dental Medicine, and Dr. Jerome F. Strauss, III, Director, Center of Research for Reproduction and Women's Health will serve as Co-Principle investigators on this project.

Honorary Degree: Edna Foa

Dr. Edna Foa, professor of clinical psychology in the department of psychiatry, has received an honorary doctorate from the University of Basel in Switzerland. She was honored for her contributions to the understanding of the psychopathology and treatment of anxiety disorders with an emphasis on obsessive compulsive disorder and post-traumatic stress disorder.



Edna Foa

Greater Philadelphia Leadership Award: John Glick

Roman Catholic High School has awarded its 2004 Greater Philadelphia Area Leadership Award to *Dr. John H. Glick*, director of the Abramson Cancer Center. The Award is presented each year in memory of Thomas E. Cahill, a successful Philadelphia business leader in the 1800s who provided for the creation of Roman Catholic High School in his will. "This annual award honors and individual who displays outstanding leadership as well as significant civic stewardship. John Glick exemplifies these qualities," said Daniel M. DiLella, chairman of the Greater Philadelphia Area Leadership Award. "An acknowledged international leader in the areas of breast cancer, Hodgkin's disease, and non-Hodgkin's lymphoma, Dr. Glick's career as a physician, researcher and educator has embodied creating knowledge and providing hope to cancer patients and their families."



John Glick

Presbyterian Medical Center

Presbyterian Medical Center has been named one of the top 100 Cardiovascular Hospitals for the third year in a row.

"We are honored to receive this distinction from Solucient for a third year in a row," said *Michele Volpe*, executive director of Presbyterian Medical Center. "Presbyterian has a long history of providing the very best in cardiology and cardiothoracic surgery, and I feel incredibly proud to have such a dedicated team of physicians, nurses and technicians providing much-needed and comprehensive services to our community and the region."

The annual Solucient study for cardiovascular services objectively measures performance on key criteria and provides benchmarks for performance improvement for use by all hospitals that provide cardiac care.

Field Hockey MVP: Lea Salese

Penn Field Hockey midfielder, *Ms. Lea Salese*, a junior in the College, has been named the Philadelphia City 6 Most Valuable Player and was named to the All-Philadelphia team along with teammates *Liz Lorelli*, a senior in EAS, *Elizabeth Schlossberg*, a sophomore in the College, and *Melissa Black*, a freshman in the College. Ms. Salese was also named to the first-team All-Ivy and All-Mid-Atlantic squads this year.

Pioneer Award: Vernon Hill

Mr. Vernon W. Hill, founder and chairman of Commerce Bancorp and Wharton alumnus, was awarded the first annual Marketing Pioneer Award. The award is given to an individual who has inspired breakthrough thinking and innovation in marketing. Mr. Hill, W '67, was chosen for instituting major changes in the retail banking industry, for breaking down barriers, and for raising the standard for excellence in marketing. Dr. Stephen Hoch, chairman of the marketing department and director of the Jay H. Baker Retailing Initiative, said "We are extremely pleased to give this award to Vernon Hill who has raised the standard for innovation and excellence through his leadership."



Vernon Hill

AAMC Award: FOCUS

Penn Medicine's *FOCUS on Health & Leadership Program* has received the Association of American Medical College's (AAMC) Women in Medicine Leadership Development Award. The award recognizes an individual or a Women in Medicine Organization for outstanding contributions to develop women leaders in academic medicine.

FOCUS was recently awarded this national recognition for their efforts on behalf of Penn women in academic medicine. The criteria for the award include: improving the educational and professional environment for women in academic medicine; enhancing the development of women faculty into positions of greater leadership, and/or; nurturing students in their academic career development.



At the awards ceremony: (From left to right) Dr. Lucy Wolf Tuton (co-director of FOCUS), Patricia Scott (co-director, FOCUS), and Dr. Stephanie Abbuhl (director of FOCUS and vice chair, medical director and associate professor of emergency medicine). Not shown: Dr. Katrina Armstrong (director of FOCUS Research Programs), who was unable to join her colleagues to receive the award in Boston.

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January AT PENN calendar

January AT PENN calendar

New Online Directory Coming: New Features, Capabilities, and Privacy Rules

Penn's Online Directory is undergoing a major facelift. Scheduled for release early in 2005, the new Directory will offer many new features and capabilities, among them richer information, separate views of information for external and University audiences, and a redesigned online updating utility available to students as well as faculty and staff. Behind the scenes, the Online Directory will share data with other systems, such as *U@Penn* and *PennInTouch*, thereby minimizing the need to update the same information in more than one place. You can view mockups of some of the new features at www.upenn.edu/computing/directory/preview.html.

Two Views of Directory information

One of the main goals of the Directory is to balance the privacy needs of individuals with the operational needs of the University—to provide a useful set of information for faculty, staff, and students while allowing greater control over the release of personal data. These needs are balanced in the views mentioned above: the Penn View, which will offer more extensive information to *authorized users* (primarily current faculty, staff, and students) who must log in, and the Public View, which will display a subset of information to *anyone* searching the Directory.

New Privacy Rules for Faculty and Staff

Underlying the two views are amendments to the Directory privacy rules for faculty and staff in HR Policy 201. Developed by Penn Human Resources (HR) and the University's Privacy Officer, in conjunction with ISC and a University-wide Privacy Committee, the rules specify that all faculty and staff must have a minimum listing in the Public and the Penn Views unless they have a compelling privacy or security concern that warrants exclusion from the Directory.

In the Penn View, the minimum information for faculty and staff includes name, School or organization, affiliation (faculty or staff), title (professor, director, etc.), a campus mailing address, a campus phone number, and a campus e-mail address. Importantly, faculty and staff can list their campus *organization's* address, phone, and e-mail in lieu of their direct contact information. In the Public View, the minimum information includes only name and affiliation. Aside from the required information, faculty and staff will be able to add, delete, and change data in additional fields to provide a user-tailored listing in the Penn View and Public View.

Faculty and staff currently suppressing their Directory listing will have the minimum information displayed in the new Directory unless they specifically request an exclusion or add additional information themselves. Faculty and staff who wish to be excluded from the Directory for security or privacy reasons will be able to submit a request for consideration by the Office of Audit, Compliance, and Privacy.

Privacy Changes for Students

Students are not required to have a minimum listing in either view, consistent with federal privacy law and Penn policy. They will, however, have easier and more detailed control over the data they do wish to share in both the Penn

View and the Public View, and they will be able to exclude themselves from the Directory via the new updating utility rather than through the Registrar's Office. Any privacy flags that apply in the current Directory will be carried over to the new Directory.

Views and Searching

A search in the new Directory will yield a table of results with an abbreviated listing for each name found. Selecting a particular name will open the detailed listing for that name. A search in the Public View will yield a maximum of 20 search results, while in the Penn View, authorized users will obtain all results that match their search criteria. Moreover, the data returned may provide more information than is available in the Public View.

Updating Capabilities

The Directory's updating utility has been redesigned and expanded, enabling many new kinds of information to be entered and providing flexibility to display different information in each view. Selecting information for display is done on an easy-to-use tabbed Web form. Up to four phone numbers and four addresses can be shown, and annotations, such as office hours next to your office address, can be added. It's even possible to add a name you are commonly known under if it's different from your name of record. You'll also be able to select data for display from *U@Penn* or *PennInTouch*, depending on your affiliation. For example, faculty and staff can select their Payroll mailing address and students can select their on-campus residence address.

An administrative feature has been added to allow selected staff appointed by School and departmental administration to update entries on behalf of others in their area. People wishing to maintain sole responsibility for their Directory information will still have the option to do so.

Preview Period and Rollout

Everyone will be given an opportunity to preview and edit their Directory listings before the new Directory goes live. For most people, the default information in their new listings will be the same information that displays in the current Directory, plus any additional information specified in the minimum requirements in the case of faculty and staff. Such additional information will be obtained from their records in University administrative systems.

Next Steps

The new Online Directory aims to make it easier for people within the University to communicate with each other and gives us all the ability to further protect our personal privacy. In addition, future versions of the printed faculty and staff directory will be based upon information contained in the Penn View of the Online Directory. Watch for announcements about the Online Directory in the new year, including a University Notification e-mail advising you to preview your listing. In the meantime, if you have questions, please contact new_online_directory@isc.upenn.edu.

—Robin Beck, Vice President,
Information Systems & Computing

Planning Ahead: BEN Financials to be Upgraded during Break

BEN Financials, the University's suite of core financial applications, will be upgraded during the Winter Break and unavailable from 2 p.m. on December 23 through 8 a.m. on January 3. The upgrade will bring some immediate and frequently requested improvements in functionality, navigation, and ease of use to users. More importantly, it will facilitate ongoing functionality improvements while ensuring that Penn remains current with Oracle's software releases. An overview document highlighting the changes is available on the Financial Training Department's website at www.finance.upenn.edu/ftd/documentation.html. In addition to BEN Financials users, others may be affected by the upgrade, especially by the timing. This includes researchers whose grants are closing, anyone planning year-end purchases, and faculty and staff who want to access financial and grant information during Winter Break. To minimize the impact, we ask that you review the information below.



Important Planning Reminders

- All work on grants that require closing activities in December must be completed by *December 23*.
- For items needed during the Winter Break, make sure all orders are placed before 2 p.m. on *December 23*.
- BEN Reports, GRAM, and the Data Warehouse, containing general ledger detail as of *December 23*, will be available during the Winter Break.
- Desktops of BEN Financials users must be updated with the new version of JInitiator by *January 3, 2005* in order to access BEN Financials after the Winter Break.
- The Financial Training Department (FTD) is offering demonstration sessions on the changes and new features in BEN Buys. The schedule is available at www.hr.upenn.edu/training_coursecatalog/search_criteria.asp. From this page, select either "Finance and Accounting" under Browse By Category or "Finance" under Browse By Department.

Support During the Winter Break

Purchasing Services staff members will be available to assist faculty and staff with purchasing requirements during the Winter Break. BEN Buys users are encouraged to order mission critical requirements in advance of the Winter Break to ensure an uninterrupted supply of necessary items.

If you require assistance, please call Purchasing Services' main phone number at (215) 898-7216 and you will be directed to the appropriate staff member. Please visit the Purchasing Services website at www.purchasing.upenn.edu/news/041111_01.php for Winter Break coverage days and times.

—Ralph Maier, Interim Director,
Purchasing Services

—Stephen Stines, IT Senior Director,
Financial Systems, Division of Finance

—Jeanne F. Curtis, IT Executive Director,
Administrative Information Technologies, ISC

Networking & Telecommunications Services & Rates for FY 2006

Highlights of FY 2006 Changes

A number of ISC Networking & Telecommunications (N&T) rate changes will go into effect starting *July 1, 2005*. Most of these changes result from recommendations made by the Network Planning Task Force, a cross-campus team made up of technology and business staff as well as leaders from the faculty, student body, and administration that discusses and resolves issues surrounding the planning and funding of PennNet. This year's Task Force recommendations are summarized in their December 6, 2004 presentation located at: www.upenn.edu/computing/group/nptf/2004/dec06/.

All FY '06 ISC Networking and Telecommunications rates are available online at: www.upenn.edu/computing/isc/networking/rates/.

Rate Reductions

Three of our data service rates will go down in FY 2006.

- *100Base-T Port Rental/Maintenance Fee* – Drops to \$16.03/month (from \$21.70). This rate went into effect starting 11/1/04.
- *Wireless Access Point Monthly Fees* – Decrease from \$30 to \$27 per month.
- *Wireless Access Point Installation Estimates*—Lower to \$1,800/AP for FY '06.

Data Rates

- *Central Service Fee (CSF)* - Will increase from \$10.43/month to \$10.68/month.
- *Port Rental/Maintenance Fee* for 10Base-T connections will not increase in FY '06.
- *E-mail services* rates will not increase in FY '06.

Voice Rates—All voice rates will remain unchanged for FY '06.

Video Rates

- *Video Outlets*—Penn Video Network outlet rates will increase from \$13.00/month to \$13.50/month.
- *Video Production, Videoconferencing, and Web Streaming*—Hourly rates will increase for the first time in five years. New rates are published at www.upenn.edu/video/pvp/costs.html.

If you have any questions or need assistance determining which services you require, please call ISC Networking and Telecommunications at (215) 898-2883.

Data, Voice and Video Rates

Data Rates	FY 2005	FY 2006
Central Service Fee		
per IP Address	\$10.43/month	\$10.68/month
Port Rental and Connection Maintenance Fee		
10Base-T	\$6.03/month	\$6.03/month
100Base-T (Includes \$10 bandwidth surcharge)	\$21.70/month	\$16.03/month
Wireless Local Area Networks		
Access Point Installation	\$2,000 per Access Point	\$1,800* per Access Point
Monthly Fee	\$30 per AP/month	\$27 per AP/month

* Please note: The Access Point Installation Fee is an estimate for budgeting purposes. Installations with a larger number of APs tend to have a lower average unit cost. Departments will be billed actual costs. Monthly Fee does not include port rental/connection maintenance fee.

E-mail Services

POBOX Account - Basic Authentication Security	\$39/year	\$39/year
POBOX - Enhanced Authentication Security (Kerberos)	\$33/year	\$33/year
Large E-mail List Management	One-time \$30 setup charge plus \$20/six months per list	One-time \$30 setup charge plus \$20/six months per list

Note: Volume discounts are available on POBOX for groups of over 500 users. Additional disk storage on POBOX can be purchased for \$15/10 MB.

Voice Rates

Long Distance

- Long-distance direct-dialed calls are charged at a flat per-minute rate.
- Domestic—Billed at \$.10/minute.
- International—For flat per-minute rates to individual countries, go to the long distance section of our rates pages (www.upenn.edu/computing/isc/networking/rates/).

Note: Rates are subject to change. This flat rate does not apply to ISDN or Operator-assisted calls of any type.

Allocated Costs

Allocated charges cover the cost of providing a unified telecommunications system (voice infrastructure, operator services, etc.) for the University. This cost is shared by all those who use the system, and is evenly allocated as 30% of total monthly equipment (telephone lines, sets, and voice messaging) costs to each department or center.

Video Rates	FY 2005	FY 2006
Active PVN Outlet	\$13.00/month	\$13.50/month

The *Penn Video Productions* group offers a full range of production, storage, and distribution services. For a complete description of rates and available services, see www.upenn.edu/video/pvp/.

Videoconferencing Services and Facilities—This service provides a fully-interactive “virtual meeting” between groups located at geographically-separated points. Call (215) 898-9142 or (215) 573-4006 for more information.

Winter Break Safety: Special Checks of Residences

In order to reduce the opportunity for crime (i.e. criminal mischief, burglaries, etc.), the Division of Public Safety is again offering to conduct Special Checks of Residential Properties during the following timeframe: 5 p.m., *Wednesday, December 22, 2004* through 7 a.m., *Monday, January 10, 2005*. Students, faculty and staff who live within the following geographical boundaries—Schuylkill River to 43rd Street and Baltimore Avenue to Market Street—may participate.

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

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

—Division of Public Safety

EXPORT Center Supporting Health Quest Live

The Penn-Cheyney EXPORT Center (Excellence in Partnerships for Outreach, Research & Training in Obesity) and the University of Pennsylvania Health System (UPHS) are pleased to support Health Quest with faculty from the UPHS addressing health topics important to the African American community. For more information call 1-800-789-PENN or see www.pennhealth.com.

Tune to station WURD Radio-900 on your AM dial from 11 a.m. to noon on the following Wednesdays.

Date	Topic	Speaker
January 5	Juvenile Diabetes	Dr. Steve Willi
January 19	Diabetes	Dr. Stanley Schwartz
February 9	Heart Disease	Dr. Philippe Szapary
February 16	Breast Cancer	Dr. Chanita Hughes Halbert

Summary Annual Report for the University of Pennsylvania Matching Plan, University of Pennsylvania Basic Plan and the Supplemental Retirement Annuity Plan of the University of Pennsylvania

This is a summary of the annual reports of The University of Pennsylvania Matching Plan (Plan No. 001), The University of Pennsylvania Basic Plan (Plan No. 028) and the Supplemental Retirement Annuity Plan of the University of Pennsylvania (Plan No. 002) sponsored by the University of Pennsylvania, EIN: 23-1352685, for the period July 1, 2003 through December 31, 2003. The annual reports have been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

To facilitate publication, the summaries for all three plans have been combined within this summary. Consequently, portions of this summary may refer to a plan in which you are not currently participating.

Basic Financial Statement: Matching Plan and Supplemental Retirement Annuity Plan

The plans have contracts with the providers TIAA-CREF and Vanguard which allocate funds toward group deferred annuities and mutual funds. Participants who have accounts with these providers deal directly with them when making transactions in their respective accounts. The providers render financial reports directly to the plan participants.

Basic Financial Statement: Basic Plan

Benefits under the plan are provided through allocated insurance contracts and a trust fund. Plan expenses were \$2,514,323. These expenses included \$109 in administrative expenses, \$381,832 in benefits paid to participants and beneficiaries and \$2,132,382 in premiums paid for the provision of benefits under individual policies. A total of 14,875 persons were participants in or beneficiaries of the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$71,839,677 as of December 31, 2003, compared to \$53,947,679 as of July 1, 2003. During the plan year the plan experienced an increase in its net assets of \$17,891,998. This increase includes net unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the plan year and the value of assets at the beginning of the plan year or the cost of assets acquired during the plan year. The plan had total income of \$20,406,321, including employer contributions of \$12,556,940, employee rollover contributions of \$5,292, and earnings from investments of \$4,010,268.

The Plan has contracts with TIAA-CREF which allocate funds toward individual policies. The total premiums paid for the plan year ending December 31, 2003 were \$2,077,608.

Your Rights to Additional Information

Under ERISA, you have the right to receive a copy of the full annual report, or any part thereof, upon request. The items listed below are included in that report for the University's Basic Plan:

1. Financial information;
2. Assets held for investment;
3. Insurance information; and
4. Information regarding pooled separate accounts in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Plan Administrator, c/o Joanne M. Blythe, Retirement Manager, University of Pennsylvania, 3401 Walnut Street, Suite 527A, Philadelphia, PA 19104-6228, (215) 898-9947. The charge to cover copying costs will be \$5 for the full annual report or 25 cents per page for any part thereof.

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both for the University of Pennsylvania Basic Plan. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right under ERISA to examine the annual reports in the offices of the Employer at the address for the Plan Administrator, above, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

—Division of Human Resources

Holiday Safety Tips

The holiday season should be full of joy and happiness. Unfortunately it is also a time of the year when crimes against property traditionally increase and the highways become increasingly dangerous due to careless and/or impaired motor vehicle operators. In order to make your holidays joyous and safe, Penn Police offer the following suggestions related to crime prevention and safety:

Workplace Safety:

- Keep personal items such as handbags, wallets etc. in a locked, secure area.
- Electronic items such as Palm Pilots, laptop computers should be secured when left unattended.
- Offices should be secured when unattended. If you don't have a lock on your office door, request that one is installed.
- Report suspicious behavior to the University Police by dialing 511 from any University telephone or (215) 573-3333 from a non-University phone. We suggest that you incorporate this number into your cell phone speed dialer.

Vehicle Safety:

- Never leave items in your vehicle that are visible to the public. Mall parking garages and lots are favorite targets of the opportunistic thief. Stow away items such as gifts in the trunk of your vehicle. If you have an SUV, cover these items with an old blanket or sheet.
- Park your vehicle in a well-lit area and be cognizant of your surroundings. Carry a cell phone with you and be prepared to call the Police in case of an emergency.

Shopping Safety:

- Be aware of your surroundings. Carry only the credit cards that you intend to use and avoid carrying large sums of money.
- Use ATM machines that are in well-lit safe environments. Avoid using ATM's that are located in malls. Pickpockets normally work these areas looking for people withdrawing large sums of cash. Locations such as Wawa are usually well-lit safe locations for ATM withdrawals. There is also an ATM in the lobby of the Division of Public Safety at 4040 Chestnut Street, there is a \$1 service fee for non-members.
- Thieves often target food courts. Don't leave handbags, gifts, etc. unattended. Shopping in pairs will minimize your risk of being a crime victim.
- Secure your credit card receipts. Someone

(continued on page 11)

Week Seven Raffle Winners

Roger LaMay—WXPN, overnight stay for two at the Inn at Penn, donated by Business Services.

Patricia Vickers—University Archives and Harry Zinsser—professor emeritus of medicine, 2 sets of two tickets each to the Penn Relays on 4/29, donated by Department of Recreation and Intercollegiate Athletics.

Kerry Peluso—Division of Finance and Ellen Monsees—Development & Alumni Relations, 5 one-day guest passes to the Pottruck Health & Fitness Center, donated by DRIA.

Melanie Cedrone—University Library, voucher for 2 tickets to River North Chicago Dance Company on 2/26 at 2 p.m., donated by Annenberg Center.

Amy Pollock—College Houses, HP LJ 1012 printer, donated by Business Services.

Marilyn Norcini—Penn Museum, set of ten CDs donated by WXPN.

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

—Robert Eich,
Penn's Way 2005 Campaign Coordinator

Holiday Safety Tips

(continued from page 10)

gaining access to your credit card numbers could be the first step in having your identity stolen.

Highway Safety:

The University of Pennsylvania Police Department is a recipient of the Pennsylvania Law Enforcement Silver Buckle Award presented through the Governor's Office as the result of our promotion, education, training and enforcement of proper seat belt usage. Buckle up for safety, it is not just good common sense, it's the law.

Don't Drink and Drive:

- Alcohol is often served at holiday parties.
- When driving on the highway it is recommended to have a cellular telephone available in case of emergencies.

Please forward this message to your colleagues. From all of us at the University of Pennsylvania Police Department we wish you and your family a safe, healthy and joyous holiday.

—Captain Joseph D. Fischer

CLASSIFIEDS—PERSONAL

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.

FOR RENT

Lovely stone carriage house in Wallingford, PA on landscaped, 5 acre historic estate. Large 2BR, 1BA, LR, DR, 8 closets, new kitchen appliances, D/W, W/D. Newly installed security system. Refinished antique heart pine floors throughout. Large deck overlooking picturesque creek. Abuts 38 acre wooded greenspace. Wallingford/Swarthmore schools. N/S. Avail. after Dec. 15th. \$1850 plus utilities. Optional 3 plus car garage. Heated w/ 1/2 BA and addl. 320 sq. ft. storage/office/art studio w/ dual carport. Convenient to 95 & 476, trains to Philadelphia and Wilmington. Price negotiable. (610) 876-9822.

Almanac is not responsible for contents of classified ad material.

Update

December AT PENN

TALKS

27 *The Politics of Mourning*; Gayatri Spivak, Columbia; Eduardo Cadavo, Princeton; Jean-Michel Rabaté, English; Aaron Levy, Slought Foundation; 6:30 p.m.; Slought Foundation (Slought).

28 *Ubu Meets Gertrude (Towards a Post-textual Avant-garde)*; authors Johanna Drucker, Cristian Bök, Nick Monfort; Jean-Michel Rabaté, English; Scott Rettberg, Richard Stockton College of NJ; 8 p.m.; Slought Foundation (Slought Foundation).

Deadline: The deadline for the February AT PENN calendar is *January 11*. For information see www.upenn.edu/almanac/calendar/caldead-real.html.

EHRS News

2005 Shipping Regulation Changes:

Significant regulatory changes for shipment of clinical (diagnostic) specimens, biological products and infectious substances become effective *January 1, 2005*. Check the *What's New* section of the EHRS web site, www.ehrs.upenn.edu, for specifics.

Training: Introduction to Laboratory and Biological Safety at Penn will be offered on December 16, 9:15 a.m.-noon, Dunlop Auditorium, Stemmler Hall. Bring a Penn ID and arrive at 9 a.m. to sign-in. A Training Certificate will be issued at completion of the entire course. This program provides a comprehensive overview of safe work practices in the biomedical laboratory and meets the OSHA requirements for employees who work with hazardous chemicals and bloodborne pathogens. All faculty, staff and students at Penn who work in a laboratory and have not previously attended a live training presentation must attend this training.

Information about required training programs is available at the *Training Requirements* section of the EHRS web site www.ehrs.upenn.edu/training/index.html.

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **November 29-December 5, 2004**. Also reported were 23 Crimes Against Property (including 21 thefts, 1 criminal mischief and 1 fraud). Full reports are on the web (www.upenn.edu/almanac/volumes/v51/n15/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 **November 29-December 5, 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.

11/30/04	4:12 AM	4222 Chestnut St	Female forced door open to building/Arrest
11/30/04	2:57 PM	4233 Walnut St	Male broke into residence/Arrest
11/30/04	6:17 PM	235 S 33rd St	Male in building without authorization/Arrest
12/01/04	3:19 AM	4002 Walnut St	Male wanted on warrant/Arrest
12/01/04	9:43 AM	3744 Spruce St	Male observed panhandling/Arrest
12/01/04	12:24 PM	3500 Market St	Complainant threatened by male
12/01/04	5:33 PM	4000 Walnut St	Male wanted on warrant/Arrest
12/03/04	5:05 PM	3400 Spruce St	Unknown male attempted to rob delivery driver
12/03/04	10:05 PM	36th & Chestnut	Male wanted on warrant/Arrest
12/04/04	12:01 PM	4005 Pine St	Unknown male attempted to rob complainant
12/05/04	9:01 PM	3900 Walnut St	Male harassing persons/wanted on warrant/Cited

18th District Report

11 incidents and 2 arrests (including 6 robberies, 4 aggravated assaults and 1 rape) were reported between **November 29-December 5, 2004** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

11/29/04	7:43 AM	4601 Walnut St	Robbery
11/30/04	6:00 AM	5045 Walton Ave	Aggravated Assault/Arrest
11/30/04	6:55 PM	42327 Walnut St	Robbery
11/30/04	8:00 PM	4300 Walnut St	Aggravated Assault
12/02/04	1:00 PM	4800 Spruce St	Aggravated Assault/Arrest
12/02/04	4:02 PM	3400 University Ave	Aggravated Assault
12/02/04	6:05 PM	4000 Woodland Ave	Rape
12/03/04	5:03 PM	3417 Spruce St	Robbery
12/04/04	12:05 AM	4725 Chester Ave	Robbery
12/04/04	11:55 AM	4005 Pine St	Robbery
12/04/04	2:44 PM	214 47th St	Robbery

CLASSIFIEDS—UNIVERSITY

RESEARCH

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

Want to lose weight? The University of Pennsylvania's Weight and Eating Disorder Program is looking for men or women who will receive 2 years of weight loss treatment using either a low-carbohydrate or a low-calorie weight loss program. Call now to see if you are eligible to start after the New Year. Overweight men and women aged 18-65 are encouraged to call **The Carbohydrate Study at (215) 746-1747 ext 4**.

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) for a study to identify the hereditary factors that may cause the condition. To participate in this study, participants must have had onset of myopia before 12 years of age, and a refractive prescription of 5.00 diopters or more. A free eye examination for glasses may be provided. We will compensate you for travel and parking expenses. For more information about the study, 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.



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.

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

Improving Learning at Universities: Who is Responsible?

J. Scott Armstrong

Recently, I published a letter in the *Wall Street Journal* (Armstrong 2004a) with the basic message that business school education has been losing effectiveness. Most important, students are not learning to *do* things, such as making an effective oral presentation, writing a persuasive management report, listening to others, conducting a meeting, or using statistical procedures to analyze data. This problem is not confined to business schools; it is plaguing the educational system on almost every level. My letter drew responses from alumni, faculty, recruiters, consultants, and students. Nearly all of them agreed with my assessment, claiming that the problem is rampant but ignored. As I will show below, however, evidence-based suggestions can resolve the problem.

This problem is not just based on perceptions. Much research (e.g., Attiyeh & Lumsden 1972; Berg 1970; Hunt, Chonko & Wood 1986; Pfeffer & Fong 2002) has documented the failure of formal education to enable students to become more effective on the job or in other aspects of life. One way to refute this conclusion is to find empirical evidence showing that formal education is more effective than job experience at improving skills (holding cognitive and other abilities constant). However, I have issued this challenge for a number of years and have been unable to obtain such evidence.

Why is the educational system ineffective in teaching people to apply their knowledge? It is that we have designed a system that convinces most students that they are not responsible for their own learning. Surprisingly, the problem starts as soon as people are placed in groups. Zajonc's (1965) review of social facilitation research, done on rats and students, found that when subjects observe the critical responses of others, their learning is inhibited. This led Zajonc to conclude, "students should study alone," (He did not provide advice for rats). The presence of a teacher compounds the problem (Browne et. al. 1991; Tough 1982). Grading saps responsibility and thus inhibits learning (Condry 1977; Levine and Fasnacht 1974). Student evaluations of teachers lead to a further erosion of their responsibility because the students place the responsibility on the professor (Armstrong 1998; 2004b), not to mention that the evaluation process is viewed by some as a demoralizing and demeaning exercise for faculty (Gray & Bergmann 2003).

I summarize some of the findings in order to develop action steps that schools could take. Those who are familiar with the research might regard these suggestions as old-hat. Those who are not familiar might be incredulous. A few programs within the University of Pennsylvania as well as other schools already contain some of these design aspects. For example, many Ph.D. programs are successful in getting students to take responsibility. While my concern is primarily with skill training, these suggestions also apply to education focused on changes in attitudes and content.

Learning Activities

1. Ask students to develop a learning plan. A team of coaches, who might or might not be faculty members, would assist in revising and improving plans. Students would evaluate their progress against their plan.

2. Organize learning activities around skills rather than content. Students could use classes, discussions, videos, books, teaching machines, self-directed exercises, papers, and experiential learning exercises, such as role-playing. Faculty members would develop learning materials for students that would be suitable for self-study. Students would be encouraged to do independent work. They would be free to choose whatever methods, including courses, they and their advisor think would work best for them.

3. Provide guides that identify faculty members who are available to help students. The guides would also list useful readings and websites.

4. Encourage the development and communication of useful research by faculty. Learning could be aided by summarizing all useful knowledge in an area so that students can use it. I have developed two such sites, <http://forecastingprinciples.com> and <http://advertisingprinciples.com>. Many of these learning materials could be placed on the Internet so that they are available to our alumni and others.

Assessing Students and Faculty

1. Use independent assessment centers rather than have faculty grade students. The assessment center tests would require students to demonstrate mastery of the techniques and principles in given areas. Examples would include preparing and delivering a persuasive five-minute talk and describing the persuasion tactics that were used, or conducting a ten-minute interview to find out why someone is upset about an issue. Students and coaches would share a common goal in having the students do well on these independently administered assessments. Additionally, this would eliminate the need for grading by faculty. Administrators could track the extent to which individual faculty members develop materials that are helpful in mastering the techniques/principles/concepts.

2. Require detailed monthly assessments in which students would describe how they were progressing on their learning plan. This would replace student evaluations of teachers and would put responsibility on the student.

3. Evaluations of the teachers and coaches could be done by looking at the success of their students on assessment center tests. These tests would be designed to assess the student's ability to use various techniques, principles, and knowledge for such skills as noted above. The schools would certify that a student received a degree. When employers request grades, students would be permitted to have their assessment center scores sent to prospective employers.

Judging from prior research, these suggestions would increase learning by students. They would also establish the university as an innovator in learning, even if the programs remain small in scale.

To reap the benefits of the changes, it is not necessary to adopt all of the action steps at once. Instead, some steps could be implemented as pilot programs. Our experience could then be used to refine our approach to implementing further changes. Over time, the programs could evolve.

I make these suggestions in the hope that the administration will be open to initiatives by departments, staff and faculty members to experiment with ways to encourage students to be responsible for their learning. Better yet, they might convince key people to introduce some of these above-mentioned procedures.

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Dr. J. Scott Armstrong is professor of marketing in the Wharton School.

This essay continues the series that began in the fall of 1994 as the joint creation of the College of Arts and Sciences and the Lindback Society for Distinguished Teaching.

See www.upenn.edu/almanac/teach/teachall.html for the previous essays.

If you would like to submit an article for this series, contact Larry Robbins, director of the Center for Teaching and Learning, robbinsl@sas.upenn.edu.