The 2005 School of Nursing Awards

Roger Malseed

The Faculty Teaching Award recognizes a member of the School of Nursing faculty for excellence in teaching. Dr. Roger Malseed, adjunct associate professor of nursing, is lauded for his superb skill in teaching pharmacology to thousands of nursing students over the decades and is known for bringing the most current research into the classroom. Students praise his thought-provoking way of presenting critical information and his patience in answering every student question in order to ensure the material is accessible. His students recognize the importance of his scholarship.

Early Warning Center: Security Against Cyber Terrorism

The Cyber Incident Detection Data Analysis Center (CIDDAC), the first real-time cyber threat-sharing system to protect the nation’s critical infrastructure, announced last week the opening of its National Operations Center at Penn’s Institute for Strategic Threat Analysis and Response (ISTAR).

The operations center will fundamentally change the way the U.S. responds to cyber attack and terrorist use of the Internet by providing voluntary automated incident reporting to law enforcement when security breaches occur, all the while protecting the identity and privacy of its members and their data.

ISTAR—a multidisciplinary institute for research, teaching and policy formulation in strategy and security studies (Almanac October 15, 2002)—will be the academic partner of CIDDAC in the Department of Homeland Security contract to establish a pilot program for a research center for the study of cyber security issues.

CIDDAC is a non-profit organization that integrates private, public and government cooperation to facilitate the real-time sharing of cyber attack data.

“Every day, new security breaches compromise the privacy of our personal and financial information, but these events also compromise the security of critical infrastructure, both public and private, in democracies around the world,” said Dr. Harvey Rubin, professor of medicine, microbiology and computer science, and director of ISTAR.

“The establishment of the CIDDAC operations center at ISTAR will provide new and important data that our researchers can use to track cyber attacks and tackle this emerging threat.”

CIDDAC places an intrusion-monitoring machine, known as a Real-time Cyber Attack Detection Sensor (RCADS), outside a corporate network. While the sensor is not connected to any actual corporate production systems, it appears to intruders as just another machine on the network. The RCADS is also linked to the CIDDAC National Operations Center, which alerts other member organizations. CIDDAC analyzes RCADS data and only sends appropriate criminal referrals to law enforcement. The reporting company’s identity remains confidential.

“With CIDDAC’s method of gathering cyber threat data, the private sector can both report and benefit from such data without worrying about the government accessing internal networks,” said Charles “Buck” Fleming, executive director of CIDDAC. “This rapid sharing of information will allow U.S. companies and the nation to operate more securely and smoothly.”

Mr. Fleming said privacy protection is a basic requirement of CIDDAC.

“Protection guarantees by statute and the Constitution are essential elements of any data collection activity,” he said. “The private sector needs to drive this effort—in partnership with academia, government and law enforcement—for it to be successful.”

While law enforcement does not access private corporate data, it can compile attack signatures, which are profiled to provide government investigators data to more quickly identify, locate and neutralize cyber threats.

“Rapid information sharing is vital to combating cyber criminals,” said John C. Eckenrode, special agent in charge of the Philadelphia FBI office. “A victim of a cyber attack must be able to collect and analyze a large amount of data in a short period of time to identify the attacker. To reduce this threat, the private sector must take the lead in identifying significant cyber threats and share that information with other businesses and law enforcement.”

Companies, organizations and government agencies involved in banking, electrical power, gas and oil, telecommunications, 911 services, water, transportation and government services can join CIDDAC. Additional information is available at (877) 905-0777 or www.ciddac.org.

Dr. Lois K. Evans

The Doctoral Student Organization (DSO) is pleased to present the 2005 Barbara Lowery Faculty Award to Dr. Lois K. Evans. Dr. Evans, the Viola MacNinis/Independence Professor of Nursing, is a Fellow of the American Academy of Nursing. She is an exemplary role model to doctoral students in her dedication to leadership and research in gerontological nursing. Dr. Evans is valued by her students for her strong mentorship, intellectual guidance and the invaluable support she has given over the years. Furthermore, her enthusiasm and talent as an educator have endeared her to many in the School of Nursing. The DSO gives her this award to honor her as a leader, scholar and mentor.

The award recognizes the significant impact and contributions of a faculty member to the development of future nursing scholars, researchers and leaders. It is awarded each year to a member of the School’s standing faculty by a vote of the DSO membership. The award was named to honor Dr. Lowery, who was instrumental in the lives of so many doctoral students.

Carol Ladden

The Undergraduate Advising Award recognizes a member of the School of Nursing who excels at advising undergraduate students. This award was given to Carol Ladden, assistant dean of admissions and financial aid. Her advises praise her experience, commitment and sincere approach. They commend her constant support of their academic and psychosocial well-being and her dedication and devotion towards all undergraduate students.

The Teaching Assistant Award is awarded to a TA who demonstrates cognitive, professional and interpersonal competencies. This year there were two recipients: Eun-Hi Kong’s professionalism and competence surpasses the expectations of her faculty who consider her an invaluable asset. Ms. Kong brings organizational and technical skills to the course through utilization of the University Blackboard Learning System. Saitle Mitchell uses her personal passion for nutrition to bring a balanced, interactive and enthusiastic approach to participation with students during classroom discussion. Her faculty praise her efforts, maturity and consider her as a vital part of the team.

Minority Equity Report

This issue contains the Executive Summary of the Minority Equity Report. The full report is available online in PDF format at www.upenn.edu/almanac/volumes/v51/n31/eer.html.

IN THIS ISSUE
2 Death: Dr. Williams; Invitation to Commencement; Penn Perspective; Bicycle Survey; Speaking Out: Retiree Benefits
3 Report of the Consultative Committee for the Selection of a Provost; Penn Reading Project
4 Minority Equity Report; Executive Summary
5 J&J—Penn Proof of Concept Fund; Blood Drive; Nursing Procession; Health Quest Live; Alumni Weekend Volunteers
6 Update; CrimeStats; Classifieds; Almanac Schedule
8 249th Commencement—School Ceremonies
Death

Ned Williams, Microbiology

Dr. Ned B. Williams, professor emeritus of microbiology at the School of Dental Medicine died on April 25 in Hilton Head, S.C. at the age of 92.

Dr. Williams was largely responsible for creating the research-oriented basic science departments at the School of Dental Medicine in the early 1960s and under his direction, Penn became one of the few dental schools engaged in active basic science research. Dr. Williams was successful in securing funding from NIH to construct the School’s first research facility—a small research building on Sansom Street—and in 1967 the National Institute for Dental Research at NIH awarded the School a five-year grant to establish the first Center for Oral Health Research, with Dr. Williams as its director. Under the guidance of Dr. Williams, the School’s Leon Levy Center for Oral Health Science Center was completed in 1969, and it remains the hub of Penn Dental’s research activities today.

Born in Dayton, Ohio, Dr. Williams received an A.B. from Swarthmore College in 1934, graduated from Penn Dental Medicine in 1938. From 1942-46 he served in the U.S. Army where he attained the rank of Major. He earned his Ph.D. from the University of Chicago in 1947. That year he joined the Penn faculty as an assistant professor and was appointed chairman of the microbiology department in 1949. He was promoted to associate professor in 1950 and professor in 1953.

During his tenure at Penn he was active in University-wide activities, serving as secretary of the Faculty Executive Committee (1950), member of the Athletic Council (1965), chairman of the Faculty Senate (1967-68).

In 1958, Dr. Williams was elected president of the International Association of Dental Research. He served as consultant for the U.S. Public Health Service and as chairman of the Dental Study Section, 1953-57; he was a member of the Dentistry Panel of the National Research Council. Dr. Williams was a Charter Fellow of the Academy of Microbiology, and a member of its Board. He was a consultant to the Council of Dental Therapeutics of the American Dental Association and served on its Council of Dental Education.

Dr. Williams is survived by his wife of 66 years, Louise Stubb’s; three daughters, Carol Jackson, Joyce Martin, and Susan Noyes; a son, David (D’77), whose daughter is entering the Dental Education. Dental Association and served on its Council of Dental Therapeutics of the American Dental Association and served on its Council of Dental Education.

The Penn Perspective: June 8-9

Penn is a unique institution with a proud history and worldwide reputation for excellence. Although our mission of education, research and service is easily understood, the business of running such a large and diverse enterprise is not. It is a very complex process. This program attempts to provide insight into these complexities. Those attending will leave with a better understanding of how Penn works. Participants will also develop a greater appreciation for the role they play in this process.

This two-day program, June 8 and 9, 9 a.m.-4:30 p.m., provides the opportunity to hear firsthand from Penn’s leaders regarding critical aspects of the University’s structure, mission and future direction. It will be held in the Amado Recital Room, Irvine Auditorium.

Register for The Penn Perspective online at www.hr.upenn.edu/learning. Registration: $50.

Division of Human Resources

Bicycle Survey

Dear Fellow Pennsylvanian,

The University is conducting a study of bicycle use on and around the Penn campus.

Specifically, it is looking at storage and safety, with the aim of improving both the security and convenience of bicycle parking for those who regularly travel to and from campus on bikes. This study, jointly sponsored by the Office of Facilities and Real Estate Services and the Division of Public Safety, is being conducted by the office of PennPraxis of the School of Design.

We are now reaching out to you for your input. As part of this study, we are inviting you to participate in a survey that will help the University evaluate bicycle use on or near campus.

Your opinion is important and we’re listening! Please take a few minutes to complete the questionnaire located at www.design.upenn.edu/pennpraxis/survey and we will do our best to incorporate your recommendations into the study.

As a way of thanking you for your participation, we will be selecting one name at random to receive a $100 gift certificate to Trophy Bikes. In order to be eligible for the drawing, please provide your e-mail address at the end of the survey.

If you encounter technical difficulties when completing the survey, please contact Geri Weltz, project coordinator, Communications and Special Projects, Business Services, (215) 746-8655, or gweltz@pobox.upenn.edu.

Thanks for your help.

—Harris M. Steinberg, C ’78, MArch ’82
Executive Director, PennPraxis

Bicycle Survey

Dear Fellow Pennsylvanian,

The University is conducting a study of bicycle use on and around the Penn campus.

Specifically, it is looking at storage and safety, with the aim of improving both the security and convenience of bicycle parking for those who regularly travel to and from campus on bikes. This study, jointly sponsored by the Office of Facilities and Real Estate Services and the Division of Public Safety, is being conducted by the office of PennPraxis of the School of Design.

We are now reaching out to you for your input. As part of this study, we are inviting you to participate in a survey that will help the University evaluate bicycle use on or near campus.

Your opinion is important and we’re listening! Please take a few minutes to complete the questionnaire located at www.design.upenn.edu/pennpraxis/survey and we will do our best to incorporate your recommendations into the study.

As a way of thanking you for your participation, we will be selecting one name at random to receive a $100 gift certificate to Trophy Bikes. In order to be eligible for the drawing, please provide your e-mail address at the end of the survey.

If you encounter technical difficulties when completing the survey, please contact Geri Weltz, project coordinator, Communications and Special Projects, Business Services, (215) 746-8655, or gweltz@pobox.upenn.edu.

Thanks for your help.

—Harris M. Steinberg, C ’78, MArch ’82
Executive Director, PennPraxis

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.

Correction

In the April 19 issue of Almanac, Professor Charles Bernstein, recipient of the Dean’s Award for Innovation in Teaching, was incorrectly titled Dr. Charles Bernstein. We regret the error. —Eds.

Commemeration Invitation

To the Penn Community:

Penn’s Commencement is a wonderful opportunity to gather together in celebration of the impressive accomplishments of our students. On behalf of the Trustees, Officers and Deans and their faculties, we would like to invite all members of the Penn community to attend the University’s 249th Commencement on Monday, May 16, 2005. We are very fortunate to have U.N. Secretary-General Kofi Annan as our Commencement speaker this year.

The Academic Procession steps forth from the Annenberg Center at 9 a.m., then pauses for approximately 45 minutes in front of College Hall to applaud the graduating students as they pass through our ranks. The procession then proceeds to Franklin Field where the ceremony begins at 10:15 a.m. If you wish to attend the festivities, please seek advance approval from your supervisor to assure that the business needs of your department will continue to be met. Whether you wish to join the festivities around Locust Walk and College Green, or come to the ceremony itself (tickets are not necessary), we very much hope that you will join us in this University-wide culmination of the academic year.

Amy Gutmann
President

Peter Conn
Interim Provost

Leslie Laird Kruhly
Secretary

Speaking Out

Had A Sense of Security

We will be dealt another blow from the University of Pennsylvania with the changes that are proposed to the health care and prescription plans. When I was employed by the University, one of the benefits quoted to me was that at retirement my wife and I would enjoy free medical and prescription coverage. We had a sense of security knowing that even though our pensions would be limited, we would always have health care coverage. That changed when I retired and it is no longer free for later retirees such as myself, and the coverage is costing us more each year. Now, you are planning to make us pay a larger percentage when we use our health care plans.

There must be other ways and means that you can employ that will help with the costs other than charging retirees, who are on fixed incomes, more and more every year. We are not able to work and earn more money to cover these charges so we will probably do without regular check-ups and some medicines [in order] to keep our costs down. That will in the end, cost Penn health plans more money because we will not stay as healthy. We will be admitted to hospitals for costlier treatments that could have been avoided with monitored check-ups and regular medicinal therapies.

Please reconsider your proposed plans.

—George T. Wallace, Retired Building Operation Manager

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

The Consultative Committee for the Selection of a Provost was convened by PresidentAmy Gutmann on September 29, 2004. The Committee met as a whole on 11 occasions and formally reported its recommendations to the President on March 2, 2005.

The Committee was chaired by Arthur H. Rubenstein, Dean of the School of Medicine and Executive Vice President of the University for the Health System. The Committee members were:

Faculty
Lawrence D. Brown, Statistics
Lance Donaldson-Evans, Romance Languages
Roselyn Eisenberg, Microbiology
Oscar H. Gandy, Communication
Robert C. Hornik, Communication
Howard Lesnick, Law
Rebecca A. Maynard, Education
Mary D. Naylor, Nursing
Harvey Rubin, Infectious Diseases
Greg Urban, Anthropology
John Vohs, Biomolecular Engineering

Students
Jason Levine, Undergraduate in the College, Chair of the UA, 2004-2005
Samantha R. Springer, Undergraduate in the College, Chair of SCUE, 2004-2005
Ann Tiao, Ph.D. candidate in Education, President of GSAC, 2004-2005
Simi R. Wilhelm, Ph.D. student in Education, Ph.D. candidate, Chair of GAPSA, 2004-2005

The search was supported by Dr. Stephen P. Steinberg of the Office of the President, and John Isaacs, Barbara Stevens, and Philip Jaeger of the search firm of Isaacs, Miller.

The vacancy was announced (and input invited from the entire Penn community) in Almanac and posted for two months on the Jobs@Penn website. It was advertised in the Chronicle of Education, Philadelphia Inquirer, Women in Higher Education, Hispanic Outlook, and Black Issues in Higher Education.

The Committee conducted 35 informational interviews with individuals and groups in the Penn community to understand the scope, expectations, and challenges of the Provost position, as well as many informal contacts. Based on these conversations, the President’s charge to the Committee, and its own subsequent discussions, the Committee prepared a comprehensive 24-page document outlining the scope of the position, the challenges a new Provost will face, and the qualities needed in a new Provost. Guided by the goals of the Penn Compact, the Committee identified moving teaching and research from excellence to eminence—by building the faculty, integrating knowledge, enhancing the undergraduate experience, and effectively managing Penn’s resources—as fundamental strategic tasks facing a new Provost.

To meet these challenges, the Committee sought to identify individuals with the following experience and personal qualities:

• A distinguished teacher, scholar, and academic leader, who brings a passion for students, research, and academic engagement with the wider world.
• An experienced academic administrator with a track record of success in a large, complex research institution.
• An open and accessible leader who has a personal interest in Penn’s faculty and students and the richness of their academic and non-academic lives.
• An appreciation for the importance of diversity to the richness of the Penn experience and to Penn’s success.
• An excellent collaborator who can partner with the President and convene, lead, inspire and motivate Penn’s outstanding deans to lead their schools to greater success.
• A person of high energy, absolute integrity, and enthusiastic optimism.

The Committee considered a pool of some 119 candidates, applicants, nominees, and prospects. Based on voluntary self-identifications and other sources, the pool consisted of 87 men and 32 women, and at least 23 persons of color (11 African-Americans, 3 Hispanics, and 9 Asians). Fourteen members of the pool were from within the University community. The Committee selected 20 individuals for closer examination, and then 14 candidates for semi-finalist interviews with subcommittees, and ultimately, 7 finalists who were interviewed at length by the entire Committee. From these, the Committee recommended four extraordinary individuals, from both inside and outside the University, for President Gutmann’s consideration.

On April 25, 2005, President Gutmann announced her selection of one of the four candidates recommended by the Consultative Committee—Ronald J. Daniels, Dean of the Faculty of Law at the University of Toronto—as her choice to be the 28th Provost of the University of Pennsylvania. He will take office on July 1, 2005 after being presented to the Trustees of the University of Pennsylvania for final approval on June 17, 2005.

—Arthur H. Rubenstein, Chair, Consultative Committee for the Selection of a Provost

Penn Reading Project: Franklin’s Autobiography

The Council of Undergraduate Deans, Office of the Provost, and College Houses and Academic Services are pleased to announce that, in honor of the tercentenary of his birth, Benjamin Franklin’s Autobiography will be the text for this year’s Penn Reading Project (PRP). On Sunday, September 4, 2005, groups of first-year students and faculty leaders will join together to discuss the book as part of new student orientation.

Printer and publisher, author and educator, scientist and inventor, statesman and philanthropist—and, of course, founder of the University—Benjamin Franklin was the very embodiment of the American self-made man. In 1771, at the age of 65, he sat down to write his autobiography, “having emerged from the poverty and obscurity in which I was born and bred to a state of affluence and some degree of reputation in the world, and having gone so far through life with a considerable share of felicity.”

The result is a classic of American literature. Franklin’s ideas and values, as President Amy Gutmann writes, have shaped the modern University profoundly, “more profoundly than have the founders of any major university or college in the United States.” Franklin believed that he had been born too soon. But readers will recognize that his spirit lives on at Penn today.

A unique feature of this year’s PRP is a special edition of Franklin’s Autobiography published by University of Pennsylvania Press. This edition will include a new preface by Dr. Gutmann and an introduction by distinguished scholars and interim provost Peter Conn. The volume will also include four short essays by noted Penn professors Richard Ricci (history), Paul Geyer (philosophy), Michael Weissberg (philosophy) and Michael Zuckerman (history), as well as the text of Franklin’s Proposals Relating to the Education of Youth in Pennsylvania, a document resulting in the establishment of an academy in Philadelphia that ultimately became Penn, as well as a chronology of Franklin’s life.

PRP, now in its 15th year, was created as an introduction for incoming freshmen to academic life at Penn. The sessions, which run from 3 to 4:30 p.m., are preceded by three lectures by prominent faculty members (details will be available in early summer). There will be other supporting activities, including a festival of related films shown on Penn Video Network.

Past PRP books include The Quiet American (Greene), Things Fall Apart (Achebe), Candide (Voltaire), Metamorphosis (Kafka), The Woman Warrior (Kingston), Frankenstein (Shelley), Arcadia (Stopppard) and The Tipping Point (Gladwell). Information about the Penn Reading Project and its history can be found at: www.collegehouses.upenn.edu/prp.

Faculty members in all 12 schools are invited to take part as discussion leaders. A copy of the text will be sent to discussion leaders and students in July, along with additional information about the PRP. For information and to volunteer as a leader, contact David Fox, director, PRP (215) 573-5636 or e-mail dfox@sas.upenn.edu.
We are pleased to present the Minority Equity Committee's report. The Executive Summary of the report appears below along with the URL for the entire report. The report and its recommendations will be studied carefully over the coming months and a more formal response will be submitted at a later date. In the meantime, we would like to thank the members of the Minority Equity Committee, particularly its co-chairs, Dr. John Jennett and Dr. Tukasa Zuberi, for their efforts.

Amy Gutmann   Peter Conn   Charles W. Mooney, Jr.
President   Interim Provost   Faculty Senate Chair

Minority Equity Report

Executive Summary

The Minority Equity Committee was established in January 2002 by President Judith Rodin, Provost Robert Barchi, and Faculty Senate Chair David H. Hackney to undertake a systematic review of the status of minority faculty at the University. The charge was to assess the status of minority faculty across the University. Four subcommittees were formed to complete the review: one on the diversity of the faculty, one on the professional status of minority faculty, one on faculty promotion and salary, and one drawing up a survey of faculty regarding their quality of life.

This report summarizes the work of the Committee. The Committee used three types of data in its report: administrative data, quantitative survey data, and qualitative survey data. The administrative data includes faculty who did not receive their degrees in the U.S. or who were not permanent residents or U.S. citizens at the time they were hired. This con-founding of immigrant status and racial/ethnic identity has serious implications for interpretation of the administrative findings.

For instance, if our goal were to evaluate the openness of the faculty pipeline for the minority population, it would be inappropriate to include international students in our count of “minority” students. This is not to say that immigrants who resemble or share characteristics with U.S. minority groups (and may be classified as minority persons) do not share some of the same difficulties as U.S. minorities; rather, we are suggesting that we have to be careful in our accounting of minorities. For example, if 10% of the faculty at the University were from Asia, the University could report a 10% Asian/Pacific Islander faculty population. If all of these faculty had completed their schooling prior to college in Asia, then their presence at the University would not be a valid indicator of the relative openness for Asian/Pacific Islander Americans of the faculty pipeline. In this example, the Asians/Pacific Islanders counted in the numerator are not actually part of the national counts of Asian/Pacific Islander Americans in the U.S. Almost one-half of the Hispanic/Latino and one-third of the Asian/Pacific Islander faculty members did not experience much of their educational training in the U.S. This fact reveals that even fewer U.S. minorities are represented at the University of Pennsylvania than some of the numbers in this report suggest.

The Committee reviewed administrative data on the composition of the Standing Faculty from Fall 2003, showing 2417 faculty members, including all ranks. Most of our data include faculty who did not receive their degrees in the U.S. or who were not permanent residents or U.S. citizens at the time they were hired. Self-identified minority faculty members represented 14.4% of the Standing Faculty. Of these minority faculty, 31.1% were Black/African American, 18.8% were Hispanic/Latino, and 9.4% were Asian/Pacific Islander. At the time the data were gathered, only one Standing Faculty member identified as Native American, an Assistant Professor in the Graduate School of Education. If we were to exclude faculty who had a foreign degree or a visa at time of hire, the percentage that were Blacks/African Americans would drop to 2.9%, the percentage that were Hispanics/Latinos would drop to 1.0%, and percentage that were Asians/Pacific Islanders would drop to 6.4%.

The percentage of minority faculty varied considerably across the 12 schools. The schools with the highest percentage of minority faculty were the School of Dental Medicine (25.4%), the School of Engineering and Applied Science (25.0%), and the School of Social Work (25.0%). The schools with the lowest percentage of minority faculty were the School of Nursing (6.5%), the School of Veterinary Medicine (7.0%), and the School of Arts and Sciences (10.7%).

Minority representation decreased with increasing rank. Minority individuals comprised 22.8% of the Assistant Professors, 13.1% of the Associate Professors, but only 8.0% of the Full Professors. We analyzed whether a faculty member’s race or ethnicity was associated with his or her salary in the 2003-2004 academic year. We found no evidence that minority faculty were paid less than equivalently qualified White faculty.

There has been progress in the presence of minority faculty at the University. However, this overall progress masks differential increases among racial/ethnic minority faculty, with much greater growth in Asians/Pacific Islanders than in Blacks/African Americans and Hispanics/Latinos. There are clearly too few minority faculty at Penn. Their representation is lower than in the U.S. population, or even among our own student body. For the sake of both scholarship and equity, we must do better. The University of Pennsylvania ranks among the best universities in the world. Our goal should be to be the best in minority, particularly U.S. minority, faculty representation.

We recommend that policies affecting the recruitment, retention, and promotion of faculty be carefully evaluated for the potential negative impact on minority faculty, including a search for new evaluation and search processes that offer access to previously unconsidered, but qualified individuals. These new evaluation processes should be the responsibility of the provost, deans, and department chairs and should be part of the annual review of schools and departments.

On the surface, it appears that significant progress has been made; however, this may arise from our inability to isolate outcomes for faculty from U.S. minority groups from those of immigrants. The University does not have the data to allow such analyses. As a result, our analyses may be systematically misinterpreting diversity that results from immigration as diversity that results from increased representation of America’s minority population.

We recommend that the University collect uniform and consistent administrative data on the country of origin and year of immigration of faculty across departments and schools. In order to further rigorous analysis and to permit ongoing monitoring of minority equity, the Committee recommends that the University fund the construction of an integrated faculty data warehouse.

Our review of faculty teaching awards was limited by the fact that teaching awards are school-based, and there is no central source of data for such awards. Thus, the Committee used the Lindback Awards as a proxy for the recognition of teaching excellence. The proportion of minority faculty winning Lindback Awards was roughly comparable to their proportion of the total faculty.

We did not find such comparability when we examined the number of minority faculty in leadership positions. Although each of the 12 schools had minority faculty at the associate and full professor rank, few had minority faculty in academic leadership roles. In addition, our survey results showed Asian/Pacific Islander faculty to be significantly less satisfied with the availability of leadership opportunities as compared to their White counterparts. From the entirety of these analyses, we infer that there are missed opportunities for minorities to participate in leadership roles at Penn.

We recommend that the president, provost, deans, and department chairs should work together to develop policies that assure that minorities achieve leadership positions and scholarly rewards in schools and departments consistent with their interests and capabilities. The effective implementation of these policies should be made part of school and department yearly evaluations.

The survey of the Standing Faculty (minority and non-minority) revealed important similarities between racial/ethnic minority and White (continued on page 5)
members of the faculty. For instance, there was no significant racial/ethnic difference among faculty members in whether they reported that their research had been supported from extramural research grants over the last five years or whether they currently received extramural grant support. There were also no racial/ethnic differences in the reported number of extramural research grants received in the last five years, the number of these grants that were from federal sources (e.g., NSF, NIH), the number of extramural grants in the past five years on which they were the principal investigator, and whether their research had been supported by Penn research grants over the last five years (e.g., University Research Foundation).

There were no racial/ethnic differences in whether faculty members reported they felt supported by their department in producing their scholarly work, or in their ability to present their work in peer-review publications or presentations.

There were no racial/ethnic differences in the faculty members’ perception of the amount or quality of the space available to them and their research assistants. There were no differences by race/ethnicity in perceptions of the quality of the computer hardware available to them in their office or lab or in the type of secretarial/clerical support they received.

There were no significant differences in self-reports of difficulty balancing family/home and work responsibilities, concern with burnout, too many time pressures, promotion criteria too difficult to attain, insufficient protected time for research, insufficient protected time for writing and engaging in important academic activities, feeling stressed beyond a comfortable, energizing level, insufficient job security, inadequate time for academic pursuits, and feeling overloaded all the time.

There were no racial/ethnic differences among faculty members in feelings about whether their colleagues treated them with professional respect or whether their Penn colleagues honored and respected their intellectual contributions.

However, there were several important statistically significant differences between racial/ethnic minority and White faculty as well. Compared with White faculty and faculty men, racial/ethnic minority faculty and faculty women, respectively, were more likely to report that faculty who were women, racial or ethnic minority group members, or persons with disabilities were at a disadvantage.

Minority respondents were significantly more likely than were White respondents to report that they experienced racial/ethnic bias or exclusion by a superior. They were also more likely to report experiencing such bias or exclusion by a colleague. Black/African American faculty were more likely than were White faculty to report that in their daily encounters on campus that someone had ever assumed they were a trespasser. In addition, minority faculty members’ qualitative responses referred directly to their poor treatment/disrespect by students and senior colleagues, feeling invisible in their day-to-day experiences, and the added (but rarely acknowledged) responsibilities attached to advising students of color who were not their assigned advisees.

Although there were no racial/ethnic differences among the faculty in the number of mentors or overall satisfaction with the mentoring they had received, this was offset by commentaries in the qualitative part of the survey. Of the 28 minority faculty members who responded, four indicated that they had received satisfactory to outstanding mentoring. Others described the relative indifference of senior faculty members to their status. In particular, Black/African American faculty members generally reported little mentoring from senior scholars and department chairs.

We recommend that the provost, deans, and department chairs work together to find ways to foster an academic culture in which minority faculty do not perceive themselves as being at a disadvantage. The University should also make a major and visible commitment to efforts to support such a culture.

Additional detailed recommendations are made in the full report.
Johnson & Johnson-Penn Proof of Concept Fund: June 8

Statement of Purpose

The primary goal of the Johnson & Johnson (J&J)-Penn Proof of Concept (PoC) Fund is to finance, on a University-wide basis, early-stage life sciences research to achieve technological “proof of concept.” Developed by Penn’s Office of Strategic Initiatives (OSI) and Johnson & Johnson’s Corporate Office of Science and Technology (COSAT), the Fund focuses on development of therapeutic areas and technology platforms of strategic interest to J&J for potential product development opportunities in pharmaceuticals, diagnostics and medical devices. The purpose of this program is to identify projects with potential for commercialization. Projects should be at a developmental stage at which carefully designed studies are likely to provide proof of concept. Awards from the Fund will be made twice a year and will be administered by the vice provost for research.

Scope

Areas of Interest: The PoC Fund supports the development of research for the following therapeutic areas:

- Cardiovascular Science
- Metabolic
- Central Nervous System/Neurology
- Musculoskeletal
- Dermatology
- Oncology
- Immunomodulatory
- Ophthalmology
- Infectious Disease
- Pain
- Inflammation

The Fund also supports broadly the development of the following technology platforms:

- Biomaterials
- Nanotechnology
- Biomarkers
- Natural Products
- Biotechnology
- Nucleic Acid-Based Drugs
- Nutraceuticals
- Energy-Based Drugs
- Tissue Engineering
- Drug Discovery Technologies

Term: Funds must be spent within 12 months of the beginning of the grant, and may not be “banked” for future use. Unexpended funds must be returned.

Budget: Applications may request up to approximately $125,000 including 25 percent indirect costs.

Eligibility: Eligibility is limited to University of Pennsylvania faculty, in any track, at any professorial level.

Application Process

The Application should include:

1. A Johnson & Johnson-Penn Proof of Concept Fund proposal cover sheet which can be downloaded from the website for the Fund (www.upenn.edu/research/poc/).
2. An abstract, no more than 200 words, written for the educated non-specialist.
3. A description of the proposal, which should be no more than five single-spaced pages. Proposals should provide background, purpose and significance of the project, methods to be used, work to be undertaken, and outlook for development.
4. A single-page biographical sketch for each investigator working on the project.
5. A budget with justification for each item requested. Items that can be requested include salary for technical and trainee staff, relevant travel, supplies and minor equipment specifically designed for the proposed research. These awards cannot be used to support faculty salary.
6. Other research support, including current funding with a list of titles, amounts, sources and grant periods, plus pending applications.
7. Regulatory issues. If research involves human subjects, animals, biohazards, or otherwise raises regulatory issues, the application should identify those concerns and provide documentation that they will be addressed. If IRB, IACUC or Environmental Safety review and approval is required, it may be obtained after the proposal has been approved but must be in place before funds are expended or research is initiated.
8. Conflict of interest. The applicant should explicitly make a statement whether or not the application involves any potential conflict of interest and any such conflicts should be described and appropriate financial disclosure submitted.

Submission: The complete proposal should be sent electronically as a single PDF document to corbett@pobox.upenn.edu by June 8, 2005. Please notify Janine Corbett (215-898-3602) if you have not received an electronic receipt for your proposal by June 10, 2005.

Review Process

There will be a two-phase review process:

1. A Penn faculty-based Priority Committee, chaired by the vice provost for research, will prioritize applications on the basis of merit, meeting unmet needs and potential for future development and/or commercialization.
2. A joint Penn-J&J Funding Committee will make the final decision about funding.

Right and Commitments

1. J&J will not have ownership rights to any funded research results or related intellectual property.
2. J&J will have the right of “First Disclosure” to the Project Report (non-confidential description of research results and potential future applications) of any funded research.
3. J&J will receive an exclusive right to negotiate to fund further technological development. Such right applies for 90 days, after which right reverts to Penn for independent development.
Update
May AT PENN

This Magnolia Slope at the Morris Arboretum was originally used for agricultural purposes. Many of the older magnolias were planted by John Morris, however, most of the magnolia collection was planted under the direction of John Fogg Jr., the Arboretum's director 1959-66. See Special Event.

SPECIAL EVENT
8 Mother’s Day Brunch: 10:30 a.m. or 1 p.m.; Widener Visitor Center, Morris Arboretum; adults/$30, members/$25; children: ages 6-12/$15, members’ children/$12, under 6 are free; reservations: (215) 274-5777 ext. 181 (Morris Arboretum).

Deadline: The deadline for the Summer AT PENN calendar is Tuesday, May 10. For information see www.upenn.edu/almanac/calendar/calendar-ruil.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 April 18-24, 2005. Also reported were 15 Crimes Against Property (including 11 thefts, 1 other offense, 1 burglary, 1 act of vandalism and 1 fraud). Full reports are on the web (www.upenn.edu/almanac/volumes/v51/n3/report.html). Prior weeks' reports are also available.

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 April 18-24, 2005. 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.

COUNTDOWN TO SUMMER
Two more issues of Almanac will be published this month: May 10 and May 24. The Summer AT PENN calendar—including June, July and August events—will appear in the May 24 issue along with Commencement coverage. The deadline for each issue is the Tuesday prior to the issue.

Get On Board Express Almanac
Sign up to receive e-mail notification when we post breaking news between issues. Send an e-mail to listers@lists.upenn.edu with “subscribe e-almanac <your full name>” in the body of the message. —Ed.

CLASSIFIEDS — PERSONAL

FOR RENT
Wildwood: 1 ½ blocks to beach, boardwalk, convention center. Large attractive condo. 3 bedroom, 2 bath, sleeps 8, large deck, garage parking, all conveniences. June: Sunday night-Friday $650, July and August weekly rental $1,300, September weekly rental $1,000 call, (610) 793-1708.

FINANCIAL PLANNING

Almanac is not responsible for contents of classified ad material.

For information call (215) 898-5274.

18th District Report
9 incidents and no arrests (including 6 robberies and 3 aggressed assaults) were reported between April 18-24, 2005 by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

04/19/05 3:35 AM 3700 Locust Walk Male assaulted by girlfriend/Assault
04/19/05 11:53 PM 4515 Pine St Robbery
04/20/05 12:24 AM 4700 Windsor Ave Robbery
04/20/05 3:53 AM 3700 Locust Walk Complainant assaulted during a disturbance/Assault
04/20/05 5:45 AM 4700 Larchwood Ave Robbery
04/20/05 9:42 AM 4901 Catherine St Robbery
04/20/05 10:48 AM 4000 Spruce St Robbery
04/21/05 12:00 AM 4800 Chestnut St Robbery
04/22/05 1:39 PM 5000 Hazel Ave Aggravated Assault

RESEARCH
Fibromyalgia Study. University of Pennsylvania is studying 2 alternative treatments for fibromyalgia. If interested, contact David Mayo (215) 573-8070.

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 absorptiometry (DEXA) to measure bone density. Participants will be compensated. Please contact Louise Loeh or Helen Peachey at (215) 898-5664 for more information.

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 acupuncture using needles that do not puncture the skin in patients who need physical therapy. Call Pat Williams for information at (215) 898-3038.

Do You Have Heart Disease or Diabetes? If so, you may qualify for a research study that Doctors at the University of Pennsylvania are currently conducting. Researchers are studying a medication that may help prevent heart attack and stroke in a new way, by improving the function of HDL cholesterol (the “good” cholesterol). To find out more about this study and to see if you qualify, please call (215) 662-9040. Volunteers will be paid for completing visits.

Volunteers Needed for Studies
The Center for Experimental Therapeutics at the University of Pennsylvania is looking for healthy volunteers to participate in a research study focused on the phenomenon of aspirin resistance or the reasons why some people do not respond to the heart healthy benefits of aspirin therapy. Volunteers need to be non-smoking and non-pregnant individuals between 18-55. Qualified participants will receive free medical exams and blood and urine tests. Compensation will be provided. Contact Sandrine Geinoz, Ph.D. at (215) 662-4624 for more information or to participate.

Almanac is not responsible for contents of classified ad material.

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 online.

EDITOR
Marguerite F. Miller
ASSOCIATE EDITOR
Margaret Ann Morris
ASSISTANT EDITOR
Natalie S. Woulard
STUDENT ASSISTANTS
Almanac Adm. Office

CLASSIFIEDS — UNIVERSITY

RESEARCH
Fibromyalgia Study. University of Pennsylvania is studying 2 alternative treatments for fibromyalgia. If interested, contact David Mayo (215) 573-8070.

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 absorptiometry (DEXA) to measure bone density. Participants will be compensated. Please contact Louise Loeh or Helen Peachey at (215) 898-5664 for more information.

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 acupuncture using needles that do not puncture the skin in patients who need physical therapy. Call Pat Williams for information at (215) 898-3038.

Do You Have Heart Disease or Diabetes? If so, you may qualify for a research study that Doctors at the University of Pennsylvania are currently conducting. Researchers are studying a medication that may help prevent heart attack and stroke in a new way, by improving the function of HDL cholesterol (the “good” cholesterol). To find out more about this study and to see if you qualify, please call (215) 662-9040. Volunteers will be paid for completing visits.

Volunteers Needed for Studies
The Center for Experimental Therapeutics at the University of Pennsylvania is looking for healthy volunteers to participate in a research study focused on the phenomenon of aspirin resistance or the reasons why some people do not respond to the heart healthy benefits of aspirin therapy. Volunteers need to be non-smoking and non-pregnant individuals between 18-55. Qualified participants will receive free medical exams and blood and urine tests. Compensation will be provided. Contact Sandrine Geinoz, Ph.D. at (215) 662-4624 for more information or to participate.

Almanac is not responsible for contents of classified ad material.

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 online.

EDITOR
Marguerite F. Miller
ASSOCIATE EDITOR
Margaret Ann Morris
ASSISTANT EDITOR
Natalie S. Woulard
STUDENT ASSISTANTS
Almanac Adm. Office

CLASSIFIEDS — UNIVERSITY
Baccalaureate Ceremony
Sunday, May 15
Irvine Auditorium, 1:30-2:30 p.m.—Ceremony for students whose last names begin with A-K
3-4 p.m.—Ceremony for students whose last names begin with L-Z
Speaker: Dr. Ebrahim Patel, Principal, Technology Advisors Group
Honorary Degree Recipients
Kofi Annan
Secretary-General, United Nations
Doctor of Laws, honoris causa

School Ceremonies and Speakers

**249th Commencement**

University of Pennsylvania Commencement Events 2005

Annenberg School for Communication
Doctoral Ceremony: Monday, May 16, 3 p.m., Jon M. Huntsman Hall—8th floor
Speaker: Dr. Ebrahim Patel, President of the Board of Governors of the University of Pennsylvania

OAA Representative: Dr. Ronald Gross, Dean, College of Arts and Sciences

Doctoral Ceremony: Monday, May 16, 1 p.m., Franklin Field
Speaker: Dr. Helene D. Gayle, director, TB and Reproductive Health Program for the Bill and Melinda Gates Foundation
Reception: Grand Ballroom, Philadelphia Marriott, Sunday, May 15, 3 p.m.

Graduate Division, School of Arts and Sciences
Doctoral Ceremony: Monday, May 16, 1 p.m., Hill Square, 33rd and Walnut Street
Speaker: Steven Hahn, Roy F. and Jeannette P. Nichols Professor of History, Penn
Reception: Hill College House, immediately following the ceremony

College of General Studies
Doctoral Ceremony: Sunday, May 15, 4:30 p.m., Hill Square, 33rd and Walnut Street
Speaker: Robert Schattner Center, immediately following the ceremony

School of Dental Medicine
Doctoral Ceremony: Monday, May 16, 1 p.m., Irvine Auditorium
Speaker: Dr. Ronald Gross
Reception: Furness Plaza

School of Design
Luncheon: Monday, May 16, noon, Meyerson Hall Terrace
Ceremony: Monday, May 16, 1:30 p.m., Franklin Field
Speaker: Billie Tsien, partner at Tod Williams Billie Tsien and Associates

Graduate School of Education
Doctoral Hooding Ceremony: Saturday, May 14, 3 p.m., Penn Museum
Ceremony: Sunday, May 15, 10 a.m., Philadelphia Marriott, 1201 Market Street
Speaker: James W. Stigler, Professor of Psychology, UCLA and CEO LessonLab, UCLA
Continental Breakfast: Preceding ceremony at 8 a.m., Philadelphia Marriott

School of Engineering and Applied Science
Doctoral Ceremony: Sunday, May 15, 1 p.m., Zellerbach Theatre, Annenberg Center
Speaker: Dr. John H. Davis, Founder and Principal, Technology Advisors Group
Reception: Annenberg Plaza, immediately following the ceremony

Master’s Ceremony: Sunday, May 15, 4 p.m., Zellerbach Theatre, Annenberg Center
Speaker: Dr. John H. Davis, Founder and Principal, Technology Advisors Group
Reception: Annenberg Plaza, immediately following the ceremony

Law School
Doctoral Ceremony: Monday, May 16, 3 p.m., St. Joseph's University, 2201 Market Street
Speaker: Dr. Helene D. Gayle, director, TB and Reproductive Health Program for the Bill and Melinda Gates Foundation
Reception: Wharton Graduate Division, 3 p.m., Monday, May 16, 3 p.m.

School of Medicine
Doctoral Ceremony: Monday, May 16, 3 p.m., Verizon Hall, 1201 Market Street
Speaker: Dr. Nancy Fugate Woods, Dean, School of Nursing, University of Washington
Reception: Hill Square, 33rd and Walnut Street

School of Social Work
Doctoral Ceremony: Monday, May 16, 3 p.m., Wilmer, Cutler, Pickering, Hale & Dorr, LLP
Speaker: Dr. Jamie S. Gorelick, Esq., partner at Weil, Gotshal & Manges
Reception: Wilmer, Cutler, Pickering, Hale & Dorr, LLP, 3 p.m., Monday, May 16, 3 p.m.

School of Veterinary Medicine
Doctoral Ceremony: Monday, May 16, 3 p.m., School of Veterinary Medicine, University of Pennsylvania
Speaker: Dr. Edwin Sayres, president and CEO, American Society for the Prevention of Cruelty to Animals
Reception: Annenberg Center Plaza, immediately following ceremony

Wharton Undergraduate Division and Wharton Evening Division
Doctoral Ceremony: Sunday, May 15, 1 p.m., Franklin Field
Speaker: Dr. Meenal LeLe, W’05, President, Engineering Deans’ Advisory Board
Reception: West Towne Lawn and Levine Hall

Wharton Graduate Division
Doctoral Ceremony: Sunday, May 15, 1 p.m., J. M. L. Kaplan Hall
Speaker: Dr. Alan Greenspan, President, Board of Governors, Federal Reserve System
Reception: Jon M. Huntsman Hall, immediately following the ceremony

Wharton Doctoral Division
Doctoral Ceremony: Sunday, May 15, 5:30 p.m., Jon M. Huntsman Hall—8th floor
Reception: West Towne Lawn and Levine Hall

For additional information on May 15-16 events:
Commencement Website: www.upenn.edu/commencement
Commencement Hotline: (215) 573-GRAD

Honorary Degree Recipients
Kofi Annan
Secretary-General, United Nations
Doctor of Laws, honoris causa

Quincy Jones
Musician, composer, educator
Doctor of Music, honoris causa

Saul A. Kripke
McCosh Professor of Philosophy, Emeritus, Princeton University
Professor of Philosophy, Graduate Center, City University of New York
Doctor of Humane Letters, honoris causa

Ralph J. Roberts, W’41
Founder and chairman of the Executive and Finance Committee, Comcast Corporation
Doctor of Laws, honoris causa

Judy Woodruff
Prime Anchor and senior correspondent, CNN America, Inc.
Doctor of Laws, honoris causa

Nancy Fugate Woods
Dean, School of Nursing, Professor, Family & Child Nursing University of Washington
Doctor of Science, honoris causa

For additional information on May 15-16 events:
Commencement Website: www.upenn.edu/commencement
Commencement Hotline: (215) 573-GRAD

Honorary Degree Recipients
Kofi Annan
Secretary-General, United Nations
Doctor of Laws, honoris causa

Quincy Jones
Musician, composer, educator
Doctor of Music, honoris causa

Saul A. Kripke
McCosh Professor of Philosophy, Emeritus, Princeton University
Professor of Philosophy, Graduate Center, City University of New York
Doctor of Humane Letters, honoris causa

Ralph J. Roberts, W’41
Founder and chairman of the Executive and Finance Committee, Comcast Corporation
Doctor of Laws, honoris causa

Judy Woodruff
Prime Anchor and senior correspondent, CNN America, Inc.
Doctor of Laws, honoris causa

Nancy Fugate Woods
Dean, School of Nursing, Professor, Family & Child Nursing University of Washington
Doctor of Science, honoris causa

For additional information on May 15-16 events:
Commencement Website: www.upenn.edu/commencement
Commencement Hotline: (215) 573-GRAD