Joel Cooper: “Father of Lung Transplant”—Chief of the Division of Thoracic Surgery at UPHS

Nearly a quarter-century ago, Dr. Joel Cooper became the first surgeon in the world to successfully complete a lung transplant. Dr. Cooper is now a renowned lung surgeon, known for his pioneering techniques in the treatment of lung disease, especially emphysema.

Dr. Cooper became chief of the Division of Thoracic Surgery at UPHS last month. He will also teach at the School of Medicine as a professor of surgery.

“Dr. Cooper brings so much more to Penn than just his national and international reputation. He is a spectacularly talented surgeon who has tremendous experience with all manner of complex chest operations,” said Dr. Larry R. Kaiser, chair of the department of surgery at Penn and a protégé of Dr. Cooper’s. “He is a tremendous addition to the Philadelphia and entire Mid-Atlantic region medical community.”

At Penn, Dr. Cooper will continue to refine his work in lung-volume reduction surgery, the only treatment short of a transplant to restore lung function in patients with late-stage emphysema. Dr. Cooper will also examine the use of a new, cutting-edge, non-surgical procedure called “airway bypass” (or “lung stenting”) to treat the irreversible lung disease of emphysema. This procedure holds promise for patients who have no other options.

Emphysema, most often brought on by smoking, affects an estimated three million Americans and destroys the lung’s “elastic recoil.” The lungs can no longer deflate to let air in. The patient is in a permanent state of “breathlessness,” sucking in rapid, shallow breaths.

But in this new minimally invasive procedure, airway bypass stent placement, Dr. Cooper can actually puncture the lung a few times from the inside. This lets air out, so that the over distended lung can then retracted—to let more air in. It deflates the lungs, essentially creating a few new unobstructed air pathways, so that the patient can breathe more easily.

This procedure will utilize drug-eluding stents to keep the new holes open and is an alternative to a lung transplant or volume reduction surgery. It is not yet FDA approved in the United States. Dr. Cooper is now working to get approval to begin a clinical trial on the procedure.

Ann Matter: William Kenan, Jr. Professor of Religious Studies

Dr. E. Ann Matter, professor and chair of the department of religious studies, has been appointed the William R. Kenan, Jr. Professor of Religious Studies.

Dr. Matter’s teaching and research encompass the history of Christian spirituality, the interpretation of the Bible in the Middle Ages, women in the Christian tradition, and textual studies. In addition to critical editions of medieval texts, Dr. Matter has published over 60 articles and chapters on Christian history. She is the author of The Voice of My Beloved: The Song of Songs in Western Medieval Christianity and co-editor of Creative Women in Medieval and Early Modern Italy: A Religious and Artistic Renaissance and The Liturgy of the Medieval Church. She has also published a translation of a novel by the Italian author Grazia Deledda into English as The Church of Solitude.

Dr. Matter is the co-editor of the medieval volume of The New Cambridge History of the Bible, to appear in 2007. She has also served on numerous editorial boards including the University of Pennsylvania Press, the Encyclopedia of Women in World Religions, the Journal of Medieval Latin, and is the current editor of the Medieval Feminist Forum.

Dr. Matter’s honors include a research fellowship from the National Endowment for the Humanities, a John Simon Guggenheim Memorial Fellowship and election as a Fellow of the Medieval Academy of America.

Dr. Matter has taught at Penn since 1976 and was appointed the R. Jean Brownlee Term Professor in 1996. She is former director of the women’s studies program and has served as chair of the graduate student group in religious studies and as undergraduate chair in religious studies. She has been recognized with both a Lindback Award for Distinguished Teaching and the Outstanding Teaching Award from the College Alumni Society.

Dr. Matter received her bachelor’s degree from Oberlin College and her doctorate from Yale University. This chair was established through a gift from the Murrel Ades family. The Ades family has a long history of supporting Penn, providing him or her with additional research funding, and also will further strengthen the ties that the Ades family already has with Penn.

Murrel J. Ades was a 1925 Wharton undergraduate alumnus who would have marked his 80th class reunion this year. Born in Louisville, Kentucky—he began his career as a salesmen for Schenley Industries, Inc. in New York, before working his way up to executive vice president. Mr. Ades went on to found his own company, International Distributing Corporation, in Washington, D.C.

“As we approach the 125th anniversary of the founding of Wharton, Robert Ades’ gift in memory of his father reminds us of the impact this remarkable institution has had on the lives of our graduates. This gift provides a wonderful sense of history, for a family as well as for an institution,” Associate Dean Steven Oliveira said.

Although Mr. Ades passed away in 1974, his appreciation for the University created a legacy that would remain in the family. His grandson, J. Samuel (Sam) Ades, graduated from SAS in 1992 and is a vice president with Warner Brothers Entertainment.

IN THIS ISSUE
2 Dr. Glick Stepping Down; Rules Governing Finals; Council Agenda; $4.5 Million for Doctoral Fellows
3 Call for Volunteers: Staff Grievance Panelists; Making a Difference by Living the Dream; Death: Ms. Stubbs, Memorial for Dr. John Sabini
4 HR: Long-term Care Insurance; Retirement Goals
5 Emergency Closings
6 Penn’s Way; HR Programs; Resource Fair Winners
7 Update; CrimeStats; Classifieds
8 A Memorial Tribute to Two Talented Artists
Pullouts: December AT PENN Holidays Penn-style
$4.5 Million for Interdisciplinary Doctoral Fellowships

The Graduate School of Education, in collaboration with the Annenberg School for Communication, SAS, and the Wharton School, was recently awarded $4.5 million for a five-year "Pre-Doctoral Training Program in Interdisciplinary Methods for Field-based Research in Education." Funded by the U.S. Department of Education’s Institute of Education Sciences, the institute is designed to support and enhance the Ph.D. training of students committed to careers in applied, field-based education research. In addition to the supporting Penn schools, the program will involve up to six public school districts in Pennsylvania and New Jersey. SPE Professor Rebecca Maynard is the PI and program director.

In addition to the graduate training offered through their home departments within Penn, fellows will receive training in field-based experience in multi-disciplinary research methods, including randomized controlled trials of educational interventions and innovations. Most program-supported field work is expected to take place in K-12 schools, although some research may involve studies of preschool-age youth or post-secondary school students. Settings for the research may include both inner city schools serving high-poverty neighborhoods and schools in working-middle class communities.

"Fellows in this program will be actively engaged in field-based projects that both serve as hands-on training opportunities and contribute findings of importance to the partner schools, as well as to the wider education research community," says Dr. Maynard. "This grant will enable us to transform the graduate training we offer our doctoral students here at Penn, providing financial and academic support for innovative, interdisciplinary training of Ph.D. students in the skills necessary to generate rigorous evidence to guide future education practice and policy."

The first two Fellowships available under the program were awarded recently to Irma Perez-Johnson, a Ph.D. student in GSE’s Educational Policy program, and to Mary Cary Bradley, a joint Ph.D. student with GSE and Social Policy and Practice who is studying in the Educational Policy and Social Welfare programs. Partners in the program are four Pennsylvania school districts (Philadelphia, Lower Merion, Springfield, and Upper Dublin); two New Jersey districts (Trenton and Haddonfield); Research for Action; and the Robin Hood Foundation. In addition, experts in various aspects of education and experimental design research will provide one-on-one technical assistance to fellows.

Any Ph.D. student at Penn who has completed one or more years of course work (8 or more CUs) and is in good standing within his or her home program may apply to become an IES Pre-Doctoral Fellow. The program is geared toward those Ph.D. students committed to furthering the production of scientifically rigorous research on the effectiveness of interventions to improve academic and social outcomes for children and youth. Fellows receive a $30,000 apprenticeship stipend and up to $10,500 to support tuition and academic fees annually for up to four years or through the completion of their dissertation, whichever comes first. This financial support may come from a combination of IES Predoctoral Training Grant monies, school support, and/or funded research projects.

**Rules Governing Final Examinations**

1. No instructor may hold a final examination or require the submission of a take-home final exam except during the period in which final examinations are scheduled; when necessary, exceptions to this policy may be granted for postponed examinations (see 3 and 4 below). No final examinations may be scheduled during the last week of the regular semester.

2. No student may be required to take more than two final examinations on any calendar day during the period in which final examinations are scheduled. If more than two are scheduled, the student may postpone the middle exam. If a take-home final exam is due on a day when two final examinations are scheduled, the take-home exam shall be postponed by one day.

3. Examinations that are postponed because of conflicts with other examinations, or because more than two examinations are scheduled in the same day, may be taken at another time during the final examinations period if the faculty member and student can agree on that time. Otherwise, they must be taken during the official period for postponed examinations.

4. Examinations that are postponed because of illness, a death in the family, for religious observance or some other unusual event, may be taken only during the official periods: the first week of the spring and fall semesters. Students must obtain permission from their dean’s office to take a postponed exam. Instructors in all courses must be willing to offer a make-up exam to all students who are excused from the final examination.

5. No instructor may change the time or date of a final exam without permission from the appropriate dean.

6. No instructor may increase the time allowed for a final exam beyond the scheduled two hours without permission from the appropriate dean.

7. No classes (excluding review sessions) may be held during the reading period.

8. As of Fall 2005, the first examination of the day begins at 9 a.m. and the last examination concludes by 8 p.m. There will be one hour between examinations.

9. All students must be allowed to see their final examination. Exams should be available as soon as possible after being graded with access ensured for a period of at least one regular semester after the exam has been given. To help protect student privacy, a student should have access only to his or her own exam and not the exams of other students. Therefore, for example, it is not permissible to leave student exams (or grades or papers) in publicly accessible areas.

10. Students may not be asked for their Social Security numbers. Instructors may not publicly display a student’s Penn ID or any portion of the Social Security number, nor use names, initials, or any personally identifiable information to post grades. Even when an identifier is masked or absent, grades may not be posted in alphabetical order, to protect student privacy.

11. Final exams for College of General Studies (CGS) courses must be given on the regular class meeting night during the week of final examinations. No change in scheduling is permitted without unanimous consent of all students in the class and the director of CGS. A CGS final exam may not be administered during the last week of class or on a reading day.

In all matters relating to final exams, students with questions should first consult with their Dean’s offices. Faculty wishing to seek exceptions to the rules also should consult with their Dean’s offices. Finally, the Council of Undergraduate Deans and SCUE urges instructors to see that all examinations are actively procured.

—Ronald J. Daniels, Provost
A Message from the Chair of the Dr. Martin Luther King, Jr. Executive Planning Committee

PENN'S COMMITMENT TO THE LEGACY: MAKING A DIFFERENCE BY LIVING THE DREAM

Dr. Martin Luther King, Jr. will always be remembered as a great orator, and his eloquent speeches and public addresses will forever be embedded in the American conscience. His insight and reflections on the true meaning of justice and equality inspired social programs, cultural education, and cross-cultural dialogue throughout the land.

As we move forward on planning the Dr. Martin Luther King, Jr. Symposium on Social Change, I encourage the entire Penn community to participate in the activities being planned. From January 16 – 27 we will re-ignite the Dream by building on the Beloved Community that Dr. King spoke so passionately about on numerous occasions. The 2006 Commemorative Symposium will offer dynamic programming that empowers individuals to help end the practice of racism, strengthen and appreciate diversity, embrace cultural arts, nurture a quest for knowledge, support free expression, embrace a growing interfaith community, and promote community service and interracial cooperation.

Most of us know about Dr. King’s teaching of nonviolent social change, equality and justice, but how many of us know about his teachings on serving one another? It is my hope that during this year’s Commemoration we will rekindle Dr. King’s thinking, values and words in the minds of all individuals throughout the Penn community so that we will make serving one another along with serving our neighborhoods and communities a way of life. Hopefully, the enriching experience will inspire you to incorporate service in your life.

Please join us on Monday, January 16, 2006 for “A Day On And Not A Day Off.” Encourage your family, friends, co-workers and fellow students to sacrifice a portion of the day to participate in one of the several volunteer projects offered by the University.

For more information and to volunteer, please visit the Martin Luther King website at www.upenn.edu/aarc/mlk/.

—Afika Roberson-Heywood, Executive Chair
Dr. Martin Luther King, Jr. Commemorative Symposium Executive Committee

CALL FOR VOLUNTEERS: STAFF GRIEVANCE PANELISTS

Objectivity. Sound judgment. Discretion. A desire to help. If you possess these qualities, the Division of Human Resources is looking for you! We’re seeking volunteers to serve as panelists for the Staff Grievance Program. This program is designed to provide staff members with a fair and equitable process to resolve employment concerns that haven’t been satisfactorily addressed through informal means.

As a panel member, you would assist in conflict resolution to help ensure that staff members’ issues are reviewed in a fair and impartial forum. If selected for a case, you would examine the relevant information, attend a hearing at which the parties involved present their issues, and make a recommendation for resolution.

Volunteers must apply by January 6, 2006. We encourage applications from a diverse cross-section of the Penn community. Regular or retired full-time and part-time staff and faculty are eligible to apply. If you’re interested in volunteering, download an application from the Human Resources website (www.hr.upenn.edu) (click on Forms at the top of the page, then click on Staff and Labor Relations Forms) or call Human Resources at (215) 898-6093. All applications must be returned by January 6, 2006 to Human Resources, Staff and Labor Relations, Suite 527A, 3401 Walnut Street, Philadelphia, PA 19104-6228.

For more information about the Staff Grievance Program, visit the Human Resources website at www.hr.upenn.edu/policy/policies/620.asp.
—Sharon Moorer Harris, Executive Director, Staff and Labor Relations

DEATHS

Ms. Stubbs, Job Training Program

Ms. Helen G. Stubbs, former project supervisor of the Job Training Program, died September 16 at the age of 71. Ms. Stubbs was born November 14, 1933 in Spartanburg, South Carolina. She received her bachelor’s degree in Business Administration at Livingstone College in Salisbury, North Carolina. Later she earned a master’s degree in counseling at Antioch University in Pennsylvania.

Ms. Stubbs came to Penn in 1971 as project supervisor of the Job Training Program. She left Penn in 1979. She has also taught Business Education subjects in the Philadelphia Public School System. She also taught at the John F. Kennedy Training Center, the Berean Institute, Philadelphia Community College, and the Original Opportunity Industrialization Center (OIC). She was also a mentor for younger students through the Future Business Leaders of America organization. She moved to Cincinnati, Ohio for the last five years of her career where she helped many students as a school counselor. She retired from both the Philadelphia and Cincinnati Public School Systems.

She is survived by her daughter, Laura Stubbs; sisters, Sallie Fisher, Olivia Gist and Bernice Collins; brothers, James C. Gist, Jr. and William S. Gist, Sr.

MEMORIAL FOR DR. JOHN SABINI: DECEMBER 2

The department of psychology has organized an event to commemorate and honor Dr. John Sabini’s many contributions to science, education, and the community. Dr. Sabini, professor of psychology and former chair of the department, died on July 15 at the age of 58 (Almanac September 6, 2005). The memorial will be held from 4 to 6 p.m. on Friday, December 2, and consist of remarks to be followed by a reception. The location is the Rainey Auditorium and Mosaic Gallery at the Penn Museum; use the Trescher entrance.

TO REPORT A DEATH

Almanac appreciates being informed as soon as possible of the deaths of current and former faculty and staff, students, and other members of the University community. Contact Almanac at (215) 898-5274 or almanac@pobox.upenn.edu.

Alumni deaths should be directed to the Alumni Records Office at 35 Franklin Building, (215) 898-8136 or record@ben.dev.upenn.edu.
**Questions and Answers on New Long-term Care Insurance**

**Q1: Why do I need long-term care insurance?** Doesn’t my health plan, long-term disability plan or Medicare cover these expenses?
A: Long-term care is personal care or supervision needed by persons of all ages for an extended period of time. It may be needed due to an accident or illness, or the effects of aging. Long-term care expenses are typically not covered by either your health plan or long-term disability plan. Medicare provides some benefits, but for a limited time period.

**Q2: How much of a discount will I receive if I enroll in this plan vs. an individual policy that I purchase on my own?**
A: All of the plan design choices that are available in long-term care plans make it difficult, if not impossible, to provide an apples-to-apples comparison. Generally, group plans are less expensive than individual policies.

**Q3: It was stated that two out of five adults need Nursing Home Care. What is the average length of stay?**
A: The average length of stay in a nursing home is 2.5 years.

**Q4: How much time do I have to apply for the plan with guaranteed acceptance? What about new faculty and staff and family members?**
A: Eligible employees of the University have until December 2, 2005 to apply for coverage with guaranteed acceptance. New employees will have 30 days after they become eligible to apply with guaranteed acceptance. After that, all employees may apply at any time, but they will have to provide proof of good health. Family members and retirees are not eligible for a guaranteed acceptance period. They must provide evidence of good health regardless of when they apply.

**Q5: Can family members apply for coverage even if the employee doesn’t?**
A: Yes, eligible family members may apply whether or not the eligible faculty or staff member applies. Each individual may also select his/her own benefit choices.

**Q6: How long is the waiting period and what is the rationale for having one?**
A: The waiting period to begin collecting benefits after meeting the qualification requirements is 90 calendar days. Once this waiting period is satisfied, the insured will not have to meet this requirement again. It is important for the insured or his/her family members to contact John Hancock as soon as possible once it is suspected that a long-term care situation exists.

The reason for waiting periods is to keep insurance more affordable and to avoid duplicate coverage since part of the first 90 days may be covered by medical plans or Medicare in some instances.

**Q7: If I enroll in the plan now, can I change the coverage options at a later date?**
A: Yes, you may decrease your coverage at a later date. If you would like to increase your coverage, you will have to apply for the increase and will have to provide evidence of insurability. If your application is accepted, the premium for the increase will be based on your issue age at the time of the increase. If you are declined for the increase, you will retain your original coverage.

**Q8: If I lower my coverage amount, will I forfeit the premiums that I paid for the higher benefit?**
A: Yes, if you lower your coverage amount, there will not be a refund of premiums.

**Q9: What is the Future Purchase Option (FPO)?**
A: The Future Purchase Option (FPO) is inflation protection built into the program for those who did not elect the Automatic Benefit Increase (ABI). The FPO has the following features:
- Voluntary coverage increase offered without proof of good health every three years, if eligible.
- Premiums for coverage increase are based on current issue age at time of offer.
- You may skip any increase offer and still be offered subsequent increases.
- The increase amount to the Nursing Home Daily Maximum Benefit (DMB) will be at least 5% compounded annually for the applicable period (rounded to nearest $5). For example, if you purchased a $100 DMB, you will be offered $15 of additional coverage ($100 x 5% compounded annually = $15.76 rounded to $15).
- The Lifetime Maximum Benefit (LMB) will increase in proportion to the DMB.
- The increase amount to the Nursing Home Daily Maximum Benefit (DMB) will be at least 5% compounded annually for the applicable period (rounded to nearest $5). For example, if you purchased a $100 DMB, you will be offered $15 of additional coverage ($100 x 5% compounded annually = $15.76 rounded to $15).
- You may skip any increase offer and still be offered subsequent increases.
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- You may skip any increase offer and still be offered subsequent increases.
- The increase amount to the Nursing Home Daily Maximum Benefit (DMB) will be at least 5% compounded annually for the applicable period (rounded to nearest $5). For example, if you purchased a $100 DMB, you will be offered $15 of additional coverage ($100 x 5% compounded annually = $15.76 rounded to $15).

**Q10: If I skip two FPO offers, how much coverage will I be offered the next time?**
A: If you skip two FPO offers, you will still be offered 5% of your DMB compounded annually at your current issue age. You will not have the opportunity to make up the difference from the offers that you declined. For specific examples and calculations, please contact the Customer Service Area.
Q11: What is the Automatic Benefit Increase (ABI)?
A: The Automatic Benefit Increase (ABI) is inflation protection that is optional at the time of enrollment for an additional cost. The ABI has the following features:
• Each year the Nursing Home DMB will increase at a rate of 5% compounded annually.
• The premium will remain level even though the DMB increases.
• The LMB will increase in proportion to the increase in the Nursing Home DMB.

Q12: Is a 5% increase enough in light of the fact that health care costs have been experiencing double digit increases?
A: Yes, 5% increases are sufficient for long-term care. Long-term care costs tend to be more closely tied to the Consumer Price Index than health care spending.

Q13: Can the informal care benefit be paid to a family member?
A: Yes, the informal care benefit may be paid out to a family member. But, it’s limited to a calendar year maximum of 30 times the informal care daily maximum benefit (DMB). It is not designed for use every day; it is intended to provide some flexibility.

Q14: How long do I have to pay into the plan to reach the benefit level that I selected?
A: You do not have to pay into the plan for any length of time before reaching the maximum benefits. You are eligible for the maximum benefits that you selected immediately upon your effective date of coverage.

Q15: If I qualify for a claim, collect benefits and then recover, what happens?
A: After 24 months of recovering and paying premiums, your lifetime maximum benefit can be completely restored. Should you qualify for a claim in the future, you will not have to satisfy the waiting period again.

Q16: If my spouse and I both elect coverage, can we share a pool of benefits?
A: No, the John Hancock program is not designed to allow spouses to combine and share their benefits. They are each subject to individual benefits and maximums.

Q17: How much of a DMB should I purchase and should I purchase the ABI?
A: This is a personal decision and depends on many factors such as your age, your geographic location and how much you can afford. John Hancock’s Customer Service Representatives, while they cannot give advice, are able to do some calculations and modeling to assist you with your decision.

Q18: If I do not elect the non-forfeiture option and stop paying premiums, will I lose what I’ve already paid into the program?
A: Yes, if you do not elect the non-forfeiture option and stop paying your premiums, you will forfeit the premiums that you paid into the program. If, at some point, you want to re-enroll, you will have to apply for coverage at your current age and provide evidence of good health.

Q19: Do I still have to pay premiums if I begin collecting on the benefit?
A: No, premiums are waived while you are eligible to collect the benefit.

Q20: Are premiums paid for with before-tax or after-tax dollars?
A: Premiums for long-term care insurance are currently paid for with after-tax dollars and the benefits are tax-free. This is scheduled to come up before Congress for review. Premiums may be deductible in certain instances.

Q21: How often has John Hancock increased premiums in the past? Will the premiums increase in the future? Is there a rate guarantee?
A: John Hancock has never increased premiums for long-term care insurance and they’ve been writing policies since 1988. Even if John Hancock were to raise rates, which is unlikely, the new rates would have to be put in for an entire class or group and approved by state insurance regulators. Even then, the current Penn rates have a guarantee that they cannot be increased for seven years.

Q22: I participate in the Health Care Pre-Tax Expense Account. Am I able to pay Long-Term Care premiums from the money in this account?
A: No, insurance premiums are not an eligible expense under the Health Care Pre-Tax Expense Account.

Q23: I am currently covered under the University’s group plan with CNA. Can the premiums that were paid to CNA be transferred to the John Hancock Plan?
A: No, the contract between the University and CNA did not include a transfer of reserves provision so the premiums cannot be moved.

Q24: Should I continue with my CNA policy or enroll in the John Hancock program?
A: This is a personal decision and depends on many factors such as your age and how much premium you can afford to pay. Since you purchased your CNA policy at a younger age, it may make sense to hold onto that policy and purchase a supplemental policy with John Hancock if you would like to increase your coverage.

Q25: If I keep my CNA policy and purchase a John Hancock policy, will the benefits from both plans coordinate with each other?
A: Yes, because both are group policies, the benefits will coordinate with each other. Benefits from group plans will not coordinate with individual policies, though. The total of the two policies will not pay out more than the expenses incurred.

For More Information
A: For more information, please contact the John Hancock Customer Service Center at 1-800-711-2899 or visit the web at http://www.jhanc.co (username: penn; password: my-benefit).

This document, which was written by the Division of Human Resources of the University of Pennsylvania, is based on questions asked at the November 8, 2005 Long-Term Care (LTC) information sessions. More details about plan provisions and exclusions can be found in your John Hancock LTC policy. If there are any inconsistencies between this document and the policy, the terms of the policy will govern. Please note that the plan provisions may be changed or deleted in order to satisfy state or legal requirements and the University reserves the right to terminate or amend the plan at any time and for any reason.

Emergency Closings

Although Penn normally never stops operating, emergencies such as severe weather conditions may sometimes result in the cancellation of classes and/or the full or partial closure of certain areas of the University. Decisions affecting work schedules and class cancellation are made by the Executive Vice President in consultation with the Provost.

The University will announce a closing or other modification of work schedules through the following means:
• the University’s emergency information number: (215) 898-6358 (215-898-MELT)
• communications from the Division of Public Safety
• KYW News Radio (1060 AM)

The University’s emergency radio identification code numbers are “102” for day classes and schools/centers and “2102” for evening classes. The message that accompanies the code number will provide the operating status of the University.

Even when Penn is officially closed due to an emergency, there are some essential services that must still be provided, such as Public Safety or Facilities. Staff members in essential positions are still required to work as normally scheduled under these circumstances.

For more information on emergency closings, refer to the Human Resources website at www.hr.upenn.edu/policy/policies/705.aspx. And make sure to keep the emergency numbers listed above in a place you can easily access.

—Division of Human Resources
Further your professional and personal development by taking advantage of upcoming Human Resources programs. Note that you must pre-register for all programs by visiting the online Course Catalog at www.hr.upenn.edu (click on Course Catalog at top of page).

Learning and Education Programs
Learn valuable skills through American Management Association (AMA) programs, Brown Bag Matinees, and Career Focus Brown Bags. Don’t forget to pre-register. For questions on Learning and Education programs, call (215) 898-3400 or visit www.hr.upenn.edu/learning.

Franklin Covey’s FOCUS; December 1; 9 a.m. to 5 p.m.; $75; Competing priorities. Multiple deadlines. A hundred unanswered e-mails. Sound familiar? If so, you’re not alone. This engaging, highly interactive workshop will help you think differently about how you spend your time and give you the tools to increase productivity, enhance your chances of success, keep focused, and effectively manage all the information that comes across your desk, and reduce your stress level.

Brown Bag Matinee–Managing Stress; December 7; noon to 1 p.m.; free; This video presentation shows how we are particularly vulnerable to feelings of stress in today’s workplace, especially in positions which carry more responsibility than authority, or in a working environment that lacks a supportive network and leads to conflict with others. It also offers positive approaches we can take to alleviate tension and anxiety—from learning how to communicate with our fellow workers, to techniques to reduce our personal reactions to stressful situations.

Career Focus Brown Bag–Journey to Success; December 20; noon to 1 p.m.; free; The story of Bill Irwin, a blind hiker who courageously walked the entire Appalachian Trail with his dog through treacherous terrain and weather, will inspire you. This video illustrates the benefits of maintaining a positive, determined attitude and reaching beyond your comfort zone in order to attain the impossible. Setting goals, positive thinking, accepting risks and building a supportive network all contributed to his success and can contribute to yours.

Cancer Risk Reduction Series
Penn’s Cancer Risk Reduction Series continues with the next in a series of workshops designed to provide you with information and advice to help you and your family reduce your risk for cancer. Go to www.hr.upenn.edu/quality/wellness/workshops.asp for details and to pre-register to attend. For more information, contact Human Resources at (215) 898-5116 or orma@hr.upenn.edu.

Reducing Cancer Risks–Steps to Quit Smoking; December 1; noon to 1 p.m.; free; Learn about the biological and behavioral components of nicotine addiction, and the strategies that have been shown to be effective in addressing these components of addiction. This session will be most helpful for smokers who are deciding whether to quit or not, as well as for friends and/or relatives of smokers. Led by Freda Patterson, Research Project Manager and Smoking Cessation Counselor, Psychiatry, Tobacco Use Research Center.

Upcoming HR Programs in December

Week Six Raffle Winners
Delilah Omerbasi–Law School; Janet E. Conway–School of Medicine; Frank J. Frensen–Audit and Compliance; Marjorie Bowman–School of Medicine; Stephanie Y. Palmer–SAS: a Houston Market Gift Certificates from Business Services

Roberta G. Sands–School of Social Policy and Practice, Certificate for dinner at Penne/voucher for performance at Annenberg Center from Business Services/Annenberg Center Florence L. Scolia–Information Systems and Computing; Stephanie Blossom–Development and Alumni Relations: a pair of wrestling tickets Penn vs. Lehigh on 2/19/06 from Athletics

Bart Miltenberger–Development and Alumni Relations; Thomas Cassel–SEAS; Robert McDonald–School of Veterinary Medicine: a pair of tickets to the Penn Relays 4/27/06 from Athletics

Grand Prize Winner
Our Grand Prize drawing was held on Monday, November 21. The Grand Prize winner will be listed in the December 6 issue of Almanac.

Good luck to all and thank you for your participation!

—Robert Eich, Penn’s Way Campaign Coordinator

Winners of the Employee Resource Fair Raffle
The WPSA and the PPSA want to thank all those who participated in the Employee Resource Fair on October 17, 2005. Please check both WPSA’s and PPSA’s websites for upcoming events and activities at www.upenn.edu/wpsa and www.upenn.edu/ppsau.

Grand Prize: Apple iPod Mini, donated by the Penn Computer Connection–Laurie Zimmerman, microbiology–first on-line survey winner

Tickets to see Tom Rush at World Cafe Live–Migdalita Carrasquillo, Latin American and Latino Studies–second on-line survey winner

Vanguard Gift Basket–Rachael Alford, Center for Urban Redevelopment Excellence

$50 Gift Certificate to Pallet Restaurant–Melanie Cedrone, Biomedical Library

Verizon Gift Basket–Jeanne Leong, University Communications

CGS Leather Portfolio–Jen O’Keefe, Wharton School

Penn Museum donated a book–Henry Drott, CHOP

Ergonomics backpack donated by EHRS–Dan Forsyth, Penn Police

$50 Gift Certificate for White Dog Café–Trish Palmieri, Knowledge at Wharton

Blanket donated by Human Resources–Patty Cooper, Regulatory Affairs

Picture Frame–Deneen Purdie, EHRS

AARC Resource Bag–Marta Santiago, La Casa Latina

Coffee Mug donated by Penn Women’s Center–Kris Patterson, Perelman Quadrangle/VPUL

Lunch with EVP Craig Carnaroli donated by Human Resources–Sandy Slaughter, Abramson Cancer Center

Half hour massage donated by Health Services–Leslie Tyler, Payroll, Comptroller

Penn Museum donated an architectural book–Tanya Brown, Veterans’ Upward Bound

Leather trimmed portfolio donated by Wharton Programs for Professionals–Bill Gorski, Housekeeping

Black portfolio donated by Wharton–Shelby Newland, General Internal Medicine

Happy Thanksgiving
See last week’s issue (available on line at www.upenn.edu/almanac/volumes/v52/n12/thanksgiving-safety.html) for Thanksgiving safety tips and at www.upenn.edu/almanac/volumes/v52/n12/thanks-events.html for events at Penn.

Ed. Note: Almanac will not be published on Tuesday, November 29. Almanac will resumes weekly publication on Tuesday, December 6 and will publish through Tuesday, December 20. After the Winter Break, Almanac will commence publishing for the Spring Semester on Tuesday, January 10 2006.

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

for a study

Recruiting males and

The University of Pennsylvania

that will help us

Robbery

Robbery

Aggravated Assault

Aggravated Assault

Robbery

and

; Andrea Mitchell, NBC

Talking Back: To Presidents, Dictators, and Assorted Scoundrels: Andrea Mitchell, NBC News

Speakeasy: Poetry, Prose, Anything Goes!

open-mic night; 8 p.m.; Arts Café, Kelly Writers House (Kelly Writers House).

The deadline for the January AT PENN calendar is

p.m.; Cherpack Lounge, Williams Hall (Center for Italian Studies).

Deadlines: The deadline for the weekly Update is every Tuesday, for the following Tuesday’s issue. The deadline for the January AT PENN calendar is December 6. For information see www.upenn.edu/almanac/calendar/caldead-real.html.

11/08/05 11:23 AM 4000 Ludlow St Male harassing pedestrians/Arrest

11/09/05 8:20 PM 3340 Smith Walk Male cited for public urination

11/09/05 9:37 PM 399 S 54th St Unlawful discharge of a firearm; Complainant assaulted by unknown persons

11/10/05 4:15 PM 3401 Civic Center Blvd Unauthorized person in area/Arrest

11/12/05 6:21 PM 3300 Chestnut St Complainant robbed by unknown persons

11/13/05 1:31 AM 3400 Woodland Ave Complainant assaulted by unknown male

11/13/05 2:59 AM 4100 Spruce St Complainant robbed by unknown males

18 incidents and 2 arrests (including 11 robberies and 7 aggravated assaults) were reported between November 7-13, 2005 by the 18th District covering the Schuylkill River to 49th St. & Market Street to Woodland Ave.

For the Crime Report: Below are all Crimes Against Persons and Crimes Against Property from the campus report for November 7-13, 2005. Also reported were 24 Crimes Against Property (including 19 thefts, 2 acts of fraud, 1 auto theft, 1 vandalism, and 1 burglary) Full reports are on the web (www.upenn.edu/almanac/volumes/v52/n13/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 7-13, 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.

quiet, nice bi-level apartment at 4615 Spruce. 4 bedrooms, 2 baths, neat library, large living room, kitchen. Laundry in base-

ment. $1,200 per month. Call Tod (267) 978-3403 after 4 p.m.

HELP WANTED

Howard Hughes Medical Institute is seeking a part-time Administrative Assistant for one of its scientists, Dr. Amita Sehgal, at the University of Pennsylvania. Requirements include excellent organizational, and interpersonal skills, proficiency in word processing and office computer applications, and ability to work indepen-

dently. B.A. degree preferred; Associate’s Degree or equivalent required with at least two years experience in academic or research environment. Email cover letter and resume to: kelly@hhmi.org or fax to (215) 898-1257.

info. www.hhmi.org/jobpost/ EOE.

Almanac is not responsible for contents of classified ad material.

RESEARCH

Healthy normal children and teenagers are needed for a study that will help us better understand sleep and development in children. The study involves two nights in the Sleep Laboratory at The Children’s Hos-

pital of Philadelphia. We offer reimbursement for expenses. For further information please contact: Laurie Karamesinis: (267) 426-5746.

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 pre-

vent heart attacks and strokes in a new way—by improving how HDL cholesterol (known as the “good cholesterol”) works. The study involves 7 visits over about 8 weeks. To find out more about this study and to see if you qualify, please call (215) 882-8045. Volunteers will be paid for completing visits.

Do you have Arthritis in your Knees? Would you like to participate in a study de-

digned 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 pa-


tients who need physical therapy. Call Pat Williams for information at (215) 698-3038.

Calling All Bones. Recruiting males and females ages 21-78 for a research study. You will not be required to take any medi-

cations. We will evaluate the strength and health of your bones and muscles to be compen-

sated for your time. Call Shamir or Amber at: (267) 426-5517.

Volunteers Needed for Osteoporosis Study The University of Pennsylvania Health System/Department of Radiol-

ogy seeks women 60 years and older. Eligible volunteers would receive a magnetic resonance (MRI) and a dual energy X-ray (DEXA) to measure bone density. Participants will be compensated. Please contact Louise Loh or Helen Peachey at (215) 898-5694 for more information.

Almanac is not responsible for contents of classified ad material.

For information call (215) 898-5274.
A quiet and eloquent tribute to two recently deceased professors of fine art at Penn has been on display at the Charles Addams Gallery. The exhibition, Color/Fields: A Tribute to Neil Welliver and Robert Slutzky closes tomorrow. Professor Slutzky died on May 3, (Almanac May 24, 2005) and Professor Welliver died on April 5 (Almanac April 5, 2005)

A Memorial Tribute to Two Artists

Robert Slutzky, 1929-2005

A painter of light, a painter of color—Robert Slutzky’s painting is “about” both. It is about visible, tangible pigment, which he handles so skillfully that he transforms it into a metaphor of the ineffable—of light. Even black is for him the color of soot and ash born from flame or fire, a metaphor of burning.

Yet his growth as an artist is more evident in his manipulation of structure. At the high point of Abstract Expressionism, he was seduced by the ascetic certainties of Neoplasticism. Josef Albers’s luminosity freed him from its rigor, though this primary discipline allowed him to pursue his chromatic adventure fearlessly. A square seen orthogonally or diagonally was long his preferred field—and on it he would play a precocious game of balancing color forms whose contrasts often imply transparency and a depth that the materiality of his paintings denies. In the later work the sharp definition of the fields becomes softer, shifting, even smudged, suggesting that the interpenetrating planes screen a light that in turn suffuses the whole composition. In his last decade, the geometries become even more precarious, and the implied volumes more intricate. Yet within these new complexities, the true orthogonal is maintained as a ground against which the variations can be played.

Though there is not a whiff of the vogue about Slutzky’s work, he was always aware of other artists. A speculative, highly informed historian of art, he acknowledged any debt he owed to his teachers and predecessors generously; and he was aware, too, of his place in relation to them. It was perhaps his consciousness of the historical process and his place within it that closed his ears to the siren-song of the press and the critics. To come face to face with a work of his remains a formative, a transforming experience.

Neil Welliver, 1929-2005

Neil Welliver was born in Millville a rural town in upstate Pennsylvania and something of the farm ethic remained with him. He received a B.F.A. at the Philadelphia Museum College of Art. We met at Yale in the 1950’s when I was teaching art history, and he was acquiring an M.F.A. in a school run by Josef Albers. His independence, a lifelong characteristic, showed in his earliest exhibitions, roughly painted ghoulish faces and figures far removed from Albers’s abstract color squares.

When he came to Penn in 1966, he painted some of his best work, a series of nudes immersed in ponds and streams. In these and other paintings in Maine, the fundamental color course devised by Albers was evident. Neil hiked long distances, heavily laden with gear in heat or winter cold, to paint small canvases. Despite this effort, he insisted that he never painted nature as he saw it but through an arrangement of color.

He kept these paintings from on site in view while working on large canvases though he rarely stayed close to them. Helped by a charcoal drawing taped over the whole surface, he traced like the Renaissance fresco painters, with a pounce to reproduce dotted lines on the canvas. He would then paint from the top down, aided by the lines, but holding color in his head. He contrived to make this slow process look faster than the hours he spent on it. The modernity of his art is the primacy of color relationships and what looked like rapid brushwork (by which his paintings cannot be taken as imitation) and by areas that hold to the surface as in Cezanne and Pollock, whom he admired. It was a unique process.

Although Neil’s schooling was in the studio, he was an avid reader of poetry. Some of his phrases about painting were beautiful, like finding light in a dark color. He invited the New York poets, Kenneth Koch, Frank O’Hara, and John Ashbery to read from their work at Penn and he bought a house with the poet, Mark Strand, on the Dingle peninsula in Ireland. He moved permanently to his residence in Maine where, even after an appalling series of events occurred in his personal life, he managed to keep painting.

Joseph Rykwert, Professor Emeritus, Architecture

John McCoubrey, Professor Emeritus, History of Art

Images courtesy of Alexandre Gallery, NY