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Insup Lee: Cecilia Fidler Moore Professor of CIS at SEAS



Insup Lee

Dr. Insup Lee has been named the Cecilia Fidler Moore Professor of Computer and Information Science. Dr. Lee received his B.S. in mathematics from the University of North Carolina at Chapel Hill in 1977, and his M.S. and Ph.D. degrees in computer science from the University of Wisconsin, Madison in 1978 and 1983, respectively.

He joined the Penn faculty in the department of computer and information science in 1983 and was CSE Undergraduate Curriculum Chair during 1994-1997. He holds a secondary appointment in the department of electrical and systems engineering. The Cecilia Fidler Moore Chair is one of three chairs established in 1990 from proceeds from the Moore School Trust.

Dr. Lee's current research interests include real-time systems, embedded and hybrid systems, formal methods and tools, wireless sensor

networks, and software engineering. The major theme of his research activity has been to assure and improve the correctness, safety, and timeliness of embedded real-time systems. He has been transitioning the research results to practice by applying them to safety-critical real-time systems and high-confidence medical devices. He has published widely in scientific journals and conferences, and received the best paper award in the IEEE Real-Time Systems Symposium (RTSS) 2003. His research has been supported in part by NSF, DoD, FDA and companies.

He is an IEEE Fellow and an IEEE Distinguished Speaker. He was chair of the IEEE Computer Society Technical Committee on Real-Time Systems. He has served on numerous program committees and chaired several international conferences and workshops, including RTSS, RTCSA, ISORC, CONCUR, EMSOFT, and HCMDSS. He has also served on various steering and advisory committees of technical activities, including the Steering Committee on ACM SIGBED and the co-chair of the IEEE CS Technical Steering Committee on Embedded Systems. He is a member of IEEE, ACM, EATCS, KOCSEA, and KSEA and has served on the editorial boards of several scientific journals.

Eric Bradlow: K.P. Chao Professor at Wharton



Eric Bradlow

Dr. Eric Bradlow, professor of marketing, has been named the K.P. Chao Professor. Dr. Bradlow is the first professor to fill the endowed chair, funded by K.P. Chao, chairman of the board of Novel Enterprises Limited, based in Hong Kong.

Wharton Dean Patrick Harker stated, "We are privileged to have the support of K.P. Chao, one of the world's

foremost industrialists, and are honored to bestow this prestigious chair upon Professor Bradlow, whom we believe will further the School's lasting commitment to academic excellence."

Dr. Bradlow is a professor of marketing and statistics at the Wharton School and serves as the academic director of the Wharton Small Business Development Center (SBDC). He is a Wharton graduate, having received his B.S. in economics in 1988. He earned his Ph.D. at Harvard in 1994. His research interests include Bayesian computation problems, probability models for marketing data and missing data problems. Dr. Bradlow was the 2004 recipient of both the graduate and undergraduate Excel-

lence in Teaching Awards. Professionally, he serves on the governing boards of several journal publications, including *Marketing Science* and the *Journal of Marketing Research*.

The chair was established through a gift from K.P. Chao, who in June of 2004 was awarded the Wharton Dean's Medal, a distinguished honor reserved only for those who embody the ideals central to the Wharton School's mission.

"Business education is a critical piece of human education because more wealth creation ultimately leads toward a better world," stated Mr. Chao, who maintains strong connections to Penn from which his daughter, son-in-law, and two grandchildren graduated.

Last month, the School held a dinner in recognition of both Mr. Chao's valuable commitment to Wharton and Dr. Bradlow's appointment as K.P. Chao Professor. "Friends and family gathered to honor the indelible role that Mr. Chao and Dr. Bradlow are playing in furthering the educational initiatives of the Wharton School," added the dean.

In addition to his position as chairman of the board at Novel Enterprises, Mr. Chao serves as honorary chairman and founder of Dragon Air. He also serves as honorary consul of Mauritius to Hong Kong, advisor to Tsinghua University, advisor to Ningbo University, and holds an honorary Doctorate and professorship from Zhejiang University.

\$500,000 to Study Cancer Immunotherapy and Design Patient-Specific Cancer Vaccines



Carl June

Dr. Carl June, professor of pathology and laboratory medicine at the School of Medicine and director of Translational Research at Penn's Abramson Cancer Center, was awarded the Bristol-Myers Squibb Company Freedom to Discover Unrestricted Biomedical Research Grant. These five-year grants support pioneering, risk-taking,

basic research scientists.

"It's an extreme honor," notes Dr. June. "It's a wonderful privilege and the timing is perfect. We will use this to take advantage of the momentum from the research advances we have already achieved. This award gives us the ability to test our promising new therapies and is especially valuable, given the present climate of flat federal funding for cancer research."

The grants—each \$500,000—can be used by the researchers as they see fit, without restrictions. This year 13 researchers—in the fields of cancer, nutrition, neuroscience, cardiovascular diseases, infectious diseases, metabolic diseases, and synthetic organic chemistry—were awarded a total of \$6.5 million.

Dr. June will use the grant to continue his pioneering work on developing immune-system-based cancer vaccines. These vaccines, which are used to help treat patients already diagnosed with cancer, enlist a patient's own immune cells to recognize and kill tumor cells. "So far, we're testing this approach to develop customized cancer vaccines in leukemia and in patients with solid tumors like lung and ovarian cancers," notes Dr. June.

The long-term goal of this research is to develop effective therapies for cancers that are not curable with currently available chemotherapy. Another objective is to test whether patient-specific tumor vaccines can prevent tumors from developing in patients who have an increased risk of developing cancer.

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SENATE From the Senate Office

The following agenda is published in accordance with the Faculty Senate Rules. Any member of the standing faculty can attend SEC meetings and observe. Questions may be directed to Senate Chair Neville Strumpf at (215) 898-8802, or by e-mail at strumpf@nursing.upenn.edu.

Faculty Senate Executive Committee Agenda

Wednesday, December 14, 2005

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

1. Approval of minutes (1 minute)
2. Chair's Report on general Senate meeting, highlights from Consultation, Steering and Council (5 minutes)
3. Past Chair's Report on Academic Planning and Budget and Capital Council (5 minutes)
4. Update on Council Committee progress (5 minutes)
5. Election Results: Nominating Committee (4 minutes)
6. Presentation on International Programs by JoAnn McCarthy, Assistant Provost for International Affairs (1 hour)
7. Approval of SAS proposal for Artist-in-Residence (20 minutes)
8. New business: plans for next meeting (5 minutes)
9. Items for consultation (5 minutes)
10. Adjournment by 5 p.m.

Section IV.3(c) of the Council Bylaws provides that a University Council meeting "shall incorporate an open forum to which all members of the University community are invited and during which any member of the University community can direct questions to the Council."

All members of the University community are invited to bring their concerns to the

University Council Open Forum

Wednesday, January 25, 2006, 4-6 p.m.

Bodek Lounge, Houston Hall

Persons who wish to speak at Council must inform the Office of the University Secretary (ucouncil@pobox.upenn.edu or (215) 898-7457, by Tuesday, January 10, 2006.

Topics may include issues such as the following: Admissions & Financial Aid, Bookstores, Communications, Community Relations, Facilities, International Programs, Libraries, Pluralism concerns, Quality of Student Life, Recreation and Intercollegiate Athletics, Safety and Security, Open Expression, etc.

Please see the format given below. Questions may be directed to the Office of the University Secretary at ucouncil@pobox.upenn.edu or (215) 898-7457.

—Office of the University Secretary

Format for University Council's Open Forum

January 25, 2006

The University Council will devote a substantial portion of its January 25, 2006 meeting to a public forum, in accordance with the terms of the University Council Bylaws (*Almanac* September 23, 2003). The purpose of the Open Forum is to inform Council of issues important to the University's general welfare and of the range of views held by members of the University. The forum is open to all members of the University community under the conditions set by the Bylaws, following guidelines established by the Steering Committee of Council:

1. Any member of the University Community who wishes to do so may attend the Council meeting. Persons who wish to speak to Council, however, must inform the Office of the University Secretary (ucouncil@pobox.upenn.edu or 898-7457) by Tuesday, January 10, 2006 indicating briefly the subject of their remarks. Those who have not so informed the Office of the University Secretary will be permitted to speak only at the discretion of the moderator of University Council and in the event that time remains after the scheduled speakers.

2. Speakers should expect to be limited to three minutes with the possibility of additional time in cases where members of Council engage the speakers with follow-up questions or remarks. The moderator may restrict repetition of views. Speakers are encouraged to provide Council with supporting materials and/or written extensions of their statements before, during, or after the Council meeting.

3. Following the deadline for speakers to sign up in the Office of the University Secretary, the chair of Steering and the moderator of Council will structure the subject matter themes, speakers, and times of the Open Forum session. In the event that there is not enough time available at the meeting to provide for all those who have requested to speak, the two officers may make selections which accommodate the broadest array of issues having important implications for Council's work and represent the breadth of Council's constituencies. The resulting order of the Open Forum of University Council will be made available no later than the Tuesday before the meeting, to be published if possible, under publication deadlines, in the *Daily Pennsylvanian*, and in *Almanac* the week of the meeting.

4. Speakers' statements should be framed so as to present policy issues and directed to University Council as a body through the moderator. The moderator will have discretion to interrupt statements that are directed against persons and otherwise to maintain the decorum of the meeting, as provided for in the Bylaws. In cases where questions or positions can be appropriately addressed by members of Council, or where a colloquy would seem to be productive given the time constraints of the meeting, the moderator may recognize members of Council to respond to speakers' statements, with opportunities for follow-up by the speakers.

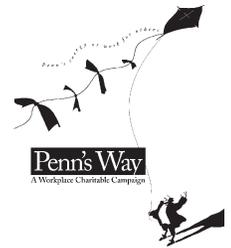
Penn's Way 2006

Grand Prize Winner

David H. Grossman, director of Civic House, Student Services, won the Grand Prize—the IBM Think Pad T43, donated by Computer Services.

Thank you for your participation.

—Robert Eich,
Penn's Way Campaign
Coordinator



Postal Rates to Increase January 8, 2006

Penn's department of Mail Services would like to inform the University community that effective Sunday, January 8, the United States Postal Service (USPS) will increase most postal rates and fees by approximately 5.4 percent. This includes increases to bulk and non-profit mail rates. The rate for single-piece first class mail will go from 37 cents to 39 cents. The postcard rate will also increase, from 23 cents to 24 cents.

For more information on these and other rate changes, please visit the USPS website at: www.usps.com/ratecase.

W-2 Mailing:

Is Your Address Up to Date?

The calendar year is drawing to a close which means that it will soon be time to start thinking about tax returns. Penn mails your W-2 to your permanent address in January of each year. If your permanent address is not up-to-date in the payroll system, your W-2 may be delayed or even lost. To view and/or change your address information, go to the U@Penn website at www.upenn.edu/u@penn or contact your Payroll or Business Administrator. Again, your address must be updated no later than January 12, 2006.

Please Note: Your W-2 will be sent to your permanent address. If you have no permanent address on file in the payroll system your W-2 will be sent to your current address.

—Division of Finance

New Rules for Federal Withholding on Wages of Nonresidents

The Internal Revenue Service (IRS) issued new rules for 2006 for withholding on wages of nonresident employees. The goal of the new rules is to provide withholding wages that more closely approximates your income tax liability. The new rules accomplish this with new Form W-4 rules and special payroll computations for withholding on wages.

If you have previously submitted a Form W-4 to Payroll, which may include an additional withholding amount, your prior Form W-4 will remain effective. You should submit a new Form W-4 at least by the effective date of the new payroll calculations.

This information along with an example of the new Form W-4 and IRS Notice 2005-76 announcing these new rules will be posted on the Corporate Tax web site at www.finance.upenn.edu/comptroller/tax/.

If you have any questions or concerns, please contact Mary Ann Piccolo at (215) 898-8967 or via email mpiccolo@pobox.upenn.edu.

—Corporate Tax Office

The University of Pennsylvania is currently in the midst of its National Collegiate Athletic Association (NCAA) second-cycle recertification review. The purpose of the review, which is routine for all Division I member institutions and is part of a broader reform agenda the NCAA originally enacted in 1993, is to ensure the fundamental integrity of intercollegiate athletics. Penn's first NCAA review was successfully completed in 1996. Dr. Janice Bellace, the Deputy Provost, chairs the Steering Committee guiding the University through the current recertification process, which will culminate with a site visit by a peer review team early next summer. In preparation for this site visit, and in accord with NCAA standards, Dr. Bellace and the students, faculty, and administrators working on the recertification have been preparing a self-study focusing on three key areas concerning athletics at the University: governance and commitment to rules compliance; academic integrity; and equity and student-athlete welfare. An Executive Summary appears below. To view the most current draft of the full self-study, please see: www.upenn.edu/provost/NCAA/.

Dr. Bellace welcomes questions, comments and suggestions regarding both the draft of the report in particular and about the recertification process in general. Please submit to simonr2@pobox.upenn.edu by Friday, January 6, 2006.

Executive Summary of the Draft Report to the NCAA Committee on Athletic Certification

The NCAA Certification Steering Committee has completed its self-study as part of the NCAA recertification process. This self-study is required by the NCAA as part of its regularly scheduled review process, designed to provide each institution with the opportunity to evaluate various aspects of the intercollegiate athletics program and receive feedback from its constituencies, including students, alumni, faculty, and peer evaluators. The study is divided into three major topics: governance and commitment to rules compliance, academic integrity, and equity and student-athlete welfare. The Steering Committee has determined that the University of Pennsylvania is operating within NCAA operating principles and has identified plans for improvement to make the athletics program even stronger.

Governance

The Steering Committee has determined that the Department of Recreation and Intercollegiate Athletics (DRIA) operates under the clear authority of the President and Trustees of the University and that both are directly involved with significant decisions related to athletics. Recently these decisions have related primarily to capital projects. The decisions by the Council of Ivy Presidents, including the University of Pennsylvania's President, have included issues ranging from admissions to the length of playing seasons to televising Ivy League football and basketball games. There is also an extensive committee structure that facilitates input from student-athletes into major decisions made regarding athletics (Student-Athlete Advisory Committee); faculty, staff and students (Committee on Recreation and Intercollegiate Athletics); and Trustees and alumni (Athletics Advisory Board, Gender Equity Advisory Committee). An area of improvement will be to document better the meetings of these groups.

Rules Compliance

Penn is operating the athletics program within the rules of the NCAA and Ivy League and has a functioning system in place to ensure ongoing compliance. The University has implemented the plans that grew out of the 1996 self-study, including formalizing a mechanism for student-athlete feedback, establishing a compliance review committee, and documenting the assignment of compliance responsibilities to specific staff members. In addition to these plans, DRIA has increased the use of technology to help monitor compliance with NCAA regulations, and DRIA keeps coaches and student-athletes updated on NCAA and Ivy compliance issues through regular meetings and communications. The Office of Audit, Compliance and Privacy conducts regular audits of the athletics department. Plans for future improvement include formalizing internal policies related to camps and clinics, as well as including NCAA compliance responsibilities in the performance evaluations of administrators outside athletics who have been assigned these duties.

Academic Standards

Student-athletes are held to the same academic standards as other students and graduate at approximately the same rate as all Penn students. In a few teams the rate is lower than might be expected, and these will be more closely monitored to identify means of improvement. There is a slight difference in test scores of incoming student-athletes vs. students as a whole; however, student-athletes apply for and are considered for admission on the same basis as all students. There is a process in place by which the University Registrar and representatives from each of the four schools within the University review and determine the academic eligibility of each student-athlete in accordance with University policy and NCAA rules.

Academic Support

The University provides academic support to student-athletes primarily through the services available to all Penn students. Additional resources provided to student-athletes due to the demands made on their time include additional study halls, scheduling of tutors, and provision of laptop computers for use on team trips.

Gender Equity

The Subcommittee on Equity and Student-Athlete Welfare concluded that equitable opportunities are available for men and women students to participate in intercollegiate athletics. It noted that the growth of junior varsity and club sports, as well as the construction of the Pottruck Center, allows more opportunities for both competitive sports and fitness and recreation. Resources such as medical facilities, equipment, recruiting funds, locker room facilities, publicity, and uniforms are all distributed equitably for comparable teams for men and women. The only exception is that, while both lacrosse team rooms have been updated, the men's room is larger and has a dedicated film study area, while the women share a film area with the field hockey team, an arrangement to which the coaches of both teams agreed. Tutoring, other support services, practice times, and travel allocations are all equitably distributed according to set policies.

Anecdotal evidence, however, indicated that students perceive that men's teams garner more of some resources than women's teams. This is largely due to the needs of the men's basketball and football teams. These two teams are competing to recruit student-athletes and coaches in a set of traditions unique to their sports. In addition, the football team's size means that it requires additional expenditures per athlete for travel and recruitment and certain considerations in scheduling practices, as well as creating a higher demand on medical facilities. The subcommittee suggests continuing to monitor the football team's need for additional resources to try to ensure equity in allocation of resources.

Minority Equity

The University has implemented the plans made during the first cycle of the certification process, including educating all coaches about resources available to minority students, providing means of receiving feedback from minority student-athletes related to their experiences in athletics, and exploring new strategies for recruiting qualified minority student-athletes and coaches. Future initiatives will include an institutional membership in the Black Coaches Association and sponsoring joint programs with the Program for Awareness in Cultural Education (PACE). Additionally, DRIA will explore means of improving all aspects of the Student-Athlete Advisory Committee, including minority student participation.

Student-Athlete Welfare

The Subcommittee on Equity and Student-Athlete Welfare noted some important improvements in overall student-athlete welfare. These include the retention of a sports psychologist and a nutritionist to advise student-athletes and teams; the expansion of New Student Orientation to include information for student-athletes on drug and alcohol abuse, hazing, safety, and time management; the addition of a full-time trainer; the introduction of a "team mentor" program; and the development of an electronic "early warning system" for all students that is designed to "alert students early on in a semester if they need help." A need for improvement of training room facilities and trainer coverage for out-of-season workouts was identified for follow up. Also, the exit interview process has been formalized, and plans are in place for further updates, including an on-line survey for all seniors.

Honors & Other Things

International Honor Society of Nursing: Drs. Barnsteiner and Kagan

Two nursing leaders from HUP are the honored recipients of Founders Awards from Sigma Theta Tau International (STTI) Honor Society of Nursing.

Dr. Jane Barnsteiner, professor of pediatric nursing and director of Nursing Translational Research, was awarded the Dorothy Garrigus Adams Award for Excellence in Fostering Professional Standards.

Dr. Sarah Hope Kagan, associate professor of gerontological nursing and a Gerontology Clinical Nurse Specialist, was awarded the Marie Hippensteel Lingeman Award for Excellence in Nursing Practice.

The Founders Awards are presented in the areas of technology, media, chapter excellence, research, and leadership.

Goldstein Award: Dr. Abrahams

Dr. Roger D. Abrahams, the Hum Rosen Professor of Folklore and Folklife, Emeritus, has been awarded the Kenneth S. Goldstein Award of the American Folklore Society for his contributions to strengthening folklore in higher education.

This award memorializes Dr. Kenny Goldstein, who received the first Ph.D. granted by Penn's folklore program and who also served as chair of the program for 20 years.

Presently, Dr. Abrahams is co-authoring a book responding to Hurricane Katrina with a focus on those who would "rebuild" New Orleans in their own image.

Best and Brightest: Dr. Culhane

Dr. Dennis Culhane, professor in the School of Social Policy and Practice, has been selected by *Esquire* magazine as one of the "Best & Brightest in 2005". Available in the December issue, the profile on Dr. Culhane includes findings from his research on urban homelessness. It states, "His recommendations have been adopted by a number of cities and



Dennis Culhane

are now a cornerstone of the Bush administration's plan to reduce homelessness."

Esquire's annual list showcases the top leaders in society, business, science, and culture.

Highly Cited: Dr. El-Deiry

Dr. Wafik S. El-Deiry, professor of medicine, has been recognized by the Institute for Scientific Information (ISI) and Thomson-ISI as a Highly Cited Researcher over the past 20 years in the field of Molecular Biology and Genetics. According to ISI, being acknowledged as a Highly Cited Researcher means that an individual is among the 250 most cited researchers for their published articles within a specific time-period.

Dr. El-Deiry is also the co-program leader of the Radiation Biology Program at Penn's Abramson Cancer Center. He holds joint appointments in the departments of genetics and pharmacology and an adjunct appointment at the Wistar Institute.

GSE Dean for Transition Team



Susan Fuhrman

New Jersey Governor-elect Jon S. Corzine has recruited Penn GSE Dean *Susan Fuhrman* as co-chair of an education advisory group to advise on transition leadership.

Governor-elect Corzine has convened six such transition teams, charging them to map out strategies for imple-

menting his policy goals and identify critical issues that need to be addressed within the first six months of the administration.

The Public Education Policy Group will make recommendations for expanding full-day kindergarten and preschool programs; increasing the rigor of school curriculums, with an emphasis on math, science, technology, world languages, and financial literacy; increasing the availability of after-school programs; improving special education throughout the state, and other critical issues.

Also on the education team are Arthur F. Ryan, chairman and CEO of Prudential Financial; Joyce Powell, president of the New Jersey Education Association; Dr. Orlando Edreira, Kean University professor of Spanish; and Richard W. Roper, founder and president of The Roper Group.

The other policy groups will address Budget and Reengineering Government; Property Tax Reform; Economic Development; Labor and Workforce Development; and Child Welfare.

Fulbright Scholar: Dr. Leskov

Dr. Aleksandr Leskov, associate research scholar in the department of the history of art, has been awarded a 2005-2006 Fulbright Scholar Grant. He will be researching the topic, *The Problem of Scythian Rule: A Study of Kurgan Burials in South Ukraine* at the National Academy of Sciences of Ukraine in Kyiv, Ukraine.

Recipients of this award are chosen based on their academic or professional achievement and because they have demonstrated extraordinary leadership potential in their fields.

Gardening and Beautification Winner: Penn Museum



Photo by Jennifer Chiappardi

The Penn Museum's renovated Upper Courtyard Garden (Almanac April 26, 2005) includes new plantings, grass, restored statuary, stone benches and a reflecting pool—featuring water lilies and colorful new koi fish.

Awards for Cardiovascular Research: Dr. Kumanyika

Both the American Heart Association and the Association of Black Cardiologists have presented National Awards to *Dr. Shiriki Kumanyika*,



Shiriki Kumanyika

professor of epidemiology, in the department of biostatistics and epidemiology in the School of Medicine and associate dean for health promotion and disease prevention.

She has won the first-ever American Heart Association Population Research Prize, receiving the prestigious national distinction for her

continued efforts in a career devoted to the prevention of heart disease, stroke and related disorders. This award is to recognize and reward an individual who is making outstanding contributions to the advancement of cardiovascular science and who currently heads an outstanding cardiovascular population research laboratory. The prize consists of a citation and an honorarium of \$5,000.

Additionally, Kumanyika received the 2005 Dr. Herbert W. Nickens Epidemiology Award from the Association of Black Cardiologists, Inc. (ABC). This award was created to honor outstanding achievement in epidemiologic research in the area of cardiovascular disease.

Two National Justice Positions: Ms. Robinson

Laurie O. Robinson, director of the criminology master of science program at Penn and a former U.S. assistant attorney general, has been elected chair of the board of trustees of the Vera Institute of Justice. She will be only the third chair of the private, non-profit group since its founding in 1961.

Ms. Robinson was also named a member of a new American Judicature Society National Commission on Forensic Science and Public Policy, co-chaired by former attorney general Janet Reno and David Korn, vice president

The Penn Museum is one of 13 winners in the first annual University City Gardening and Beautification Contest for outstanding landscape treatment of a public garden. The contest recognizes commercial and residential properties within the boundaries of University City. University City District in partnership with UC Green recognizes the transforming power of green space, flower and general beautification in urban environments.

of the Association of American Medical Colleges. The commission will be guiding a new AJS institute aimed at amplifying the impact of science on the justice system. It will adopt national forensic-science standards for use by law enforcement, prosecution, practicing attorneys and the courts and will set the institute research agenda.

Outstanding Junior Investigator: Dr. Thomson

Dr. Evelyn J. Thomson, assistant professor of physics, was awarded an Outstanding Junior Investigator Award from the U.S. Department of Energy. The award recognizes Dr. Thomson's contributions to high energy and physics and her demonstrated leadership in the field.

The award gives junior faculty direct control over research funds, to accommodate the specific needs of each researcher and to increase their independence and scope in formulating and pursuing their own research goals.

Genetics Research Award: Ms. Yang

Nuo Yang, a Ph.D. student in the lab of Dr. Haig H. Kazazian, Jr., chair of the department of genetics, recently received the Predoctoral Basic Research Award from the American Society of Human Genetics (ASHG). She received a plaque and \$500 at the ASHG annual meeting in Salt Lake City, Utah in October. Ms. Yang's talk was entitled "Antisense transcript suppresses human LINE-1 retrotransposition via an RNAi mechanism."

She was recognized for her research on transposable elements, transposons for short. Commonly known as jumping genes, transposons are genes that can move from one chromosome to another or within the same chromosome. Transposons can trigger evolutionary changes in the human genome or, on the other hand, are associated with several types of human diseases, including hemophilia A, beta thalassemia, and retinitis pigmentosa.

Red Ribbon Awards

Three individuals and a newspaper serving Philadelphia's African-American community have been named winners of the 2005 Red Ribbon Awards for their contributions to the fight against AIDS. The awards are made annually by the Community Advisory Board of Penn's Center for AIDS Research (CFAR).

This year's winners:

Jannie L. Blackwell, a member of the Philadelphia City Council, whose advocacy for economic development in her West Philadelphia district has helped address the economic inequalities that fuel the AIDS epidemic;

John B. Jemmott III, Kenneth B. Clark Professor of Communication and director of the Center for Health Behavior and Communication Research at the Annenberg School, whose research focuses on behavioral strategies to promote the prevention of HIV infection; and

Dr. Rob Roy MacGregor, professor of medicine-infectious diseases and a physician who founded the HUP AIDS Clinical Trials Unit.

In addition, CFAR presented a Red Ribbon Award to *The Philadelphia Tribune*, which serves the city's African-American community, for its courageous coverage of the AIDS epidemic.

Career and Life Strategies for Baby Boomers

Are you part of the Baby Boomer generation? If you were born between 1946 and 1964, you are—and you may now be dealing with situations and decisions that are different from anything you've previously faced. Retirement may be a very near prospect. You may be caring for elderly parents. Tuition for your college-age children may be a concern. You may be thinking about a new career direction.

To help you deal with these and other challenges, Human Resources is proud to announce a new series of programs focused on "Career and Life Strategies for Baby Boomers." This series will include monthly lunchtime sessions on topics generally relevant to Penn staff within 2-10 years of retirement. It will kick off on January 25, 2006, with an overview of the series goals and subject matter. Additional sessions will run throughout the year, and will focus on topics such as financial planning for retirement, finding engagement and meaning in your retirement, career moves for the mature worker, and the possibility of entrepreneurship after retirement.

Some topics may appeal to you more than others, so you can pick and choose which sessions you want to attend. For more information and to register for sessions, visit the online Course Catalog at www.hr.upenn.edu (click on Course Catalog at the top of the page) or call (215) 898-3400.

Long-Term Care Enrollment Deadline Extended to January 6

You can still enroll for Long-Term Care Insurance with guaranteed acceptance until January 6, 2006!

Penn is changing Group Long-Term Care Insurance carriers to John Hancock as of January 1, 2006. During the guaranteed acceptance period, eligible faculty and staff can enroll without having to show proof of good health. We've had such a strong interest in this new offering that we're extending the guaranteed acceptance period until January 6, 2006. Please note that you may still enroll after this date, but at that time you will need to provide proof of good health. Your eligible family members are required to provide proof of good health when applying at any time.

See the November 22 issue of *Almanac* at www.upenn.edu/almanac/volumes/v52/n13/ltr.html for more information on Penn's Long-Term Care Insurance Plan. To enroll, request an enrollment kit, or get more information, call John Hancock at 1-800-711-2899, send an email to gltc@jhancock.com, or go online to <http://penn.jhancock.com> (username: penn; password: mybenefit).

—Division of Human Resources

Environmental Health & Radiation Safety Training

The next live training programs are: *Introduction to Laboratory and Biological Safety at Penn: December 14*, 9:15 a.m.–noon, Dunlop Auditorium, Stemmler Hall; *January 18*, 2006, 9:15 a.m.–noon, Dunlop Auditorium, Stemmler Hall (Please arrive early. Sign-in from 9–9:15 a.m. No admittance to the course after 9:15 a.m. Penn ID is required for sign-in. A Certificate of Completion will be granted at the end of the training session. Only those individuals who sign-in and receive the Certificate will be given credit for the course.)

This combined training program provides a comprehensive overview of safe work practices in the biomedical laboratory and meets the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) requirements for employees who work with hazardous substances including chemicals, human blood, blood products, fluids and human tissue specimens. All faculty, staff and students at the University who work in a laboratory and have not previously attended a live training presentation must attend this training.

The Office of Environmental Health & Radiation Safety (EHRS) develops and presents a variety of required training programs in live presentations or online formats. To determine which training programs you are required to take, review the section "Training Requirements" on the EHRS website www.ehrs.upenn.edu/training/traindates.html.

More Volunteer Opportunities

Thanks to your generosity during the Penn VIPS Food Drive, we were able to donate seven carloads of non-perishable food items to Carroll Park Community Council Pantry, SunnyCrest Family Service Agency and Concerned Parents Inc. Your donations were most appreciated and made a huge difference in the lives of many. Below is another opportunity.

—*Isabel Mapp*, Associate Director, Faculty, Staff and Alumni Volunteer Services, Director, Penn VIPS, Center for Community Partnerships

Weatherization Assistance: United Way of Southeastern Pennsylvania is recruiting volunteers to weatherize homes throughout our region. No experience required, training will be provided. Winter is here and as we all know heating costs are becoming an issue for many individuals and families, especially those on a fixed income. However, by weatherizing a home and reducing the use of heat, you can save 5%-20% in energy costs! United Way is planning a two pronged-approach:

- Mobilize volunteers to provide weatherization assistance and conservation education to vulnerable households (i.e. the elderly, disabled, homebound, families with infants and children)
- Educate vulnerable families (via service providers) about conservation techniques and energy assistance funds. We will also prepare service providers to refer clients and families to available energy assistance, conservation and weatherization programs.

Join with United Way and volunteer today. You will be trained on basic weatherization techniques and conservation applications. Morning refreshments and boxed lunches will be provided to all volunteers. Weatherization activities will include installing weather stripping, plastic over windows, and caulking around windows and doors. To register, visit the United Way web site: www.uwsepa.org and click on the Project Warm Heart link. Volunteers needed 9 a.m.–3 p.m. on: Saturday, December 17 in Darby Senior Community Services Friendship Circle Center 1515 Lansdowne Avenue, Darby, PA.



Winter Break Safety: Special Checks of Residences

Dear Students, Faculty and Staff:

Winter Break (5 p.m. Wednesday, December 21, 2005 through 7 a.m. Monday, January 9, 2006.) is approaching quickly. Traditionally, this is a time of lower occupancy and greater opportunity for crime. Therefore, we need to be more safety and security conscious.

In order to reduce the opportunity for crime (criminal mischief, burglaries, etc.), the Division of Public Safety is again offering to conduct Special Checks of Residential Properties during the following time frame: 5 p.m. Wednesday, December 21, 2005 through 7 a.m. Monday, January 9, 2006.

At least two business days in advance of their departure, students, faculty and staff who live within the following geographical boundaries—30th to 43rd Street and Baltimore Avenue to Market Street—may list their residence with the Penn Police Department for Special Checks during the period it will be vacant.

Penn Police and security officers will periodically physically check the exterior of registered properties for signs of criminal activity or security breaches. If any are discovered, the officers will take appropriate action ranging from arresting the perpetrator to conducting an interior check of the property with subsequent notification to the listed occupant.

If you would like to list your residence for Special Checks during Winter Break, complete the application form on the Public Safety website at www.publicsafety.upenn.edu. Go to "Online Forms" and follow the instructions to submit. Or, you can pick up an application at the Division of Public Safety Headquarters, 4040 Chestnut Street. You need to complete and return the application prior to vacating the premise.

Wishing you delicious food and quiet moments with family and friends,

—Division of Public Safety

** Registering your residence for Special Checks does not guarantee that your property will remain entirely event-free throughout your absence.

Dear Members of the Penn Community,

As we near final exams and winter break, the Division of Public Safety would like to take a minute to update you on several safety and security initiatives we have implemented in recent weeks; tell you about the safety-enhancing services available to you, and provide you with holiday and low-occupancy safety tips.

New Safety and Security Initiatives

- The University of Pennsylvania Police Department has teamed up with the Philadelphia Police Department to create a Tactical Task Force deploying covert and overt patrols to targeted locations within our jurisdiction.
- DPS has deployed additional allied security officers for a total of 347 officers on patrol on and off campus and at fixed locations throughout campus.
- We've also enhanced our virtual patrol by adding two new pan tilt zoom cameras (40th and Pine and 42nd and Pine) to our virtual patrol of 76 cameras within our jurisdiction and added additional personnel at our CCTV monitoring and dispatch call center, PennComm, to perform additional virtual CCTV patrols.
- We're working with Facilities and Real Estate Services to install additional lighting on campus. And we are working with PECO to install additional pedestrian lighting west of 40th Street. We began installing the first phase of pedestrian lighting on Pine Street between 40th and 43rd Streets the week of December 5, 2005.
- We recently trained transportation personnel to be our eyes and ears out on the road and report unsafe conditions or suspicious behavior and continue to reach out to local business owners, construction workers, and other community members as part of our PennWATCH program.
- Penn's Jerry Lee Center for Criminology recently began working with the Philadelphia Adult Probation-Parole Department and the Division of Public Safety on a study to help identify high risk offenders in order to prevent future crimes.

Holiday Safety Tips

The holiday season should be full of joy and happiness. Unfortunately it is also a time of the year when crimes against property traditionally increase and the highways become increasingly dangerous due to careless and/or impaired motor vehicle operators. In order to make your holidays joyous and safe, the Division of Public Safety offers the following suggestions related to crime prevention and safety. *Safety is a shared responsibility. Be our partners in safety!*

Campus & Community Safety

- *Use common sense.* Try not to walk alone or appear distracted by wearing headphones or talking on your cell phone.
- *Trust your instincts.* If something makes you uncomfortable or if you see a person displaying suspicious behavior, contact the Division of Public Safety from one of more than 200 *blue light emergency* phones on campus and in the surrounding community. Just pick up the receiver or press the button.
- *Be aware of your surroundings* and proactively contact the Division of Public Safety if you notice a safety hazard. You can go to our website www.publicsafety.upenn.edu and fill out the customer feedback form.
- *Reduce the opportunity for crime* to occur by using the *Riding Escort Service (898-RIDE)* and *Walking Escort Service (898-WALK)*.
- *Try the new Transit Campus Loop* running from 7 p.m.-3 a.m., seven days-a-week, from 34th to 44th streets on Walnut and Spruce Streets. You must show your Penn Card to ride it. This pilot program will run throughout the month of December and will be evaluated in January.
- *UCWalkPLUS:* If you are planning an event, party or meeting, you can email the Division of Public Safety 24 hours in advance (at least one business day) to schedule a walking escort to walk people home at the end of your event. Send your name, phone number, event location and the time your event will end to: UCWALK@publicsafety.upenn.edu.

Workplace Safety

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

—Division of Public Safety

Vehicle Safety

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

Shopping Safety

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

Highway Safety

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

Don't Drink and Drive

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

Update

December AT PENN

SPECIAL EVENT

18 *The Rotunda's 3rd Annual Bazaar*; crafts, flea market, art, and community; noon-6 p.m.; 4012 Walnut St.

TALKS

15 *Epigenetic Modulation of Endogenous Tumor Suppressor Expression in Lung Cancer Xenografts Inhibits Tumorigenicity*; Joshua Cantor, surgery; noon; Conference Room, John Morgan Bldg. (Radiation Oncology).

16 *A Molecular Arms Race Between Pathogenic Bacteria and Mammalian Host*; Hening Lin, Harvard Medical School; noon, rm. 252, BRB II/III (Biochemistry and Biophysics).

Deadlines: The deadline for the weekly Update is every Tuesday, for the following Tuesday's issue. The deadline for the February AT PENN calendar is Tuesday, *January 17*. For information see www.upenn.edu/almanac/calendar/caldead-real.html.

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.

Ed. Note: *Almanac* will publish weekly through Tuesday, December 20. After the Winter Break, *Almanac* will commence publishing for the Spring Semester on Tuesday, January 10, 2006.

Bison Dance

At left, Bison-Dance of the Mandan Indians in front of their Medicine Lodge by Karl Bodmer. This work is one of 41 hand-colored engravings in the exhibit, Travels in the Interior of North America: The Maximilian-Bodmer Expedition. The exhibit at the Penn Museum features engravings by Swiss artist Karl Bodmer, created after his 1832-1834 trip across North America with German scholar Prince Maximilian of Wied, along with artifacts from the Museum. Through December 31.



Image courtesy of the Joslyn Art Museum in Omaha, NE

CLASSIFIEDS—UNIVERSITY

RESEARCH

Volunteers Needed for Osteoporosis Study
The University of Pennsylvania Health System/Department of Radiology seeks women 60 years or older. Eligible volunteers would receive a magnetic resonance (MRI) and a dual energy X-ray exam (DEXA) to measure bone density. Participants will be compensated. Please contact Louise Loh or Helen Peachey at (215) 898-5664 for more information.

Do you have premenstrual symptoms (PMS)?
Several new research treatment studies are available at the University of Pennsylvania/Dept ObGyn PMS Program. Eligible volunteers, ages 18-49, will receive free evaluations and study medication (a new oral contraceptive). Participants will be paid for study visits. For information and appointments, call the PMS Program, (215) 662-3329.

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 Hospital of Philadelphia. We offer reimbursement for expenses. For further information please contact: Laurie Karamessinis: (267) 426-5748.

Calling All Bones. Recruiting males and females ages 21-78 for a research study. You will not be required to take any medications. We will evaluate the strength and health of your bones you will be compensated for your time. Call Sharmin or Amber at: (267) 426-5517.

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

Almanac is not responsible for contents of classified ad material.

For information call (215) 898-5274.

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **November 28-December 4, 2005**. Also reported were 23 Crimes Against Property (including 18 thefts, 3 burglaries, 1 act of fraud and 1 weapon offense). Full reports are on the web (www.upenn.edu/almanac/volumes/v52/n15/creport.html). Prior weeks' reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **November 28-December 4, 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.

| | | | |
|----------|----------|------------------|---|
| 11/28/05 | 1:21 PM | 3600 Market St | Offender observed pan handling/Arrest |
| 11/29/05 | 7:48 AM | 3700 Ludlow St | Males refused to leave area/2 Citations |
| 12/02/05 | 12:34 PM | 3400 Market St | Complainant struck by unknown males |
| 12/04/05 | 8:01 PM | 4200 Chestnut St | Unknown male attempted to rob complainant |

18th District Report

13 incidents and 3 arrests (including 11 robberies, 1 aggravated assault, and 1 rape) were reported between **November 28-December 4, 2005** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

| | | | |
|----------|----------|------------------------|---------------------------|
| 11/28/05 | 4:30 AM | 3800 Woodland Ave | Aggravated Assault/Arrest |
| 11/29/05 | 8:20 PM | 4827 Pine St | Robbery |
| 11/30/05 | 1:40 AM | 4500 Regent St | Robbery |
| 11/30/05 | 2:05 PM | 5055 Baltimore Ave | Robbery |
| 11/30/05 | 8:42 PM | 4500 Chester Ave | Robbery/Arrest |
| 11/30/05 | 10:00 PM | 4800 Woodland Ave | Robbery |
| 12/02/05 | 11:35 PM | 4400 Market St | Robbery |
| 12/02/05 | 11:40 PM | 4400 Market St | Robbery |
| 12/03/05 | 6:35 AM | 4548 Baltimore Ave | Robbery |
| 12/04/05 | 12:00 PM | 4200 Chestnut St | Robbery |
| 12/04/05 | 4:42 PM | 3400 Civic Center Blvd | Rape |
| 12/04/05 | 6:35 PM | 5100 Cedar Ave | Robbery |
| 12/04/05 | 7:18 PM | 4521 Chester Ave | Robbery/Arrest |



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The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the PennWeb) include HTML and Acrobat versions of the print edition, and interim information may be posted in electronic-only form. Guidelines for readers and contributors are available on request and online.

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The Wharton School Celebrates 25 Years of the Leadership Education and Development Program (LEAD)

The Leadership, Education, and Development Program (LEAD) which was founded at Penn's Wharton School, in 1980 provides talented underrepresented minority high school juniors with an intensive one month introduction to the world of business drawing upon the resources of the University, corporate sponsors, and Wharton faculty. The impetus for LEAD'S founding was the recognition that African Americans and other minorities were underrepresented in U.S. business schools. In 1979, McNeil Consumer Products Company proposed that a summer business institute be established to recruit the top 10% of minority students to a tailored curriculum in economics, finance, marketing, and management taught by Wharton faculty.

LEAD adopted the fundamental principle of full financial support for underrepresented minority scholars regardless of wealth or income. Students from low- to middle-income families competed on equal footing with those from wealthy families, creating a paradigm that scholarship, community service and leadership had priority over questions of affordability.

The curriculum is interactive, featuring collaborative learning models. We have attempted to build a shared vision among the students through assigned tasks (case study competition and business plan competition). Writing components embrace liberal arts requirements as well as business principles. Thus, students are immersed in Penn's academic philosophy through exposure to some elements of the Wharton curriculum, and interaction with faculty members.

Students who have attended the Wharton LEAD Program, experience a sense of community with the University—enhancing their feeling of belonging and allowing them to fit easily into a complex academic environment. They reach a comfort level on campus that provides a safety net—supporting their ability and desire to succeed as a “family”—the beginning of their understanding of college as a bridge to a career. Such consideration is especially important for first generation students and provides another way of binding them to the learning experience. As important, these experiences encourage students to meet future academic challenges at Penn and other universities.

Sixteen Key Components of the Wharton LEAD Curriculum 1980-1999

Sixteen curricular and co-curricular activities were integrated through workshops, tutorials, and coaching activities conducted by Residential Graduate and Undergraduate Coordinators, and Penn undergraduate “consultants.”

- *Critical leadership and organizational skills.* [Workshops]
- *Team building activities.* [Team management processes—Developing, organizing, advising, maintaining groups, etc.]
- *Extemporaneous speaking.* [Specific purpose, exploring subject, presentation formats, notes, outlines]
- *Stock Market Tournament.* [Goldman Sachs Team competition]
- *Annual Reports* [Instructions on reading annual reports]
- *Table Manners* [Culinary Habits and Business opportunity]
- *Admissions Workshop* Penn's Admission Department [Lee Stetson]
- *College Application Process Workshop* [Wendy Robbins]
- *Financial Aid Workshop* “Financial Aid is a Business Transaction” Penn's Office of Student Financial Services [Michael Brosnan, Gloria Jones]
- *College Day:* scheduled visits and recruitment workshops by Admissions officials [representing Penn, Yale, Georgetown, Swarthmore, Haverford, Princeton, and Bryn Mawr].
- *Eight Case Presentation Workshops* to develop case presentation skills for corporate cases, case analysis (writing and revising), problem statements, (ambiguity and clarity), revision strategies, editing, style, techniques of dynamic delivery, using visual aids, briefings (conducting question and answer sessions).
- *Corporate case study presented to corporations* by LEAD participants, The Pepsid Case (McNeil Consumer Products Company).
- *Credit Suisse/First Boston Corporation Case Study* was unveiled for the first time on a field trip to New York in 1997. As a significant addition to the curriculum, participants were introduced to a real time corporate financing deal by three financial entities (Credit Suisse/First Boston Corporation, John Hancock Insurance, and CIGNA). Students prepared and presented their findings before a panel of officials at Eagle Lodge in Philadelphia.
- *Business Plan Competition:* Six teams of five students each prepared and presented original business plans in a one month competition. Teams supported by Wharton Small Business Development Center (SBDC) consultants for workshops on marketing, financials, and product development. Feasibility Analysis, Identifying and Reaching an Appropriate Market, Financial Analysis and Management Techniques, Basic Legal Issues and the Importance of Business Planning.

- *Essay Contest:* assignments in ten topic areas—Leadership, Teamwork, and Communication in the Workplace, Social Responsibility, Valuing Diversity, Marketing, Entrepreneurship, Public Policy and Management, Management and the Arts, and Business and Education.

- *QUEST, the Wharton LEAD Yearbook,* annual publication—student essay winners, profiles on corporate executives, profiles on Wharton faculty, other articles of interest, photographs, advertisements, and formal recognition of corporate contributions.

University Recruitment

LEAD has become a major University recruitment mechanism for talented minority candidates enrolled in the four undergraduate schools. Approximately 358 LEAD alumni from 10 LEAD affiliate programs at various universities have matriculated at Penn over 19 years (1980-1999), with 186 at Wharton, 139 in the College, 31 in the Engineering, and two in Nursing.

Of that group, approximately 132 alumni from Wharton LEAD Program matriculated at Penn, with 80 undergraduates at Wharton, 46 in the College, five in Engineering and one in Nursing.

In a survey of 193 LEAD alumni enrolled in Penn's four undergraduate schools, their cumulative GPA is greater than 2.8. The highest GPA reported is 3.92, while the lowest figure is 1.03. These students are Penn undergraduate enrollees, classes 1985-1999. A significant number of these students were leaders of student organizations and clubs at Penn.

Robert Aresty Scholarship

In 1999, Wharton alumnus Robert Aresty, established a scholarship for LEAD students who were admitted to Penn but could not have enrolled without his financial support. His contribution of \$144,000 supports 63 undergraduates in Wharton, the College, and SEAS, as well as a number of LEAD junior and senior undergraduates who encountered financial hardship. The Aresty Scholarship is well known throughout the Penn community for its impact on retention and development of underrepresented minority students.

—Harold J. Haskins, Executive Consultant Wharton LEAD Program, Director, Student Development Support Planning

Celebrating Milestones and Supporting LEAD

Barbara Kahn, vice dean of Wharton's Undergraduate Division, stated, “Established at Wharton, LEAD exposes students to the full breadth of Wharton's undergraduate core curriculum, introducing them to the principles of finance, economics, management, and marketing. The program also serves as a vital feeder system for the nation's top business schools and Penn's undergraduate schools. It really has a significant impact on the University and—most importantly—on the lives of LEAD participants.”

Each summer, Wharton's four-week LEAD Program invites more than 30 students to attend lectures by the School's faculty and corporate executives in Jon M. Huntsman Hall. Students also engage in challenging team-based assignments. Throughout the program, participants are given the opportunity to visit major corporations in Philadelphia, Washington D.C. and New York City, establishing the lasting relationships essential to a successful business career.

The School celebrated the program's quarter-century milestone this summer with a two-day Wharton LEAD event, kicked off by an alumni dinner in July. The banquet brought together past and present leadership and faculty of the program with alumni and current students. At the dinner, a \$100,000-gift was announced from Ashish, W '92 and his wife, Sapna Shah, C/W '93 to support the continued development and implementation of the Wharton LEAD Program.

The nationwide organization that has grown out of the Wharton LEAD program now has over 6,600 alumni, many of whom have gone on to successful careers in the corporate world. Sixty percent of the program's alumni are currently pursuing careers in business and 50 percent have received or currently are enrolled in an M.B.A. program. At all of the LEAD summer institutes, participants are exposed to a similar curriculum, with an overriding focus on the establishment of lifelong partnerships between outstanding students and the nation's leading corporations and business schools.