

Almanac

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Endowed Chair in Pediatric Nursing: Barbara Medoff-Cooper

Dr. Barbara Medoff-Cooper has been appointed to the Ruth M. Colket Endowed Chair in Pediatric Nursing at CHOP—created to recognize and support nurses who conduct cutting-edge research.

Known for her work on infant development, feeding behaviors in high-risk infants, and infant temperament, Dr. Medoff-Cooper is the first Penn Nursing faculty member to be appointed a CHOP-endowed chair. She is the Helen M. Shearer Term Professor in Nutrition at Nursing, as well as the Director of the Center for Biobehavioral Research.

“What is exciting about being the recipient of this endowed chair is the recognition that nursing research matters and makes a contribution to the overall health and well-being of our nation’s children,” she said.

Dr. Medoff-Cooper began her research career as a Robert Wood Johnson Clinical Nurse Scholar. She has served on numerous review panels for the NIH, for Sigma Theta Tau International and the American Nurses Foundation. Her work has been funded by the National Institute for Nursing Research; the National Heart, Lung and Blood

Institute; the Bureau of Maternal and Child Health; and the Benjamin Franklin Partnership of the Commonwealth of Pennsylvania; as well as numerous professional organizations and foundations.

“The Ruth M. Colket Endowed Chair in Pediatric Nursing embodies the Hospital’s philosophy of collegiality, as it offers nurses the opportunity to conduct research alongside physicians and play a significant role in shaping a new era of pediatric health,” said Leslie Clarke, senior vice president and chief nursing officer at CHOP. “We’re thrilled with Dr. Medoff-Cooper’s appointment, as she is a role model of what a nursing scholar can accomplish.”



Barbara Medoff-Cooper

Chair of Preventive and Restorative Sciences: Markus Blatz

Dr. Markus B. Blatz has been named chairman and professor of restorative dentistry-clinician educator in the department of preventive and restorative sciences at the School of Dental Medicine effective September 1, 2006. Dr. Blatz came to Penn from Louisiana State University (LSU) Health Sciences Center School of Dentistry in New Orleans, where most recently he has served as chairman of the department of



Markus Blatz

comprehensive dentistry and biomaterials and assistant dean for clinical research. During his tenure at LSU, he also directed the Masters of Science in Oral Biology Program.

Prior to joining LSU in 2000, he was a senior faculty member, 1998-99, and assistant professor, 1994-98, in the department of prosthodontics at the University of Freiburg School of Dentistry, in Germany. Dr. Blatz earned his D.M.D. and his Ph.D. from the University of Freiburg in 1994 and 1998, respectively, and completed a residency in prosthodontics/perioprosthodontics there as well in 1997. He is also a Diplomate in the German Society of Prosthodontics and Material Sciences.

A widely published and internationally respected lecturer, Dr. Blatz’s main focus within clinical practice and research is esthetic dentistry. (continued on page 2)

Penn Law’s Bold Ambitions

The Law School has launched *Bold Ambitions: The Campaign for Penn Law*—in an effort to increase financial aid, augment endowment for professorships and create new spaces conducive to teaching and learning. The campaign will raise \$175 million in new resources for Penn Law, said Paul S. Levy, L ’72, chair of the Law School’s Board of Overseers and chair of the Campaign Committee.

“A school is defined by its people, but resources are critical in supporting both faculty and students. Imagine what we could accomplish with an endowment commensurate with the quality of our people and programs,” said Law School Dean Michael Fitts.

Penn Law is redefining legal education. The campaign for Penn Law will support:

- *A top-notch and expanded faculty, second to none: \$63 million.* So much depends on faculty who move the mind and stir the spirit. Additional endowment will give the school the means to draw more of the top talent, with professorships in a variety of legal disciplines.

- *Student aid to keep the best and brightest coming: \$65 million.* Penn Law students are remarkable by any standard, and most choose among the nation’s top law schools. More endowment will help the school offer competitive financial aid and relieve the burden on our operating budget.

- *Cross-disciplinary institutes that will be to the legal world what think tanks are to government: \$4 million.* Cross-disciplinary institutes stir new thinking and help educate people in the role of integrator. The school looks to establish new institutes in areas such as Law and Health Sciences, Law and the Constitution, and Law and the Global Community.

- *Modernized facilities that foster a challenging but personal experience: \$15 million.* Penn Law has invested heavily in facilities in the last decade, but more projects await: renovations to the dean’s suite, the lower floor of Silverman and Pepper Halls, “The Goat” and adjacent areas. Additional renovations will create seminar-style classrooms that foster interaction and the free flow of ideas.

- *Program support and increased annual support to sustain every day excellence: \$28 million.* While endowment provides a financial foundation, term gifts—those can be expended immediately—sustain the every day excellence of the school’s efforts. During the campaign, the school plans to grow annual giving at five percent a year. Also direct increased support to the Biddle Law Library, the Gittis Center for Clinical Legal Studies, and the Institute for Law and Economics.

For more information visit www.law.upenn.edu/alumni/campaign.

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From the President

A letter to the University Community from President Amy Gutmann

On Offensive Halloween Costume

As many of you have heard or seen by now, there was a photograph from our annual Halloween party that has taken flight over the Internet. The photograph is embarrassing for the University and me alike. I posted a formal response on our website last week. However, I wanted to provide more context.

Following a long standing Penn tradition, I host an annual Halloween party at the President’s House. Hundreds of students show up dressed in every imaginable costume—witches and warlocks, Jasons and Michael Myers, ax murderers and Frankensteins. In keeping with the spirit of the event, I appeared as Glinda, the Good Witch of the North. In this context, it’s hard to imagine that someone could create an actually offensive costume, but at least one of our students did.

Part of the Halloween party tradition is the opportunity to be photographed with the President. This year, one student holding a toy gun was photographed with me before it was obvious to me that he was dressed as a suicide bomber. As soon as I realized the full extent of his costume, I refused his request for additional photographs.

Some have mistakenly interpreted the photograph as my support for terrorism. Nothing could be further from the truth. I abhor terrorism, suicide bombers and everything they do. My record is unambiguously clear on this point.

The student has since apologized, and I accept his apology. I too apologize for the offense this photo has caused. Some images are too horrific even for Halloween.

Hosting Distinguished International Scholars: December 8

The Office of the Provost announces that applications are available for the *Distinguished International Scholars*, a program which aims to promote further global engagement in undergraduate education and deepen the University's ties to the world's leading universities and scholars. Any member of the Standing Faculty who is teaching an undergraduate course in an upcoming semester may apply to host an international scholar. The deadline for the Fall 2006 application cycle is *December 8, 2006*. Applications will be accepted for courses to be offered in any of the upcoming three terms: Spring 2007, Fall 2007 or Spring 2008.

Distinguished International Scholars offers

Penn faculty the opportunity to invite a scholar from another nation to contribute significantly to an undergraduate course while visiting Penn's campus. The scholar's time may be compressed into a two-week visit or spread out over the course of a semester but the total time spent on campus should be at least ten weekdays. In addition to the course, the scholar should participate in the intellectual and cultural life of campus through such activities as visiting other courses, offering public lectures, attending departmental seminars/workshops, and participating in programs through College House and Academic Services.

The faculty member will be responsible for hosting the scholar during the visit. This in-

cludes coordinating all travel and lodging arrangements, as well as planning all educational and social activities during the visit. The host department or school will receive up to \$20,000 to cover expenses related to the visit such as an honorarium, visa fees, and the costs of lodging, meals, and travel. Applications will be evaluated based on the scholar's reputation and teaching expertise, how well the planned visit integrates the scholar into the intellectual and cultural life of the campus, and the impact the scholar's visit will have on undergraduate education at Penn.

For the application or more information, please contact Rob Nelson, Office of the Provost, at as-socprv@pobox.upenn.edu or (215) 898-7225.

SENATE

To: The Faculty
From: Senate Committee on Academic Freedom and Responsibility
Subject: Reminder from SCAFR

The Senate Committee on Academic Freedom and Responsibility (SCAFR) reminds the faculty that in each school, there is an elected Committee on Academic Freedom and Responsibility (CAFR) to consider school-related matters that appear to faculty members to raise questions about academic freedom or to indicate a failure to discharge academic responsibility, whether by individuals or by academic units. The Senate Committee (SCAFR), which is to be consulted by the school's committee (CAFR) in the event of a claim of violation of academic freedom or responsibility, advises the school's committee (CAFR) and the school's administrators on the procedures to be followed in such an event (Rules of Senate, 8.b. iii).

SCAFR, established by the Statutes of the University (Article 10), also investigates and makes reports and recommendations on any matter affecting academic freedom and responsibility within the University. Faculty members greatly assist SCAFR by bringing matters of such concern to our attention and by providing us with pertinent information.

SCAFR will, as far as is consistent with privacy concerns, report on what it considers and recommends, in support of the Senate Chair's aim that Senate Committees should make annual reports.

Communications may be made to SCAFR via the Senate Office e-mail: (senate@pobox.upenn.edu) or phone: (215) 898-6943, or initiated directly to the SCAFR Chair, James Ross at e-mail: jross@sas.upenn.edu or phone: (215) 898-6538. Faculty are reminded not to put confidential details into e-mails. See: www.upenn.edu/faculty_senate/acad_freedom.html for information on SCAFR members and the School CAFR Chairs.

OF RECORD

Final Report of the Ad Hoc Committee on the Selection of a Vice Provost for Research

The search committee was established by Provost Ronald Daniels in July 2006 under the chairmanship of Richard Schultz, Patricia Williams Term Professor of Biology and department chair. Other members were: Susan Davidson, Weiss Professor of Computing and Information Science and Deputy Dean, School of Engineering and Applied Science; Raquel Gur, Professor of Psychiatry; Linda McCauley, Nightingale Professor of Nursing and Associate Dean for Nursing Research, School of Nursing; Samuel Preston, Frederick J. Warren Professor of Demography; Alan Rosenquist, Professor of Neuroscience; Phillip Scott, Professor and Chair of Pathobiology and Associate Dean for Research, School of Veterinary Medicine; and Bruce Shenker, Professor and Chair of Pathology and Associate Dean for Research, School of Dental Medicine.

The position of Vice Provost for Research, which is full time, is responsible to the Provost for the development and implementation of policies and procedures that promote research excellence across the university and for the management of key elements of the research infrastructure, including grant administration and research compliance. Most importantly, the Vice Provost is expected to serve as a champion for the research enterprise of the university. The Provost also asked the committee to identify individuals who could work closely with him and the Deputy and Associate Provost on larger university strategic issues.

Accordingly, the committee sought candidates who had a strong personal record in funded research, experience in managing a larger research operation, thorough knowledge of the operations and practices of a comprehensive research-oriented university, excellent interpersonal skills, and demonstrated administrative competence.

The committee was asked to only consider candidates who were tenured University of Pennsylvania faculty members. An e-mail soliciting nominations was sent to all Penn faculty, and a notice was placed in *Almanac* (September 5, 2006). In addition, the committee interviewed six of the school deans and sought input via e-mail from the other six.

The committee received 15 nominations, four of which were from outside of the University. Of the 11 internal candidates nominated, two were women. The committee interviewed four of the candidates and forwarded the names of two, both men, to Provost Daniels from which he subsequently appointed Steven Fluharty, Professor of Pharmacology in the School of Veterinary Medicine and Interim Vice Provost, as Vice Provost for Research, effective November 1, 2006.

—Richard Schultz, Chair

Dental School

(continued from page 1)

ry with an emphasis on implantology and dental materials, particularly ceramics and adhesion. Dr. Blatz holds editorial positions with numerous professional journals, serving as an associate editor for *Quintessence International* and *Quintessence of Dental Technology* and a section editor for the *Journal of Oral and Maxillofacial Surgery* and he serves as a scientific reviewer for a number of other scientific dental journals.

"Dr. Blatz brings excellence as a clinician, researcher, and educator to this role," said Penn Dental Medicine's Morton Amsterdam Dean Marjorie Jeffcoat. "His skills and leadership will ensure that the School remains at the forefront of the latest advances in restorative dentistry."

An active member of many professional societies, including the European Academy of Esthetic Dentistry and Omicron Kappa Upsilon National Dental Honor Society, Dr. Blatz is the 2005-2006 President of the New Orleans Chapter of the American Association of Dental Research. Dr. Blatz has also been recognized for his commitment as a teacher and educator through multiple honors and teaching awards.

Where is the McNeil Center's Donor?

A portrait of Robert McNeil, benefactor and renowned philanthropist, was reported missing on September 8, 2006 from the McNeil Center for Early American Studies, located at 3355 Woodland Walk near Hill College House. The portrait (*at right*)—an original oil on linen painted in 2005 when the building opened—is approximately 38" x 30", and is in a gold-colored wooden frame.

Dr. Daniel Richter, MCEAS director and professor of history, said that a \$150 reward from an anonymous donor will be offered for the safe return of the portrait, with no questions asked.

Those with any information on the portrait's whereabouts should contact the McNeil Center office at (215) 898-9251 or mceas@ccat.sas.upenn.edu.

Correction

In last week's issue, the piece on the resignation of Penn's director of Institutional Research misstated his new title. Dr. Bernard F. Lentz will become *Executive Director for Institutional Research reporting to the President of Drexel University*. Dr. Lentz will serve as a senior advisor to Dr. Constantine Papadakis.

—Ed.

Advanced Training Through Simulations for Med Students

The School of Medicine has two new “model” patients. A pair of interactive mannequins, controlled by computer and instructor, will assist with the advanced training of medical students this fall semester.

The Measey Simulation Center features two adjoining suites each with its own multifunction patient simulator. Each simulated patient is connected to a computer that recreates various patient care scenarios—mostly emergency and intensive care scenarios—which the students will then manage through several different responses. These scenarios include difficult airway, shock and heart attack. Each simulator is equipped with an instructor-controlled microphone that supplies the voice of a complaining patient. The mannequin’s life-like characteristics do not stop there. Each can develop blood pressure and lung problems along with a host of other signs and symptoms frequently seen in emergency cases.

“The advantage is the students will get hands-on experience that’s much safer than working on a live patient,” said Dr. Andrew Kofke, director of the Measey Simulation Center at Penn. “Students can memorize just about anything, but applying that knowledge is something different. That’s what the simulation center is for, a place to apply what the students learned.” Dr. Gail Morrison, Vice Dean for Education, stressed the importance of the simulators in Penn Medicine’s global strategy on safety. “The main purpose of the simulators is to create a safe environment in which students can make a mistake, learn from their mistake, and then functionally effectively in the clinical setting,” she said.

Black Youth and Depression

With depression on the rise among urban Black adolescents, researchers at the Graduate School of Education are examining how the stress of racism influences the mental and emotional welfare of young African-Americans.

In a recent study, Dr. Howard Stevenson, associate professor of education, and Dr. Gwendolyn Davis, a consulting psychologist at Resources for Change, have been looking at what measures might serve as a buffer for these kids. Suspecting that adaptive racial socialization experiences can serve as a buffer against emotional distress for these young people, they studied 160 urban African-American adolescents enrolled in a summer job preparation program.

They found, among other things, that cultural pride socialization helps protect against low self-esteem and lethargy, that those especially alert to discrimination experienced a relatively high sense of helplessness, and that—as with so many things—gender made a difference.

But in what seemed at first a counter-intuitive finding, Drs. Davis and Stevenson discovered that students encouraged to fit into the mainstream culture reported a greater number of depressive symptoms.

“It is our view,” the authors wrote, “that youth who primarily receive mainstream-fit socialization will be at a loss to emotionally manage the inherent contradictions of the American dream because of its illusory connections to Black culture, life, expression and history. Many Black youth dream like mainstream America, but they can’t always live like mainstream America.”

This study, “Racial Socialization Experiences and Symptoms of Depression among Black Youth,” appears in the June 2006 *Journal of Child and Family Studies*.

More Diverse Dinosaurs to be Discovered

In an issue of the *Proceedings of the National Academy of Sciences*, Dr. Peter Dodson, professor of anatomy in the School of Veterinary Medicine and professor earth and environmental sciences, in SAS, revises his groundbreaking 1990 census on the diversity of discoverable dinosaurs upward by 50 percent.

Dr. Dodson proposes that 1,850 genera (the plural of genus, an organizational group comprised of one or more separate species) will eventually be discovered. Since dinosaur research began in earnest in the 19th century, only 527 genera have so far been found, although that number is currently changing at the rate of 10 to 20 per year.

Dr. Dodson and co-author Dr. Steve Wang, a statistician at Swarthmore College, estimate that 71 percent of all dinosaur genera that could be found are still awaiting discovery. The researchers predict that 75 percent of discoverable genera will be found within 60-100 years and 90 percent within the next 140 years.

The 1990s saw an 85 percent increase in the number of new fossil discoveries. Historically, dinosaur discovery was largely in the hands of British, Canadian and American researchers, with few exceptions in other countries. In recent decades, however, the discovery of new fossil beds, especially in China and Mongolia, has resulted in a greater diversity among dinosaur researchers.

Drs. Dodson and Wang’s analysis also offers evidence that dinosaur

populations were stable before their extinction. “We have enough information to say for certain that, within six million years of the meteorites’ arrival, dinosaur populations were stable,” Dr. Dodson said. But we don’t know for certain if there was a decline within that six-million-year slice of time before the extinction event.

Their estimates for total dinosaur diversity take into account the number of dinosaurs already found, the rate of discovery and potential richness of the fossil locations that can be reasonably explored. Their findings, combined with previous studies suggest that nearly half of all dinosaur genera that existed did not leave behind fossils that could be found.

Baby Talk is More Sophisticated Than Thought

Dr. Charles Yang, assistant professor of linguistics, argues in his new book, *The Infinite Gift: How Children Learn and Unlearn the Languages of the World*, that children learn their native language through a process of trial and error, searching for the correct grammar by trying out other grammatical systems and discarding the ones that don’t fit.

Dr. Yang is building on Dr. Noam Chomsky’s vastly influential theory of universal grammar, which claims that babies are born with an innate understanding of language and grammar.

“Only the grammar actually used in the child’s linguistic environment will not be contradicted, and only the fittest survives. In other words, children learn a language by unlearning all other possible languages,” stated Dr. Yang.

In English, Dr. Yang points out, we say, “it rains,” even though the subject is essentially “a fake subject, a placeholder.” Children under the age of 3 often say simply “snows” or “rains,” omitting the “fake subject” until they learn that in English it’s needed. “Kids are always perfect,” said Dr. Yang. “Maybe not in English, but in Chinese.”

For parents who worry that their child is lagging behind in learning to speak or mastering complex sentence structures, Dr. Yang said, “If this view is right, they shouldn’t worry at all.” Though children may start talking on different schedules and vary in the speed with which they accumulate new words, learning language is a biological phenomenon, says Dr. Yang, and “children are infinitely better at learning languages than we are.” Our obsession with language learning, he adds, is a peculiarly western phenomenon. “In cultures where parents and kids have less interaction,” he said, “kids still learn fine.”

Decreased Brain Activity When Speaking in Tongues

Glossolalia, otherwise referred to as “speaking in tongues,” has been around for thousands of years, and references to it can be found in the Old and New Testament. Speaking in tongues is an unusual mental state associated with specific religious traditions. The individual appears to be speaking in an incomprehensible language, yet perceives it to have great personal meaning. Scientists are attempting to explain what actually happens physiologically to the brain of someone while speaking in tongues.

Researchers in the School of Medicine have discovered decreased activity in the frontal lobes, an area of the brain associated with being in control of one’s self. This pioneering study, involving functional imaging of the brain while subjects were speaking in tongues, is in the November issue of *Psychiatry Research: Neuroimaging*.

Radiology investigators observed increased or decreased brain activity—by measuring regional cerebral blood flow with SPECT (Single Photon Emission Computed Tomography) imaging—while the subjects were speaking in tongues. They then compared the imaging to what happened to the brain while the subjects sang gospel music.

“We noticed a number of changes that occurred functionally in the brain,” comments Principal Investigator Dr. Andrew Newberg, associate professor of radiology, psychiatry and religious studies, and director for the Center for Spirituality and the Mind. “Our brain imaging research shows us that these subjects are not in control of the usual language centers during this activity, which is consistent with their description of a lack of intentional control while speaking in tongues.”

Dr. Newberg went on to explain, “These findings could be interpreted as the subject’s sense of self being taken over by something else. We, scientifically, assume it’s being taken over by another part of the brain, but we couldn’t see, in this imaging study, where this took place. We believe this is the first scientific imaging study evaluating changes in cerebral activity—looking at what actually happens to the brain—when someone is speaking in tongues. This study also showed a number of other changes in the brain, including those areas involved in emotions and establishing our sense of self.”

Dr. Newberg concludes that the changes in the brain during speaking in tongues reflect a complex pattern of brain activity. He suggests that since this is the first study to explore this, future studies will be needed to confirm these findings in an attempt to demystify this religious phenomenon.

Child Care Survey Report to the Community

Dear Colleagues:

We want to thank the campus community for participating in the child care survey distributed to faculty and staff last spring. We had a 37 percent response rate from those most likely to be interested in child care, with over 2,400 respondents. 37 percent is a very solid rate of return for this type of activity, which is a sign of the importance of this issue to the campus. We want to thank all who participated. Your information was very helpful.

As promised, we want to share with you some of what we learned. A vast majority of respondents feel that supervisors and department chairs provide significant support and flexibility for managing the competing demands of work and family. Respondents also report that co-workers are an important source of support, and University policies are helpful with these issues.

We also heard about several under met needs. As you may recall, the survey was announced as an opportunity to gather information for long-term planning for our eastward expansion. However, what we learned through your feedback encourages us to take several actions now:

1. We will expand the Penn Children's Center to accommodate 50+ more children. We expect that the expansion will be completed by September 2007. We believe this will be a helpful step toward meeting the need for campus child care reported by respondents.

2. When the Penn Children's Center expansion is completed, the center will increase its hours from the current 7:30 a.m. to 6 p.m. to a new 7 a.m. start and 7 p.m. closing time.

3. We will explore options for improving awareness of the multi-faceted work and family support Penn already provides. We realize this is necessary based on your feedback, which reveals that:

- A majority of faculty respondents were unaware of reduction in duty and part-time appointment options available for managing parenting responsibilities, as described in the online Faculty Handbook (see www.upenn.edu/assoc-provost/handbook/).

- A large percentage of faculty and staff respondents were not aware of the free and confidential dependent care resource and referral services we offer faculty and staff through Penn Behavioral Health's Work and Family Benefits. In fact, many of the respondents who reported great difficulty with finding child care coverage were unaware of the support they could already receive for these issues.

Penn provides access to dependent care experts who are on call 24 hours a day, 7 days a week at 1-888-321-4433 to help faculty and staff identify available dependent care services that meet family preferences and needs, i.e., for pre-school, school-age, and elder care issues. Visit www.hr.upenn.edu/quality/worklife/dependent.asp for program details.

- A substantial percentage of faculty and staff respondents were unaware of the monthly work and family presentations offered by Human Resources to help working parents better manage the competing demands in their lives.

We publicize these policies and services in publications such as *Almanac* and *Penn@Work*, as well as through multiple communications to key contacts across the campus. We realize, however, that these messages may not seem relevant if you do not have a need that relates to the topic at the time. Therefore, we encourage you to contact us when you have questions or are searching for information related to dependent care issues. To contact Human Resources or to find more information:

- e-mail askhr@hr.upenn.edu,
- call (215) 898-0380, or
- visit the Human Resources website at www.hr.upenn.edu.

Finally, we want to assure you that other feedback from the survey will continue to be assessed for feasibility for future enhancements to University services. We will keep you aware of these developments as they occur.

Sincerely,

Ron Daniels, Provost

Craig Carnaroli, EVP

Child Care Survey and Findings: Q&A

1. Who initiated this survey and why?

Provost Ronald Daniels and EVP Craig Carnaroli sought an understanding of the child care needs of Penn faculty and staff, as part of planning the eastward expansion of the Penn campus in coming years. They also heard from various quarters that faculty and staff were having difficulty dealing with child care responsibilities while managing job expectations and goals and were interested in learning more about this.

2. Who created the survey?

Provost Daniels and EVP Carnaroli asked Deputy Provost Janice Bellace and Vice President for Human Resources Jack Heuer to lead the survey project. Dr. Bellace and Dr. Heuer convened a working group to assist them with this task.

The working group included:

- Marie Witt, Vice President, Business Services
- Alan Wasserstein, Vice Dean, Faculty Affairs, Associate Professor, and Director, Clinical Services, SOM
- Darcell Griffith, Executive Assistant to Vice President for Human Resources

- Marilyn Kraut, Human Resources Director, Quality of Worklife Programs

Ms. Kraut, who is responsible for the Work and Family and Worklife initiatives for the campus and has significant background in implementing employer-sited child care services for working parents, engaged the assistance of WFD Consulting to facilitate this process.

WFD Consulting provides American and international organizations with solutions to people issues that impact businesses. Their client list includes the titans of industry, such as: IBM, American Express Company, DuPont, GlaxoSmithKline, and Johnson and Johnson, and academic institutions such as Baylor University,

Ohio State University and MIT. The project consultants: Abby Shapiro, Amy Richman, Arlene Johnson, and Laurie Shannon brought over 70 years of combined consulting experience to this project.

3. How was the survey designed?

WFD Consulting designed the survey, using tested survey items, to meet leadership's stated goals, to investigate faculty and staff experiences and perceptions related to:

- their current or anticipated child care responsibilities,
- the Penn work environment and the impact this has on the ability to deal with child care responsibilities, and
- the related support services available through Penn.

In addition to gaining the above information, WFD was asked to gather information on staff and faculty members' family characteristics and child care preferences and challenges; the community supply of child care; and the demand that may exist for expanded child care programs.

4. How was the survey distributed?

The invitation to participate was distributed via an all-campus e-mail message from the President, Provost, and EVP to 3,627 faculty and 6,873 staff members. A link to an online form of the survey was included in this e-mail. 2,556 staff without e-mail addresses were mailed paper copies of the survey via intramural mail. A postage-paid envelope for returning the hard copy survey was included in the mailing.

5. Who responded?

We received responses from 2,409 faculty and staff, as follows:

- 802 faculty respondents (22%) online,
- 1,512 staff respondents (21%) online.

The Penn Children's Center—at the Left Bank—serves infants, toddlers, and pre-schoolers



- 95 (4%) completed paper surveys.

This represents an effective 18% response rate as compared to the total population. However, since the survey invitation targeted employees with children or expecting to become parents in the near future, using the total Penn workforce population underestimates the true response rate. Using figures from Penn's health insurance participation for faculty and staff with dependents produces an estimate of the effective response rate of 37%.

The respondent pool very closely mirrored Penn school and center populations, so we received an even distribution of feedback from across the organization. As expected, the respondents were younger and more female than our population, in light of the subject matter:

- 70% of respondents were 44 years old or less, compared to 56% of the total population.
- 66% of respondents were female, compared to 53% of our population.
- More male faculty respondents (55%) tend to be either tenured or on the tenure track than their female counterparts (33%). More female faculty respondents (24%) tend to be instructors, lecturers or research associates than their male counterparts (10%).
- Female staff respondents (11%) are more likely to be single than male staff respondents (2%), female faculty (2%) or male faculty (1%).
- Male faculty respondents (24%) are more likely than male staff (15%), female faculty (6%) or female staff (5%) to have a spouse/partner at home and available full-time or part-time to assist with family and house-

hold-related responsibilities.

6. How many respondents had children?

Of the 2,409 respondents, the vast majority of faculty and staff respondents have responsibilities for children under 18 or expect to within the next three to four years.

- Approximately 1,500 (64%) of respondents have children under age 18 at home.
- Approximately 1,400 (59%) have children 0 to 14 years of age.
- Approximately 675 (28%) are planning to start or expand their families.

7. Were there differences in child care needs and preferences expressed by faculty versus staff?

Three-fourths of faculty respondents currently have child care responsibilities. A little more than one-half of staff respondents have these responsibilities.

Approximately 10% of faculty respondents expect to have child care responsibilities in the next three to four years. Approximately 20% of staff respondents have plans for children in the near future.

Almost 33% of faculty respondents are parents of an infant or toddler (ages 0 to 2 years old) or a young school age child (ages 5 to 9 years old). Nearly 20% of staff respondents have infant and toddler age children.

6% of faculty respondents are single parents as compared to 22% of staff respondents.

8. How did faculty and staff describe being supported by Penn with their family responsibilities?

On average, 75% of faculty and staff respondents reported that they have supportive supervisors regarding personal and family responsibilities.

A majority of faculty and staff respondents feel supported by their co-workers and department chairs and work unit leaders regarding family responsibilities.

65% of staff respondents reported that University policies were supportive of their personal and family responsibilities. Faculty were less aware of the various policies that would be helpful with family responsibilities.

Faculty respondents reported high value for the dependent tuition assistance program, child care pre-tax expense account, extension of the tenure clock and probationary period for family reasons, flexible work options, the Penn Children's Center and the Family and Medical Leave policy. Staff respondents reported appreciation for flexible work options, the dependent tuition assistance program, the Family and Medical Leave policy, and the Employee Assistance Program.

9. How did faculty and staff respondents report the impact of child care and family responsibilities on their work lives?

- 81% of both faculty and staff left work early or came in late.
- 46% of faculty and 57% of staff missed a full day of work.
- 39% of faculty missed an important meeting and 27% of staff missed a deadline.

However, child care breakdowns had a more significant impact, with 29% reporting missing 5 or more days of work this past year due to child care breakdowns and 31% reporting 3 or 4 days absent for this reason. 56% of respondents reported 3 or more days of late arrivals or early departures due to child care breakdowns.

17% of faculty respondents and 16% of staff respondents indicated they may have to leave their jobs due to the challenges of family responsibilities, and 24% of faculty and 11% of staff respondents indicated that child care difficulties may encourage them to leave. Unfortunately, local experts report a severe lack of child care near campus and less than desirable child care levels in the region.

10. Why are you making changes now if this was for long-term planning?

Based on the above data, we recognized the potential for acting now to make improvements in some areas. The need for more child care spaces and expanded child care coverage was a strong message from the survey.

11. What new communication efforts will be explored?

We are researching options for expanding communications about work and family programs and ser-

VICES. We have not identified actions to be taken yet, but plan to make some strides in the near future.

12. What other programs or services may come out of the information in the child care survey?

Many issues and topics were covered in the survey and through individual comments. We are making every effort possible to address these issues as time and resources allow.

13. Do all child care programs, services, and policies apply to all faculty and staff?

All programs and services apply to all full and part-time regular faculty and staff members. However, there are certain policies, such as the option for decreased duties, which addresses teaching responsibilities while pregnant or after delivering or adopting a child, that apply to faculty only. The policies in the *Faculty Handbook* are faculty-specific.

14. Why is the center being expanded now?

We wanted to be as responsive as we could to the issues identified in the survey, and the need for more spaces is one area we are able to address right away.

15. Will the 50 new spaces be in a particular class, or span all age groups?

We anticipate that there will be approximately 16 infant, 20 toddler and 20 preschool spaces made available by the expansion.

16. Will Penn faculty and staff have priority placement?

Penn faculty, staff and students currently account for approximately 90% of the families at the Penn Children's Center. We will continue to fill the slots giving preference to Penn affiliated families.

17. Are there any plans for a kindergarten?

The survey and demonstrated demand show that the greatest need is for care before the age of 5. Therefore there are no plans for a kindergarten at this time.

18. Will staff increase at the Penn Children's Center to accommodate the expansion?

Yes, staffing levels will increase to accommodate the additional children consistent with the National Association for the Education of Young Children's guidelines, the accreditation held by PCC.

19. Will there be more subsidies offered for PCC tuition?

We will continue to offer discounted tuition to Penn faculty and staff, and additional discounts to Penn faculty and staff families with under \$60,000 of combined family income.

...; it is administered by Business Services and is nationally accredited by NAEYC.



Photographs by Jennifer Cao



Amarna—Ancient Egypt's Place in the Sun: *Seal of Amenhotep III*, provenance unknown, possibly Thebes, Dynasty 18 (reign of Amenhotep III, 1390-1353 BCE), steatite. This seal (*top and bottom shown above*) takes the form of a prostrate king in prayer before the god Atum, whose name appears between the king's hands. The inscription lists both the king's birth name, Amenhotep, and his throne name, Neb-maat-Re, which he received upon coronation. This is one of many artifacts at the Penn Museum's new *Amarna* exhibition which opens *Sunday, November 12*, with a free public celebration from noon-5 p.m. The exhibition runs through October 2007.



Penn's Way 2007

In order to be considered for the weekly raffles, pledges must be made electronically before 5 p.m. or paper pledges by noon on *Friday, November 10*.

The final drawing will be on *Monday, November 13*.

Week Six Raffle: November 13-17

Two tickets to the Vienna Boys Choir 12/2/06 performance from the Kimmel Center
\$5 Metropolitan Bakery gift certificate
Book of five passes to the Class of 1923 Ice Rink

University of Pennsylvania: A Photographic Portrait book from Creative Communications
Two \$10 Houston Market gift certificates
\$25 Shell gas gift card from Casters and Parts Inc.

One overnight stay with breakfast for two at the Sheraton University City
Penn Museum family membership
\$100 University Jewelers gift certificate
Pair of Penn Relays tickets, 4/26/07 from Athletics

Pair of Penn Relays tickets, 4/27/07 from Athletics

Sports Pack 12—Men's Basketball, a pair of tickets to: *Penn vs. Yale*, 3/2/07; Women's Basketball, a pair of tickets to: *Penn vs. Temple*, 12/29/06

Four tickets to Men's Basketball—*Penn vs. Brown*, 3/3/07

Grand Prize Drawing: Laptop computer from Computer Connection

Winners should contact Tracey Napolitano at tnapolitano@publicsafety.upenn.edu or (215) 573-7857 to arrange for prize pick-up by January 31, 2007.

Week Four Raffle Winners

Mei-Tee Lai, ISC—Così lunch for two: beverage and salad/sandwich certificates

Natalie Long, HUP—\$5 Metropolitan Bakery gift certificate

Kimberly D. Hoover, Nursing Dean's Office—2 books of 10 passes to the Class of 1923 Ice Rink from Athletics

Carol B. Henderson, Perelman Quadrangle Staff—*University of Pennsylvania: A Photographic Portrait* book from Creative Communications

Vivian Seltzer, Human Development & Behavior—(2) \$10 Houston Market gift certificates from Houston Market

Joseph Destefano, Pennsylvania Hospital—\$50 Abbraccio Restaurant gift certificate

Tanja Kral, Research, Weight Disorders—2 tickets to the Vienna Boys Choir December 2 performance from the Kimmel Center

Kristi Kafel, CPUP—Buffet lunch for two at the University Club

Toneca Hall, Presbyterian Hospital—Dinner and a Movie Pack: \$25 gift certificate to the Bridge and \$25 to the Marathon Grill provided by Hermann Golden, Co. Inc.

Gerald Leddy, DPS, Penn Police—Pair of Penn Relays tickets: 4/26/07 from Athletics

Marlita Thompson, Pharmacy Administration—Pair of Penn Relays tickets: 4/27/07

Kathy Mooney, CPUP—Sports Pack 6—Men's Basketball: a pair of tickets to: *Penn vs. Dartmouth*, 2/9/07; Women's Basketball: a pair of tickets to: *Penn vs. Temple*, 12/29/06 from Athletics

Aron B. Fisher, Institute for Environmental Medicine—Sports Pack 7—Men's Basketball: a pair of tickets to: *Penn vs. Cornell*, 2/17/07; Women's Basketball: a pair of tickets to: *Penn vs. Yale*, 2/3/07 from Athletics

Week Five Winners will be published in next week's issue. Winners will be randomly drawn and posted on the Penn's Way website and in *Almanac*.

Snow Day Child Care

As you prepare for the upcoming winter season and the possibility of inclement weather, you may want to think about utilizing a valuable service that is available to you here at Penn: Snow Day Child Care. Snow Day Child Care is available for children of Penn faculty and staff who are between the ages of 12 weeks and 12 years. It is available for use when the University is open, but the Philadelphia schools are closed due to inclement weather. Please note that children who attend schools in other districts are also welcome on days that the Philadelphia schools are closed.

The Snow Day Child Care Program will be available on weekdays between the hours of 8 a.m. and 6 p.m. starting December 4, 2006 through March 30, 2007. The program will be held in the Penn Children's Center at the Left Bank Commons, Suite 100, 3160 Chestnut Street.

Pre-enrollment is required for participation. For details about Snow Day Child Care, including enrollment instructions, go to: www.hr.upenn.edu/quality/worklife/snowday.asp. You may also contact Suzanne Smith in Human Resources at (215) 898-5116 or at suzsmith@hr.upenn.edu.

—Division of Human Resources

One Step Ahead

Security & Privacy
Made Simple

Another tip in a series provided by the Offices of Information Systems & Computing and Audit, Compliance & Privacy.

Carelessness with Consequences

Don't let this happen to you; it could. Dave, a business administrator, discovered that dozens of his department's employees' salaries, SSNs, and performance appraisal ratings were publicly available on the Internet.

Dave was computer savvy and had been given responsibility for the department's web accessible database. Though not an expert, he thought he knew enough to get the job done. However, in today's complex web environment, he didn't know enough about how to protect data. Thinking a database set up on a widely used database application would be accessible only to three of his colleagues, he was shocked to find some of the data accessible by Internet-based search engines. He assumed a hacker had stolen the data.

In fact, no one had broken into the computer. Rather, while setting up the database, Dave had accidentally placed the private file in a public folder, available to anyone on the Internet. The entire file was indexed by two of the major search engines.

Two critical lessons can be learned from this situation:

- If you aren't knowledgeable about security-related practices and techniques in building web-based databases, then ask for help from your local computing support provider or consult with ISC Security (security@isc.upenn.edu).

- Do NOT store Social Security Numbers unless there is no alternative. Use the PennID instead. If you wish to convert your SSNs to PennIDs, please contact Vicki Fullam in ISC's Data Administration Group at (215) 746-6376 to get information about a new tool scheduled for pilot testing in December.

For additional tips, see the One Step Ahead link on the Information Security website: www.upenn.edu/computing/security/.

CONFERENCE

13 *Biomedical Graduate Studies' 20th Anniversary Lectures*; celebration of first BGS class, includes scientific talks by distinguished BGS alumni and a poster session featuring current students' research; 8:30 a.m.-5 p.m.; BRB II/III.; register: www.med.upenn.edu/bgs/alumni.shtml (BGS).

FILM

8 *Peace, Propaganda and the Promised Land*; followed by a moderated open discussion by Arsalan Ifkhar, Council of American-Islamic Relations; 7 p.m.; Terrace Room, Logan Hall (Cinema Studies).

MUSIC

10 *Toasting Mozart*; 7:30 p.m.; Hall of Flags, Houston Hall (Dolce Suono Chamber Music Concert Series).

11 *The Renaissance*; avant-garde jazz; 9 p.m.; Rose Recital Hall, Fisher-Bennett Hall; \$15 (Ars Nova Workshop).

TALKS

7 *What's Happening in the Family?*; Karlene Burrell-McRae, Makuu; Harold Haskins, Student Development Support Planning; Bwalya Mwape, Wharton; Isabel Sampson-Mapp, Penn VIPS; noon; Fireside Lounge, The ARCH (AARC).

13 *Freedom in the Global Age: Balancing the Values of National Security and Freedom of the Press*; Philip Taubman, *New York Times*; 6 p.m.; Terrace Room, Logan Hall (Penn Student Agencies).

Deadlines: The deadline for the weekly Update is every Monday, for the following Tuesday's issue. The deadline for the December AT PENN calendar is *Tuesday, November 7*. For information see www.upenn.edu/almanac/calendar/caldead-real.html.

RESEARCH

Penn's Depression Research Unit is conducting research into **non-hormonal, herbal treatments for peri and post menopausal anxiety symptoms**. Symptoms of menopause may include: nervousness, tension, sleep difficulty, concentration problems, mood changes and hot flashes. Those who qualify will receive an initial evaluation and may take part in a research study with Black Cohosh for up to 3 months. For more information call the DRU at (215) 662-3462.

Investigation of a Food Supplement to Increase Energy. Dr. Patrick LaRiccia, at the University of Pennsylvania School of Medicine is investigating a food supplement that may increase energy in healthy individuals 45-65 years of age. The study is 9 weeks in duration, requires 3 office visits, weekly phone calls, and answering questions on very short questionnaires. All subjects will receive both active product and placebo at some time or times during the study. There are no charges to the subjects. Subjects who complete the study can elect to receive a two-month supply of the active product free of charge. Subjects must be free of major illnesses and diseases that are associated with fatigue such as cancer, chronic fatigue syndrome, major depression and fibromyalgia. Call (215) 662-8988 for information.

Submissions for classified ads are due every Thursday for the following Tuesday's issue. For information call (215) 898-5274 or visit www.upenn.edu/almanac/faqs.html#ad.

Penn's Depression Research Unit is conducting research into **alternative, herbal treatments of anxiety**. Symptoms of anxiety may include: nervousness, tension, difficulty relaxing, excessive worrying and sleep problems. Those who qualify will receive an initial evaluation and may take part in a research study with Chamomile for up to 8 weeks. For more information call the DRU at (215) 662-3462.

60 years of age or more? Sleeping less than normal lately? Have lots of energy? Feeling really good or really irritable? Distractible? Thoughts racing by? Engaging in lots of activities, even risky ones? You may be interested in learning about participation in a clinical research program that is currently being conducted at the Bipolar Disorders Program of the University of Pennsylvania Medical Center. Study participants receive free consultation, investigational medication and all study-related tests at no cost. Compensation available for time & travel. To learn more about this study, please call Stacy at (215) 746-6414.

HELP WANTED

Wanted Student Programmer: Technical software development in biophysics research laboratory Java, LabVIEW, C++, Realtime acquisition, offline analysis, and network support. For information please contact: Jamie Young, Pennsylvania Muscle Institute, (215) 898-4247 or yojamie@mail.med.upenn.edu.

Almanac is not responsible for contents of classified ad material.

Penn Parking Survey

Do you drive to campus?
Like to find a spot to park?
Ever park in a Penn garage?
Penn Parking Services wants to hear from you...it's easy! Participate in an on-line survey for a chance to win a \$50 gas card or PennCash. Visit www.upenn.edu/survey/parking to complete the survey.

—Penn Parking Services

Legs for Life: Screening for P.A.D.

UPHS is hosting a free screening event for the public, *Tuesday, November 14*, 9 a.m.-4 p.m., in Houston Hall, to look for peripheral arterial disease (P.A.D.), as well as Abdominal Aortic Aneurysm, Carotid Disease and Venous Disease. You must reserve a screening time in advance; call (215) 615-4135.

"Many people with P.A.D. won't experience obvious symptoms," explains interventional radiologist Dr. Jeffrey Solomon, director of Penn's Legs for Life program. "Many patients suffering from P.A.D. ignore or cannot feel the classic warning signs of it—leg pain."

For information, visit: www.legsforlife.org.

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **October 23-29, 2006**. Also reported were 24 Crimes Against Property (including 19 thefts, 3 acts of frauds, 1 act of vandalism, and 1 burglary). Full reports are available at: www.upenn.edu/almanac/volumes/v53/n11/creport.html. Prior weeks' reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **October 23-29, 2006**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

10/24/06	12:56 PM	33rd & Walnut St	Male wanted on warrant/Arrest
10/27/06	1:55 AM	4200 Spruce St	Male cited for disorderly conduct
10/27/06	11:50 PM	4000 Pine St	Male cited for disorderly conduct
10/28/06	7:02 PM	3817 Spruce St	Male issued new court date for warrant
10/28/06	7:37 PM	3701 Chestnut St	Complainant robbed by 2 unknown males
10/28/06	8:51 PM	4311 Locust St	Male cited for disorderly conduct

18th District Report

12 incidents with 1 arrest (including 8 robberies, 3 aggravated assaults and 1 confidential incident) were reported between **October 23-29, 2006** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

10/23/06	12:59 AM	4300 Walnut St	Aggravated Assault
10/23/06	9:15 PM	4701 Walnut St	Robbery
10/24/06	1:45 PM	4800 Spruce St	Confidential Incident
10/25/06	1:50 PM	47 52nd St	Robbery
10/25/06	8:05 PM	4722 Cedar Ave	Robbery
10/26/06	10:56 AM	300 51st St	Robbery
10/27/06	4:26 PM	4814 Market St	Robbery/Arrest
10/28/06	3:19 AM	512 45th St	Robbery
10/28/06	4:12 AM	5131 Hazel Ave	Aggravated Assault
10/28/06	8:55 AM	1 46th St	Robbery
10/28/06	12:45 PM	5000 Hazel Ave	Aggravated Assault
10/28/06	7:00 PM	3701 Chestnut St	Robbery



Almanac

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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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Penn's Enhanced Landscape Architecture

Class of 1956 Trolley at 37th and Spruce (at right): Class gift recently unveiled, replica of streetcar from the 1950s placed over steps to SEPTA subway system. Displays evolution of the trolley system and campus walks; establishes future Woodland Walk alignment.



Photographs by Robert Lundgren



Class of 1942 Garden at Kelly Writers House (above): Newly designed and renovated garden area at the east side of KWH; includes tables and chairs, new plantings, stone terrace and poetry pavers.



Memorial Garden at Van Pelt-Dietrich Library (above): Upgraded walk and paved areas; installed benches, irrigation and lighting; new groundcover, flowers and shrubs.



Streetscape Improvements (above): New tree installation with cobble pavers along 3400 block of Walnut Street.



Bok Garden at Fisher-Bennett Hall (above): Renovated lower garden entrance to south side of building, new paved blue-stone terrace, seating walls with tables and chairs.

Plateau by Andrea Blum (at left): New sculpture as part of Redevelopment Authority's 1% for art program; installed as part of 40th Street's commercial corridor.

Campus Site Improvements (at right): replacing benches across campus with new campus standard. New signage program included identification blades, building signage and maps.

Flower plantings at high impact, public spaces and intimate specialty gardens.

