Intelligently Responsive to Change

At our 253rd Commencement this May, I suggested to our newest graduates that the toughest test posed by the current economic crisis is not their finding a job, but rather their facing up to a fundamental question: What matters most in life?

When economic bubbles burst, it becomes all the more important for individuals and institutions to focus—and refocus—on what matters most to them.

Summer afforded us the opportunity to reflect on what matters most to Penn: putting the broad swath of knowledge to work for humankind. During these tough economic times, we will remain true to our core goals:

- We will enroll the most talented and diverse students, regardless of income.
- We will strengthen interdisciplinary teaching and research.
- We will deepen our commitments in West Philadelphia, and enhance our global partnerships.
- We will make Penn the most vibrant and greenest urban University.

Knowing what is most important to Penn is necessary, but not sufficient. In order to be effective stewards of our University, we must also squarely confront the facts of the economic downturn and find creative ways to pursue our highest priorities, and thereby continue building our momentum.

On top of adopting essential measures this past year to contain costs, I asked each of you to help keep Penn strategically focused so that we emerge from the recession stronger than ever.

As a direct result of your hard work and creative focus on our priorities, Penn enjoyed its second best fundraising year in history, saw our endowment significantly outperform the S&P 500 index, and met in six months 75 percent of our 18-month, $58 million cost containment goal, which will remain in effect until June 30, 2010. (A more detailed account of Penn’s fiscal performance, along with a more comprehensive review of new initiatives and capital projects, can be found in my August 10 statement on Penn and the Economy (www.upenn.edu/pennnews/economy-update-0809.php).

I greatly appreciate the many initiatives taken and sacrifices made across the campus community to meet our cost-containment goals, which to date have helped us to sustain our highest priorities while avoiding a mass reduction in workforce or across-the-board spending cuts.

Our success in increasing access to a Penn education for all qualified students, regardless of their economic circumstances, continues unabated. For the first time in Penn’s history, all undergraduates who are eligible for financial aid will receive grants rather than loans in their aid packages. Ten percent of our incoming freshmen class are the first in their families to attend college.

To attract the best graduate students, we have increased base stipends by 56 percent since 2004 for graduate students in Arts and Sciences and by 22 percent for all Penn graduate students.

This month marks the opening of the new home for the Annenberg Public Policy Center, the first of several superb capital projects that will open over the course of this academic year and will further beautify our campus and contribute to the teaching and research mission of Penn. Next spring, our distinguished Music faculty will return to a newly renovated and expanded Music Building, and we will open the new fitness center and athletic training room, Weiss Pavilion, at Franklin Field’s northern arcade, which will relieve the overcrowding at our ever popular Pottruck Fitness Center.

This year we will also break ground on the signature project of our Penn Connects campus master plan: Penn Park—24 acres of athletic fields, recreational spaces, and walkways with lovely views of the Schuylkill River and Center City skyline.

Another palpable sign of Penn’s vitality is our choice to devote this academic year to the theme of “Arts & the City.” At a time when colleges and universities throughout the country are slashing arts programming and courses, why are we spotlighting arts and culture? Because strengthening arts and culture fits hat and glove with our academic mission. Our students need to be broadly educated, and our arts programming and courses, why are we spotlighting arts and culture? Because strengthening arts and culture fits hat and glove with our academic mission. Our students need to be broadly educated, and culture fits hat and glove with our academic mission. Our students need to be broadly educated, and also stimulates, cultivates, and refines their imaginations.

We know that there is much we cannot know about the future. “It is not the strongest of species which survive,” Charles Darwin concluded, “nor the most intelligent, but the ones most responsive to change.”

I am proud that our Penn community has been so intelligently responsive to change. By keeping our eyes fixed on what Penn can contribute to our students, our society, and the world and by working together in creative ways to realize our goals, we can demonstrate that no obstacle on the road to eminence is insurmountable.

Welcome Back From the President

American Recovery and Reinvestment Act: 100 Projects, $30 Million to Penn Research

The University of Pennsylvania has received more than $30 million in research funding from the American Recovery and Reinvestment Act (ARRA), awards that fund more than 100 studies in gene therapy, robotics, public education, neurological disorders, tobacco’s effect on health and more.

Penn faculty have submitted approximately 850 grant applications and more than $550 million in requested funding to institutions like the National Institutes of Health and National Science Foundation, with the bulk of research awards yet to be announced.

"The American Recovery and Reinvestment Act has empowered the University’s stellar research community to continue groundbreaking studies in medicine, engineering and the natural sciences that will positively impact the nation’s economy, as well as empower faculty to make advances in the health and well being of people around the globe," Dr. Steven J. Fluharty, vice provost for research, said.

Examples from Penn’s first round of stimulus-funded research include:

- Dr. Katherine Schultz, an assistant professor in Penn’s School of Education, was awarded $1.4 million by the National Science Foundation to prepare teachers for the challenges and opportunities of urban public schools. Dr. Schultz, who specializes in literacy and builds teaching programs based on understanding children and the communities they come from, will use the grant to seek and attract talented, committed individuals with backgrounds in subjects where strong teachers are needed most: science, technology, engineering and mathematics.
- Dr. Kelly Jordan-Sciutto, a pathologist with Penn’s School of Dental Medicine, was awarded more than $500,000 by the National Institute of General Medical Sciences to study a new treatment for Alzheimer’s and Parkinson’s disease.

(continued on page 3)
Welcome Back From the Senate Chair

Origins

Benjamin Franklin’s institution of higher learning, the Publick Academy of Philadelphia, later to become the University of Pennsylvania opened its doors in the former Whitefield building at Fourth and Arch Streets in 1751. There could be no Welcome Back article from the chair of Faculty Senate for another 201 years; it was not until January 1952 that the Faculty Senate, essentially as we know it now, was established by the Board of Trustees of the University.

So, in keeping with a relatively recent tradition, welcome back. The idea for a University Faculty Senate originated in 1950 by a band of ten faculty members. 1950—ah the good old days, it was the year of the first organ transplant (a kidney), the comic strip Peanuts was born, George Bernard Shaw died, the junior senator from Wisconsin had in his hand a list of communists in the State Department and the Phillies won their first National League pennant in 35 years only to be crushed by the Yankees in 4 games in the World Series.

The 1950 letter from Professor Clarence N. Callender inviting members of the faculty to discuss the formation of the Senate states, “It is not contemplated that the University group, if formed, would undertake extensive activities, more likely it would be a forum for occasional use to discuss important issues only. Examples of matters which might be regarded as suitable for its consideration are the following: academic freedom, important educational policies, municipal scandals, constitutional revisions, city charter, social security, national and international issues.”

Well, those apparently genteel days are long gone. Far from an occasional forum, I am happy to report that the Faculty Senate, which is comprised of all standing faculty in the University, is vibrant, robust and more engaged than ever in the shared governance of the University. The day-to-day work of the Senate is generally carried out by the Senate Executive Committee and a Committee on Committees, a Nominating Committee, Senate Committee on Academic Freedom & Responsibility, Senate Committee on the Economic Status of the Faculty and five standing committees: The Committee on Faculty and the Administration, The Committee on the Faculty and the Academic Mission, The Committee on Students and Educational Policy, The Committee on Publication Policy for Almanac, The Senate Committee on Faculty Development, Diversity and Equity. Rather than list all the issues that the Senate analyzed and comment on the recommendations that were proffered, please go to www.upenn.edu/faculty_senate/index.html to find out all the details of the Senate, the charges to this year’s committees, members of each committee and the committee reports.

Last year’s Senate Faculty Chair, Professor Sherri Adams now assumes the role of Past Chair and Professor Robert Hornak is Chair-elect of the Senate. We are delighted that they will guide the Senate with the wisdom and deep and creative insights that they have acquired over the years. We also greatly appreciate the magnificent job that Sue White does as the Executive Assistant to the Senate.

This spring, one of our own, Professor Vincent Price, was appointed 29th Provost of the University. Vince served as Chair of the Faculty Senate in 2006-2007 and he brings to the Provost position a profound commitment to faculty values. The Chair, Past Chair and Chair-elect of the Senate meet regularly with President and Provost throughout the year in consultation and we look forward to working closely with President Gutmann and Provost Price.

The Senate will be an effective voice of the faculty only if the faculty actively participates. In that spirit please contact me (rubinh@mail.med.upenn.edu) or Sue White, senate@pobox.upenn.edu (215) 898-6943, with any suggestions.

—Harvey Rubin

Save The Date:
The Faculty Senate will meet on October 21, 2009, from 3 to 5 p.m. in Room 205 College Hall.
A reception will follow the meeting at 5 p.m., at the Arthur Ross Gallery.
All senate members are invited to attend the meeting and reception, but are asked to RSVP not later than October 7, 2009 to Susan White, Executive Assistant to the Faculty Senate.
E-mail: senate@pobox.upenn.edu. Phone: (215) 898-6943.

Grievance Commission Annual Report
July 2009

The Grievance Commission of the University of Pennsylvania is an independent committee consisting of three faculty members appointed by the Faculty Senate Executive Committee. The Grievance Commission is available to members of the Penn faculty and academic support staff who allege that they have been subject to actions contrary to University procedures, policies, and/or regulations. In AY 2008-2009, the commission was composed of Joan Goodman (Education, Past Chair), Barry Cooperman (Chemistry, Chair) and Vivian Seltzer (Emeritus, Social Policy & Practice, Chair-elect). The Chair-elect for 2009-2010 is David Brownlee (History of Art).

In AY 2008-2009, the Commission was approached by four members of the faculty, three of whom were either tenured or tenure-track (one each from the Schools of Medicine, Nursing, and Engineering and Applied Science) and one adjunct faculty member (School of Arts and Sciences). Following an initial discussion with the Commission, three of the faculty members chose not to submit a formal Grievance Statement to the Commission. The fourth did submit such a Statement. After lengthy deliberation, the Commission concluded that complaint contained in the Statement did not meet the requirements of applicability set forth in the Faculty Grievance Procedure. Accordingly, none of the four cases resulted in a hearing before a panel nominated by the Faculty Senate.

—Barry S. Cooperman, Grievance Commission Chair, 2008-2009

Over the Summer

Penn Provost: Dr. Vincent Price formally assumed the position on July 1 after the Trustees ratified his appointment at their June meeting; see the story in the July issue at www.upenn.edu/almanac/volumes/v56/n01/price.html.

Dr. Price then announced the formation of a consultative committee to advise him on the selection of a new vice provost for faculty; see www.upenn.edu/almanac/volumes/v56/n01/vp-search.html.

He also announced a restructuring so that there will be three vice provosts within the Provost’s Office: Education, Faculty, and Research. Dr. Andrew Binns’ title has changed from Associate Provost to Vice Provost for Education.

Penn Law School’s Asylum/Human Rights Clinic

University of Pennsylvania Law School students will get more opportunities to advocate for human rights and asylum protection with the creation of a new clinical program. The Sheehan Asylum/Human Rights Project is the result of a $1 million gift from the New York City firm Skadden, Arps, Slate, Meagher & Flom in honor of 1969 Penn Law alumnus Robert Sheehan.

The Sheehan Project will be part of Penn Law’s Transnational Legal Clinic, in which students work with clients across cultures, languages, borders and legal systems on human-rights litigation and advocacy.

“We are honored to receive this gift, which will benefit our students and the clients they represent tremendously,” Dean Michael Fitts said. “Bob Sheehan is not only one of the world’s most respected law firm leaders, he is a longtime and influential advocate for human rights.”

Mr. Sheehan, founded Skadden’s Financial Institutions Mergers & Acquisitions Group and was executive partner from 1994 to April 2009. He oversaw the firm’s global expansion and spearheaded community-service initiatives, including pro bono work.

“People from many parts of the world suffer in unimaginable ways simply because of their political and religious affiliations,” Mr. Sheehan said. “Guiding them through the US legal system so they can escape persecution is one of the most valuable services we as lawyers can provide.”

Preparing for the H1N1 Flu

The University of Pennsylvania continues to monitor the international outbreak of novel H1N1 influenza and prepare for the possibility that this global pandemic will impact our campus during the upcoming academic year. We are working closely with the Philadelphia Department of Public Health and other health officials to help reduce the risk of infection for the Penn community and plan for possible disruptions to our normal operations.

For up-to-date information as the situation evolves, including specific guidance for students, faculty, and staff, please visit www.upenn.edu/flu.

—The Office of the Provost

Correction

In Honors and Other Things of the July 14 issue, Dr. Christopher A. Hunter, professor and chair of pathology, was mistakenly identified as being in the School of Medicine; he is in the School of Veterinary Medicine. We regret the error. —Eds.
Chair of Orthopaedic Surgery of Penn Medicine: L. Scott Levin

Dr. L. Scott Levin has been appointed the new chair of the department of orthopaedic surgery of Penn Medicine, effective July 1, 2009.

Dr. Levin came to Penn Medicine from Duke University School of Medicine where he was a professor of both orthopaedic surgery and plastic surgery, as well as the chief of the division of plastic, maxillofacial and oral surgery. An accomplished clinician, his expertise focuses on surgery of the hand and upper extremities, reconstructive microsurgical techniques for extremity reconstruction, and limb salvage. His research interests focus predominantly on extremity soft tissue reconstruction and composite tissue allotransplantation.

“We are very fortunate and delighted to have a physician-scientist of Dr. Levin’s caliber join us to lead a talented and committed department in its pursuit of excellence in patient care, research, and medical education,” said Dr. Arthur H. Rubenstein, Dean of the School of Medicine and Executive Vice President of the University of Pennsylvania for the Health System.

Dr. Levin joined the faculty of Duke University School of Medicine in 1991, with dual appointments in the division of orthopaedic surgery and the division of plastic, reconstructive, maxillofacial and oral surgery. He had served as Duke’s chief of division of plastic, reconstructive, maxillofacial and oral surgery since 1995.

Dr. Levin established and directed Duke’s Human Tissue Laboratory. As director of the Human Tissue Laboratory, he has been instrumental in recruiting and retaining students and CME participants. Dr. Levin worked collaboratively with colleagues across multiple medical disciplines. He was also the director of the Anatomic Gifts Program at Duke.

A committed educator, Dr. Levin has been recognized for his dedication to teaching, most recently winning the 2007 Master Clinician/Teacher Award for his accomplishments in both clinical care and education. He is board-certified in orthopaedic surgery and plastic and reconstructive surgery and has a certificate of added qualification in hand surgery.

Widely published, with more than 170 peer reviewed journal articles, 60 book chapters and six books, Dr. Levin also actively participates in senior leadership activities of many national and international professional societies and associations. He recently was awarded and has served as the Orthopaedic Trauma Association’s Landstuhl Scholar, caring for the American war-injured soldiers in Germany.

American Recovery and Reinvestment Act: $30 Million to Penn Research

(continued from page 1)

• Dr. Ian Blair of the Penn School of Medicine and the Center of Excellence in Environmental Toxicology will continue to study exposure to tobacco smoke and the 3,800 chemical components that make it a leading cause of death in America, using a National Cancer Institute stimulus grant of $1.3 million that extends his research. Associated with cardiovascular disease, chronic obstructive pulmonary disease and pancreatic disease, tobacco smoke is likely responsible for more deaths than any other environmental exposure. Dr. Blair and his colleagues look at genetic susceptibility to lung cancer and biomarkers of exposure to cigarette smoke, seeking to determine those most at risk for disease.

• Dr. Katherine Kuchenbecher, recipient of a 2008 NSF Career Award, has received $500,000 to continue her research into haptography, the science of capturing and recreating the feel of real surfaces. Not only does the field appeal to young scientists and encourage engineering careers, but the applications are widespread and include robot-assisted surgery, medical training and simulation, interactive museum exhibits, online shopping and stroke rehabilitation.

ARRA has delivered the largest increase in basic funding in the history of federally funded scientific research: $21.5 billion. The additional support, slated for research and development, includes $3.5 billion for facilities and capital equipment. Since funding efforts began almost six months ago, federal science agencies tasked with distributing that money have provided a surge in funding and tens of thousands of grant opportunities to researchers at American universities. University research programs, unaccustomed to such an immediate increase in funding, have met the demand for greater tracking of resources and improved reporting to maximize the benefit of the stimulus funding, pointing researchers to resources with the greatest impact on human health and economic recovery.

“The University of Pennsylvania is a world-class research university and health-care system and the fifth largest employer in the Commonwealth of Pennsylvania, and the stimulus funding Penn receives makes a significant, positive contribution to the regional economy,” Bill Andreoni, associate vice president of federal affairs at Penn, said.

Penn supports one of the world’s leading research communities with more than $750 million in total research awards and had 332 invention disclosures in 2008. Penn is the region’s largest private employer, a vital component of the local economy and the nation’s second largest recipient of NIH funding.

University faculty perform basic research across the spectrum of 12 schools including the School of Medicine; the School of Veterinary Medicine, which is a regional governmental partner in food safety and public health; and the schools of Arts and Sciences and Engineering and Applied Science, which focus on achieving scientific advances with practical applications to improve health, the nation’s infrastructure, technology and education.

It is through the foundation of basic science, entrusted to the nation’s research institutions, that the country will improve its energy efficiency, reduce its dependence on foreign oil, deploy 21st-century technologies and help bring down the cost of health care—all essential to America’s long-term economic well being.
Deaths

Dr. Behl, South Asia Studies

Dr. Aditya ‘Adi’ Behl, associate professor of South Asia Studies, died in his sleep on August 22, as a result of a chronic medical condition, at the age of 64. He earned a BA in 1988 at Bowdoin College. He then attended the University of Chicago, where he was awarded both his master’s in religious studies in 1989 and his PhD in 1995. Dr. Behl taught Urdu and Hindi literature and the medieval cultural history of South Asia. He taught in the department of South and Southeast Asian Studies at the University of California, Berkeley until his arrival at the University of Pennsylvania in 2001 as a visiting professor of religious studies; he was appointed an associate professor in South Asia studies in 2002. Dr. Behl went on to chair that department from 2004 to 2007, seeing it through transitions with vision and leadership.

Dr. Behl’s scholarly interest was in the Indo-Muslim literature and culture of South Asia, particularly Sufi romances, but his competencies ranged across the history, religion, and literatures of the subcontinent and the fields of literary theory and religious studies. He published a translation, with Simon Weirgman, of Madhumalati: An Indian Sufi Romance in 2000 (Oxford), and this year had completed a translation of the Mrgavati and large parts of a study on Sufi romances to be called “Hindvi Sufi Romances, Shadows of Paradise: An Indian Islamic Literary Tradition.” A few weeks ago, he wrote a major review essay on Sanskrit literature, “Sanskrit’s Hidden Gold,” which was featured on the cover of the Times Literary Supplement.

“Beyond these major works and a number of influential scholarly articles, Dr. Behl was known for his love of Hindustani music, and his deep knowledge of Hindi and Urdu literature, which he often recited to the pleasure of his listeners,” according to Dr. Daud Ali, chair of South Asia Studies. “He was, without a doubt, one of the leading scholarly lights of his generation, widely known and deeply loved by his teachers, students and colleagues alike. At Penn, his service to both the school and the cause of South Asia was considerable, and he worked tirelessly to ensure that Penn remained among the top institutions in the field of South Asian Studies.”

Dr. Behl is survived by his parents, Col. and Mrs. Behl; his sister, Aradhna Behl; brother-in-law, Ashwani Nagpal and nephew, Anhad Nagpal.

A memorial service at Penn will take place on Sunday, September 20. Details to come.

Ms. Bereznycky, Lippincott Library

Maria Bereznycky, a retired staff member in the Lippincott Library at the Wharton School, passed away July 6. She was 103 years old.

Born March 14, 1906 in the Ukraine, Ms. Bereznycky immigrated to the US in 1949. She was hired by the University of Pennsylvania in 1957 as a hand bindery worker in the printing and duplicating department in the Lippincott Library. She retired in 1977. Later, she moved to Vineland to live with her family.

Ms. Bereznycky is survived by a daughter, Natalie Redka; grandchildren, George and Nata- lie; and great-grandchildren, Natasha and Nadia.

Memorial contributions may be made to Sts. Peter and Paul Ukrainian Orthodox Church, 77 Hogbin Road, Millville, NJ 08332.

Dr. Bolotsky, ENIAC Programmer

Gloria Gordon Bolotsky, a programmer in the 1940s for the first all-purpose digital computer, ENIAC, died June 30 of cancer. She was 87. A graduate of Brooklyn College, Ms. Bolotsky was assigned by the US Army’s Women’s Auxiliary Corps to the University of Pennsylvania in the 1940s after working for the Brooklyn Navy Yard in New York. She was part of a group of women with mathematics degrees and other specially trained recruits that conducted ballistic computation on ENIAC. Her group followed the six women who initially programmed ENIAC. She moved with the group in 1947 to the Aberdeen Proving Grounds in Maryland.

Ms. Bolotsky is survived by her daughters, Susan Konick, Lois Bolotsky, Robin Carroll and Nita Lemanski; and eight grandchildren.

Ms. Easley, Faculty Club

Shirley M. Easley, a retired staff member in the Faculty Club, passed away May 19, at age 78. Ms. Easley had worked at the Faculty Club, now the University of Pennsylvania at Penn, for 25 years. She retired in 1999 when the Club moved to its current location at the Inn at Penn (Almaka Village) November 15, 1979. In her role as a club room manager, she was responsible for all events in the Club Room and for catering events outside the Club. Prior to coming to Penn, she worked at the restaurant maintained in the YMCA in Center City.

Professor Goldstein, Penn Law

Stephen R. Goldstein, a former Penn Law professor who became dean of the law school at The Hebrew University of Jerusalem, died in Israel on May 17 after a battle with pancreatic cancer. He was 70.

Professor Goldstein graduated summa cum laude from the University of Pennsylvania in 1959 and from Penn Law School in 1962, where he was a member of the Order of the Coif.

Following law school, he practiced law at Wolf, Block, Schorr & Solis-Cohen and clerked for US Supreme Court Justice Arthur Goldberg. He returned to the Law School in 1966, teaching Civil Procedure until he left for Israel in 1976.

Over the course of nearly 30 years Professor Goldstein became a leading legal scholar in Israel. “Over the years, as the Israeli legal system became more similar to the US system, Steve’s ability to translate the US experience was invaluable to the development of Israeli civil procedure,” said Edward B. Rock, the Saul A. Fox Distinguished Professor of Business at Penn Law.

He wrote five books and published more than 100 book chapters and papers on issues ranging from civil procedure to child welfare.

Professor Goldstein was a member of the faculty at The Hebrew University of Jerusalem from 1976 to 2004, serving as dean of the law school for three years.

Professor Goldstein is survived by his wife, Gertrude; children, Marcie Wettelman and Dr. Richard Goldstein; and his five grandchildren, Maya, Ben, Nitsan, Roey and Daniel.

To Report A Death: Almanac appreciates being informed of the deaths of current and former faculty and staff members, students, and other members of the University community. Call (215) 898-5274 or e-mail almanac@upenn.edu. Notices of alumni deaths should be directed to the Alumni Records Office at Room 545, Franklin Building, (215) 898-8136 or e-mail record@ben.dev.upenn.edu.

Dr. Graham, Materials Science and Engineering

Dr. William Bill R. Graham, professor emeritus of materials science and engineering in the School of Engineering and Applied Science, passed away July 15 from cancer. He was 70.

A native of Melbourne, Australia, Dr. Graham received a BS and an MS in physics from the University of Melbourne in 1959 and 1961, and a PhD from the University of Pennsylvania in 1965.

He began his career as a research associate at Yale University, where he became assistant professor in 1968. He came to Penn in 1974 as associate professor, was awarded tenure in 1978 and became professor of materials science and engineering in 1980. He has also served as chair of the undergraduate program in materials science and engineering. Dr. Graham retired in 2008 but continued to teach until he became ill.

Dr. Graham built a scholarly research record in geometric, electronic, and vibrational structure and properties of surfaces and thin-film interface systems. He received many awards including the S. Reid Warren Jr. Award for Distinguished Teaching, the UPS Foundation Distinguished Educator Term Chair, the Lindback Award for Distinguished Teaching and the Ford Motor Company Award for Faculty Advising. Dr. Graham is survived by his two daughters, Alison and Elizabeth; a sister; and a brother.

Memorial donations may be made to the University of Pennsylvania Abramson Cancer Center, Penn Medicine Office of Development, 3535 Market St., Philadelphia, PA 19104.

Mr. Gunther, Wharton

Robert E. Gunther, former Wharton Communications director of development and director of publications, executive director, passed away August 13 from stomach cancer. He was 48.

Following graduation from Princeton University in 1983, Mr. Gunther was a staff writer at the Press of Atlantic City for 15 years. He was on the staff at the Wharton School from 1988-1997 and then worked as a development officer at Bryn Mawr Presbyterian Institute of Executive Education at Wharton. He contributed to Wharton@Work, the e-newsletter for Wharton Executive Education.

A founder of Gunther Communications, Mr. Gunther co-authored or collaborated on more than 20 books with leading business professors. Among his books, Your Job Survival Guide: A Manual for Thriving in Change, which he co-wrote with Gregory Shea, uses water as a metaphor and the kayak as a way to navigate the turbulence of the modern workplace.

He had been working with Paul Schoemaker, adjunct professor of marketing, on a book entitled Brilliant Mistakes, which Mr. Shoemaker plans to finish in honor of Mr. Gunther.

Mr. Gunther is survived by his wife, Cindie; and children, Anders, Larkspur and Pelle.

Memorial donations can be made to the Cancer Recovery Foundation, PO Box 238, Hershey, PA 17033, or www.cancerrecovery.org.

The Philadelphia Canoe Club is sponsoring a Fundraiser and Barbecue for his family on Saturday, October 10, 1-4 p.m. at the Club, 4900 Ridge Avenue. RSVP at www.philacanoe.org.

4 www.upenn.edu/almanac
Dr. Hurley, Dermatology

Dr. Harry J. Hurley, Jr., clinical professor of dermatology in the School of Medicine, passed away July 26 at age 82.

A practicing dermatologist for over 50 years, Dr. Hurley had offices in Upper Darby and then in West Chester until his retirement in 2008. He began teaching at Penn in the 1950s following his residency at the Hospital of the University of Pennsylvania. His research with Dr. Walter Shelley, professor of dermatology, led to the development of the Hurley-Shelley axillary resection technique to surgically treat excessive underarm sweating. Dr. Hurley was the author or co-author of many professional articles and books, including the textbook Dermatology, which was co-authored with Dr. Shelley.

In addition to his teaching at Penn, Dr. Hurley served as chief of dermatology for Hahnemann University Hospital (1959-1962) and then Philadelphia General Hospital (1962-1973).

In the 1960s, Dr. Hurley was the founding president of the Philadelphia Academy of Dermatology. He was a past president of the American Dermatological Association and the American Board of Dermatology.

Dr. Hurley graduated from St. Joseph’s College. He earned his medical degree from Thomas Jefferson University in 1949.

Dr. Hurley is survived by sons, Harry III and Jeffrey; daughters, Susan Paul, Marilyn White- man and Nancy Butler; 10 grandchildren; and two great-grandchildren.

Professor Mishkin, Law School

Paul Mishkin, a member of the Penn Law faculty from 1951 to 1975, died on June 26 at the age of 82.

Professor Mishkin joined the faculty immediately after graduating from Columbia University Law School. He also earned his undergraduate degree from Columbia in 1947.

With an interest in the federal court system, Professor Mishkin published major articles where he articulated insights into the meaning and purpose of the Constitution’s allocation of authority between state and federal courts. He co-authored two major teaching books, On Law in Courts, a pioneering contribution to the first-year curriculum, and The Federal Courts and the Federal System. He also served on the US Permanent Committee for the Oliver Wendell Holmes Devise, a comprehensive survey of the development of the Supreme Court.

He also participated in a wide range of constitutional litigation in the US Supreme Court including the reverse discrimination case, Regents of the University of California v. Bakke, a case in which the court ruled that race was a legitimate factor in school admissions but the use of inflexible quotas was not. He was also reported to have been on President Gerald Ford’s short list of Supreme Court appointments.

Professor Mishkin was also a mentor to young faculty. “He was a wonderfully supportive colleague when you talked about scholarship and he was one of those who taught me how to write, teach and be an academic,” said Jim Strazzella, L’64, a former student of Professor Mishkin and later a colleague when he joined the Penn Law faculty and was vice dean.

After teaching for 22 years at Penn Law, Professor Mishkin joined the University of California, Berkeley’s law faculty in 1973.

Professor Mishkin is survived by his son, Jonathan Westover.

Mr. Skirkanich, Trustee & Overseer

J. Peter “Petey” Skirkanich, former CEO of Fox, a tobacco case trustee and overseer, died of a heart attack August 14 while traveling with his wife and children in St. Petersburg, Russia. He was 66 years old.

He had remained active at Penn since his graduation from the Wharton School in 1965. A trustee since 2002, he served as a member of the Facilities and Campus Planning Committee, as well as the Budget and Finance Committee and its Debt Subcommittees.

Mr. Skirkanich had also been an active member of the School of Engineering and Applied Science Board of Overseers since 1997. He served as co-chair of Penn Engineering’s “Making History through Innovation” capital campaign and as a member of the University’s “Making History” steering committee. His generous support for Penn Engineering paved the way for Skirkanich Hall, a 58,400-square-foot laboratory facility that houses the department of bioengineering. (April 2, 2002). Mr. Skirkanich also endowed three Skirkanich Professorships of Innovation in support of young engineering faculty and the Peter and Geri Skirkanich Endowed Scholarships to provide financial aid to undergraduate engineering students.

Working in investment management for 35 years, Mr. Skirkanich founded and was the retired president of Fox Asset Management.

Mr. Skirkanich is survived by his wife, Geri; mother, Helen; and children, Jack, Brett and Erika.

Penn Engineering has established the J. Peter Skirkanich memorial fund. Donate online at www.soecs.upenn.edu/giving/giving-priorities.php.

Donations may also be made to the Red Bank, New Jersey Community YMCA.

Dr. Touchstone, Obstetrics and Gynecology

Dr. Joseph C. Touchstone, professor emeritus of obstetrics and gynecology in the School of Medicine, passed away July 26 at age 87.

In 1952 Dr. Touchstone came to Penn’s School of Medicine (Almanac, 1951) as an associate. He was appointed research assistant professor of biochemistry in 1958 and a year later appointed the same title in the department of obstetrics and gynecology. After working in the Harrison Department of surgical research for eight years, he became a full professor in 1968 and was accorded emeritus status in 1992.

Revered as a pioneer in biochemical chromato- graphy, Dr. Touchstone studied amniotic fluid to determine the level of fetal lung viability in women who were at risk of having premature in- fant. He also conducted research on steroids. He cofounded the Chromatography Forum of Dela- ware Valley and served as its first president.

Dr. Touchstone earned a bachelor’s degree from Stephen F. Austin State University in Texas and a master’s degree in organic chemistry from Purdue University. He earned a doctorate in biochemistry and organic chemistry from St. Louis University.

Dr. Touchstone is survived by his wife, Phyllis, N’53; sons, Andrew, Michael and Da- vid; and six grandchildren.

Memorial donations may be made to Alex’s Lemonade Stand, 333 Lancaster Ave., Wynnewood, PA 19096.

Mr. Skirkanich, Trustee & Overseer

Peter Skirkanich

Penn’s Field Center’s Partnership to Design New Technology for Use in Montgomery County Child Welfare

The Field Center for Children’s Policy, Practice and Research at the University of Pennsylvania announced a partnership with Montgomery County, PA, Stewards of Change, Microsoft Corp., and Motorola to pilot the Information Portability Project.

A collaborative effort between public and private entities, this groundbreaking interoperable, real-time technology system will link together all services within the County’s Department of Human Services, allowing caseworkers and their supervisors immediate access to critical information to improve the safety of abused and neglect- ed children. This design phase is made possible through a $950,000 consulting contract between the Field Center and Montgomery County, PA.

Designed by Stewards of Change with technical support from the Microsoft Corp. and Motorola, this first-of-its-kind web-based system will be piloted in Montgomery County, PA. Project collaborators hope to eventually replicate it in other Pennsylvania counties, including Philadelphia.

On April 15, the capable case- workers carry specially designed, rugged, hand-held devices that provide immediate, remote access to files and instant documentation, including the ability to take and upload photos and video from a caseworker’s home visit. It will increase productivity and allow for better service coordination, along with seamless systems for prevention, treatment and recovery. In addition, it provides a GPS system for tracking of home visits and for increased safety for caseworkers.

“This new technology will revolutionize child welfare. If real-time, interoperable technology were available, tragedies could have been prevented,” Debra Schilling Wolfe, the executive director for the Field Center, said. “This new, cutting-edge approach will promote better decision making, encourage efficiency and offer support to caseworkers. It could save children’s lives.”

The Field Center will provide oversight and subject-matter expertise and has subcontracted the organizational and technical assessments to Stewards of Change. Other pilot participants include personnel from Montgomery County Human Services and the Commonwealth of Pennsylvania’s Department of Public Welfare.

“With immediate access to the most up-to-date, accurate information, children and families are more likely to receive all of the services they need, when they need them,” said Laurie O’Connor, director of the Montgomery County Office of Children and Youth.

Penn’s Field Center, a collaboration among the Penn schools of Social Policy & Practice, Law and Medicine and Children’s Hospital, spent three years researching the project.

The Hite Foundation, in memory of Sybil E. Hite, provided the funding for the initial research on the technology to identify the need for this kind of technological improvement, as well as for hosting a national summit on information technology usage in child welfare. Many ideas emerged from the 2007 Child Welfare Summit on Information Technology, including this pilot program.

Subscribe to 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.
SEC Meetings
Meetings at 3 p.m.; Room 205, College Hall.
Fall Semester
September 23
October 21 (5 p.m. Reception)
November 18
December 16
Spring Semester
January 27
February 24
March 24
April 21
May 12 (5 p.m. Reception)

Trusted Open Meetings
On Thursday, September 17, the Trustees will meet in Bodek Lounge, Houston Hall. Observers must register; call the Office of the Secretary at (215) 898-0414.

University Council Meetings
Following are the dates for meetings of the University Council. Members of the University community are invited to attend Council meetings provided they register with the Office of the Secretary via e-mail, ucouncil@pobox.upenn.edu or telephone, (215) 898-7005. All meetings are held on Wednesdays, 4-6 p.m., in Bodek Lounge, Houston Hall. The agenda will be announced in Almanac prior to each meeting.

Fall Semester
September 30
October 28
December 9
Spring Semester
February 3
February 17
March 31
April 28

PPSA Board Meetings
Meetings are noon-1 p.m. in Class of 1954 Seminar Room, Van Pelt-Dietrich Library. Meetings are open to any monthly-paid University staff. E-mail ppса@exchange.upenn.edu if you plan to attend.
Fall Semester
September 15
October 13
November 10
December 8

WPSA Meetings
Meetings are held on Tuesdays, 1-2 p.m., in Bishop White Room, Houston Hall. All weekly-paid staff are welcome to attend. For questions/comments, contact WPSA Chair Michelle Wells Lockett at mwells@mail.med.upenn.edu.
Fall Semester
Spring Semester
October 6
November 3
December 1
January 5
February 2
March 2
April 6
May 4

What’s Hot in University City?
University City District has re-launched Break-MyRoutine.com, a blog site highlighting the University City neighborhood’s eclectic and international dining spots, radical arts scene, noteworthy nightlife, and growing list of retail offerings. BreakMyRoutine.com features interactive and dynamic maps of the neighborhood, a series of video podcasts and an arts and culture calendar powered by PhillyFunGuide.

OF RECORD
This year Rosh Hashanah will be observed on Saturday, September 19. Please remember that Jewish holidays begin at sunset on the day preceding the date given; thus the observance of Rosh Hashanah will begin at sundown Friday, September 18. Yom Kippur is on Monday, September 28. Observance will begin at sundown on Sunday, September 27.

Secular and Religious Holidays
Effective July 1, 1996; Revised March 30, 2001
1. The University recognizes/observes the following secular holidays: Martin Luther King Day, Memorial Day, July 4, Thanksgiving and the day after, Labor Day, and New Year’s Day.
2. The University also recognizes that there are several religious holidays that affect large numbers of University community members, including Christmas, Rosh Hashanah, Yom Kippur, the first two days of Passover, and Good Friday. In consideration of their significance for many students, no examinations may be given and no assigned work may be required on these days. Students who observe these holidays will be given an opportunity to make up missed work in both laboratories and lecture courses. If an examination is given on the first class day after one of these holidays, it must not cover material introduced in class on that holiday.
3. The University recognizes that there are other holidays, both religious and secular, which are of importance to some individuals and groups on campus. Such occasions include, but are not limited to Sukkot, the last two days of Passover, Shavuot, Simchat Torah, and Simchat Torah, as well as the Chinese New Year, the Muslim New Year, and the Islamic holidays Eid Al-Fitr and Eid Al-Adha. Students who wish to observe such holidays must inform their instructors within the first two weeks of each semester of their intent to observe the holiday even when the exact date of the holiday will not be known until later so that alternative arrangements are received to both students and faculty can be made at the earliest opportunity. Students who make such arrangements will not be required to attend classes or take examinations on the designated days, and faculty must provide reasonable opportunities for such students to make up missed work and examinations. For this reason it is desirable that faculty inform students of all examination dates at the start of each semester. Exceptions to the requirement of a make-up examination must be approved in advance by the undergraduate dean of the school in which the course is offered.

—Vincent Price, Provost

For the dates of the Recognized Holidays for FY 2010, see www.upenn.edu/almanac/volumes/v55/n31/holidays.html.

UCD: Matthew Bergheiser
The Board of Directors of the University City District (UCD) has announced the appointment of Matthew Bergheiser as Executive Director. Mr. Bergheiser will oversee more than 85 administrative, public safety, and maintenance employees, and an annual budget of more than $9 million. He will act as a liaison between UCD’s Board of Directors and local government, businesses and residents to further UCD’s mission to build effective partnerships maintaining a clean and safe environment while promoting, planning, and advocating for University City.

Mr. Bergheiser joined UCD on July 1 after serving, since 2006, as the regional director of the John S. and James L. Knight Foundation, where he managed an annual grant-making budget of $6 million. In the Foundation, he established the Philadelphia office, created its investment strategy and formed its advisory board. He cultivated major civic initiatives and influenced public and private stakeholders to invest in key programs such as “Graduate Philadelphia,” “Campus Philly,” and the “Job Opportunity Investment Network,” which focuses on advancing low-skilled Philadelphians into career ladder jobs.

Before that, Mr. Bergheiser served as the executive director of the Trenton Downtown Association. He was responsible for the economic revitalization of Trenton’s downtown through innovative real estate strategies: reducing office vacancy while initiating improvements to retail corridors, developing non-profit arts spaces, and creating successful heritage tourism initiatives.

Mr. Bergheiser also served as EVP of West Philadelphia’s Enterprise Center directing programs as a community development business incubator growing a climate base of annual revenues from $1 million to $10 million resulting in the creation of 200 jobs over six years.

“After an extensive search we have found the person to lead UCD into the future and we are thrilled to announce Matt as the new executive director,” said Craig Carnaroli, chairman of the UCD Board. “He has a unique set of skills in urban development, community relations, management, strategic planning and fundraising that will help us accomplish our goals and meet the terrific opportunities that await this community.”

Mr. Bergheiser said, “I am incredibly excited to lead UCD. University City is in many ways the face that Philadelphia presents to the world. The combined assets of the institutions, along with a dynamic neighborhood and vibrant commercial corridors all add up to an exciting opportunity. I’m eager to be part of University City and UCD’s future.”

He holds a BA from Princeton’s Woodrow Wilson School of Public and International Affairs and an MBA from Penn’s Wharton School.

Almanac On-the-Go: RSS Feeds
Almanac provides links to select stories each week there is an issue. Visit Almanac’s website, www.upenn.edu/almanac; for instructions on how to subscribe to the Almanac RSS Feed.

ALMANAC September 8, 2009
NGSS (Next Generation Student Systems)

Over the summer, SRFS (Student Registration and Financial Services) and ISC (Information Systems and Computing) launched an important project to plan for the next generation of student services and systems. Known as NGSS (Next Generation Student Systems), the project focuses on three core areas: student records and registration (SRS); financial aid (SAM); billing and receivables (BRS).

While current services and the applications that support SRFS provide a rich set of features to students and faculty, the underlying technologies are between 20 and 30 years old. In addition, it has been quite some time since we have taken a fresh look at the evolution of our business needs.

To support both current and anticipated future requirements from students, Schools, academic centers, and departments and to better realize the goals of the Penn Compact in areas such as support for cross-disciplinary offerings and increasing access for non-traditional students, we need to form a common vision for improvements and innovations in the delivery of student services.

After giving careful thought to the timing of the project, the University concluded that it is imperative to weigh options now and not risk technical obsolescence in the foreseeable future.

So, beginning this fall, the project team will work with representatives from Schools, academic centers, and departments that deliver student services, as well as undergraduate and graduate student organizations, to form a collective plan for the future. In addition, the team will review systems and processes at other institutions of higher education and survey best practice models in private industry. Later in 2010—based on the information gathered—the team will identify and recommend strategic options for replacement of, or enhancements to, current student systems and processes.

NGSS is a significant planning effort with a large potential impact on the University. We invite you to share our excitement as we launch this very important initiative. For further information or questions regarding the project, please contact the project managers at NGSS-mgmt@sfs.upenn.edu.

—Robin Beck
Vice President
Information Systems and Computing

—Michelle H. Brown-Nevers
Associate Vice President
Student Registration and Financial Services

Career Services’ New Partnership with Interfolio

Career Services is happy to announce our partnership with Interfolio, Inc. as the provider of web-based credentials file management for the Penn community. Interfolio is well-established as the premier online credentials management service for students, alumni/ae and recommendation writers. Most of our peer institutions, including five Ivy schools, have established similar partnerships with Interfolio, and have found that service has improved as a result. In fact, many Penn students and alumni/ae already had Interfolio accounts prior to our partnership.

Please Note: Pre-Health applicants will continue to use the Career Services Pre-Health Advisors, or taking post-bac classes through the College of Liberal and Professional Studies. With the exception of pre-health, Career Services will no longer handle student and alumni recommendation files.

Interfolio allows candidates to create and manage a portfolio of their credentials, including confidential and non-confidential letters of recommendation, which they can use to apply to a wide array of opportunities. With Interfolio students and alumni can store nearly any type of document, including letters of recommendation, teacher evaluations, writing samples, unofficial transcripts, and more.

Interfolio also makes the application process easier for recommendation writers:

• Convenience and Ease of Use:
  • Letter writers may upload their documents electronically into Interfolio’s safe and secure system, or choose to mail or fax letters if they do not wish to upload them directly.
  • Letter writers retain access to uploaded documents. Your free Interfolio writer’s account gives you access to all uploaded documents, so you can check on their status or easily make updates.

• Reliability and Security:
  • Interfolio manually reviews every letter once upon receipt and again prior to delivery to ensure accuracy and legitimacy.
  • Letter writers can personally verify the authenticity of documents they upload electronically through writer accounts.

• Interfolio is FERPA compliant and uses multiple layers of technological security to ensure that confidential documents stay that way. Students cannot read closed or confidential letters.
• Robust technological safeguards, including SSL encryption, keep stored documents secure and private. Digital backups are stored at a secure, off-site location to further protect important documents.


Many recommendations must now be submitted directly and electronically to graduate programs. In fact, ETS has recently established their own electronic recommendation service, using the Interfolio platform. Penn students using Interfolio will not have to establish a new account to use the ETS service.

Interfolio charges students a small ($19) annual fee, or $40 for three years. Mailing fees are equivalent to Career Services’ pricing for US mail, but are lower for electronic delivery. Additional options are available for overnight and second day delivery, and for rush processing.

As part of their service, Interfolio provides students and alumni at no additional cost a web-based portfolio, which will allow candidates to present documents in support of their applications, such as awards or design sheets. We will be orienting students to both the credentials service and the portfolio in the next few months.

We have transferred active files electronically to Interfolio, and upon student request, we will transfer any file, so you do not have to resend any recommendations you have previously submitted.

We think both recommenders and candidates will be very pleased with Interfolio. To learn more, or to open a free writer’s account, please go to www.interfolio.com/writer_overview.html.

If you have any questions, please feel free to contact Career Services.

—Patricia Rose
Director, Career Services

LAF and Penn Med Partnership: Online Care Plan Tool for Patients

The Lance Armstrong Foundation (LAF) and Penn Medicine announced a four-year partnership to further develop and disseminate the LIVESTRONG Care Plan powered by Penn Medicine’s OncoLink. This free service gives cancer survivors, their families and physicians the ability to create and maintain individual care plans using up-to-date treatment information based on Institute of Medicine recommendations, as well as educating them about their options to maintain optimal health once they are out of treatment.

Originally launched as OncoLife® on Penn Medicine’s OncoLink website in February 2007, the tool is the only one of its kind, created and updated continuously by a team of cancer physicians and nurses. With its transition to the LIVESTRONG Care Plan, it will be able to reach tens of thousands of additional cancer survivors, their friends, families and health care providers through the LAF’s many supportive activities and programs.

First Ivy to Partner with Posse Foundation

The University of Pennsylvania has become the first Ivy League school to partner with The Posse Foundation, which recruits and trains young people from urban high schools and sends them to top-tier colleges and universities as multicultural groups of 10 called “Posses.”

Deborah Bial, president and founder of The Posse Foundation, made the announcement in Miami that the Miami-Dade County Public Schools will become the seventh public school system participating with the Foundation. Posse Miami began recruiting this summer and the first Miami Posse will enroll at Penn in September 2010.

The Posse act as support systems for the students in the months prior to arriving at college and in the years to come. The students undergo rigorous preparation, arriving on campus prepared for academic work and student life and ready to engage in cross-cultural dialogue, according to the Foundation.

“We’re thrilled to open in Miami with the University of Pennsylvania as our lead partner,” Ms. Bial said. “With over 350,000 students and the second largest minority-serving school system in the country, the Miami-Dade County Public Schools is an ideal home for Posse’s newest program chapter.”

“Our partnership with The Posse Foundation,” President Amy Gutmann said, “advances our goal of making Penn more accessible to exceptional students who otherwise could not afford an Ivy League education. More and more evidence indicates that excellence and diversity go hand in hand, and I am confident that Posse Miami scholars will contribute their talents, leadership and passion to make our great University ever better, just as Penn will transform their lives for the better.”

Since its launch in 1982, The Posse Foundation, headquartered in New York City, has sent more than 2,650 students to college. These students have won more than $265 million in scholarships from the participating colleges and universities and graduate at a rate of 90 percent, well above the national average.

Miami-Dade County Public Schools Superintendent Alberto M. Carvalho called the Posse program “exactly the kind of initiative that is needed to help ensure that students who show promise and intelligence have access to a first-rate college education.”

Support from The New World Foundation and the Novo Foundation, each of which issued a $250,000 challenge grant, allowed the Foundation to raise more than $500,000 in additional funding toward the opening of the new site.

The Committee has met six times this year, with one additional meeting scheduled for August.

The Committee reviewed proposed health and welfare initiatives for active employees, including changes in premiums for health insurance and dental plans for active employees, effective July 1, 2009. No changes were made in the basic design of the medical and prescription insurance plans or dental plans, but premiums will increase somewhat to cover increased costs, and some adjustments have been made, primarily in support of equity goals. The Committee reviewed information on the relative rate of subsidy for the different medical plans and will seek additional information in order to advise concerning future trends.

The Committee reviewed information on the maximum out-of-pocket limits in the various medical plans and prescription coverage. The maximum out-of-pocket for the medical plans has stayed the same since 2004, while the maximum out-of-pocket for the prescription plan has nearly tripled in the same time period. Also, the maximum out-of-pocket for the different components of the same plan and for the medical and prescription plans are each applied separately, with no overall maximum out-of-pocket. The Committee will seek additional information and discuss these issues further before making any recommendations.

A proposed plan for adoption benefits was described by Marilyn Kraut, Human Resources director, Quality of WorkLife Programs. This plan met with general approval from the Committee, with one proposed change, namely, that the benefit should cover more than two adoptions when a group of siblings is adopted together.

The Committee developed proposals for changes in the tuition assistance program to provide some support for employees who take courses leading to a bachelor or associate degree at accredited colleges and universities other than Penn in the greater Philadelphia area. We explored the possibility of funding this in part through some changes to reduce the cost of the current tuition assistance program for Penn employees who take courses at Penn.

With respect to transgender health benefits, the Committee reviewed some of the published information and heard a presentation by Erin Cross, associate director of the Lesbian, Gay, Bisexual and Transgender Center. We reviewed available evidence concerning cost and learned that the American Medical Association has endorsed health insurance coverage for medical treatment of gender identity disorder with mental health care, hormone therapy, and sex reassignment surgery. The Committee recommended further investigating the possibility of including transgender health benefits in at least one of our health care policies. We will seek additional information on costs and other practical considerations from Aetna.

We also reviewed reports on:

- changes in retiree medical benefits implemented for 2009,
- improvements in group life insurance which had been negotiated by Human Resources staff,
- the Aetna HMO Pilot Disease Management Program, including design, participation, and method of calculating savings resulting from the program,
- Caremark prescription drug benefits, including the factors that have contributed to and mitigated cost increases, and possible additional measures for reducing cost,
- implementation of the CVS/Caremark Extra Care Card which entitles employees to an additional 20% discount on CVS brand items that are directly related to healthcare,
- the Mental Health Parity Act of 2008 and its implications for the design of Penn plans in the future,
- improvements by Penn Behavioral Health to reduce the time it takes to process an out-of-network claim,
- the new COBRA rules.

Proposed Specific Charges for 2009-2010

1. Discuss the changes necessary to implement the federal Mental Health Parity Act of 2008.
2. Follow up on the possibility of including transgender health benefits in one or more of the University health plans.
3. Continue to monitor the cost and rates for all health insurance plans for fairness, including continued evaluation of the impact of maximum out-of-pocket limits on enrollees in our medical/surgical and prescription plans and continued consideration of possible changes in the rate structures for the POS and PPO plans.
4. Continue to monitor the effectiveness of Aetna’s disease management procedures.
5. Consider implementing changes suggested by Caremark to reduce costs and/or improve management of chronic diseases.
6. Follow up on the possibility of implementing changes in the tuition assistance program for employees pursuing coursework inside and outside the University.
7. Review the anticipated report from the Committee on Backup Care.

We are grateful to Leny Bader, Executive Director of Benefits, and the staff from Human Resources for excellent staff support for the Committee, and we are grateful to Ms. Bader and Jack Heuer, VP of Human Resources, for their efforts to improve benefits for Penn employees.

2008-2009 Committee Members

Chair: Ingrid Waldron; Faculty: Erling Boe, David Freiman, Howard Goldfine, David Pope, Gerald Porter, Kent Smetters, Barbra Wall; PPSA: Valerie Dorn, Victoria Mulhern, Lynn Rotoli; WPSA: Kelly Dewees; Peter Rockett, Linda Satchell; Ex Officio (Invited Guests): Leny Bader, Jack Heuer, Vincent Price.

Penn Center for Musculoskeletal Disorders Pilot and Feasibility Grant Program: October 15

The Penn Center for Musculoskeletal Disorders is once again accepting applications for its Pilot and Feasibility Grant Program. Submissions should be related to musculoskeletal tissue injury and repair which is the broad focus of the Center and Grants. Pilot grants will be due on October 15, 2009 with a planned start date of January 1, 2010 and we are expecting to award up to four new grants in this round.

Potential applicants are encouraged to send a short e-mail, with your name, a rough title of your proposed project, a sentence or two (at most) describing the global hypothesis or objective, and a note as to which of the three Research Cores (Microarray, Structure-Function Biomechanics, Imaging) you would use (core use is required for pilot funding). I would appreciate receiving this e-mail ASAP, so I can advise and guide you on the appropriateness of your application idea within the framework of the overall Center.

For more information on our Cores and Center in general, please see our website at www.med.upenn.edu/pcmd

Eligibility: Only Center members are eligible. If you are not currently a member, please visit our website at www.med.upenn.edu/pcmd/memberinfo.shtml. Categories of applicants include:

1) Established investigators with a proposal to test the feasibility of a new or innovative idea in musculoskeletal tissue injury and repair representing a clear and distinct departure from their ongoing research,
2) Established investigators with no previous work in musculoskeletal tissue injury and repair interested in testing the applicability of their expertise on a problem in this area,
3) New investigators without significant extramural grant support as a Principal Investigator to develop a new project.

Pilot and Feasibility Grants must use at least one of the Center’s Research Cores. Pilot project awardees are eligible for one year, with a second year to be considered (budgets will be for $20,350,000 per year and timelines should be for one or two years). The second year of funding, the dollar amount of which would only be for up to half the year one budget, will be considered based on the progress report submitted after the first year of funding and funding availability in the Center. Please note that second year funding will often not be awarded, and when awarded, will be done so primarily to new investigators; second year funding to senior investigators will be quite rare.

It is expected that these pilot grants will lead to funding through other independent, extramural mechanisms. Therefore, the likelihood of future extramural funding will enter into the evaluation of these proposals explicitly.

Format: Applications should be formatted loosely in the style of an NIH R03 grant (http://grants.nih.gov/grants/guide/pa-files/PA-09-163.html). See www.med.upenn.edu/pcmd/pilotgrants.shtml for detailed format.

The main body of the application should be no more than 5 pages. The completed application should be submitted as a single PDF file to centermd@upenn.edu by October 15, 2009 at 5 p.m. Please do not hesitate to contact me with any questions or comments. Thanks.

—Lou Soslovsky
Director of the Penn Center for Musculoskeletal Disorders
The following report was sent on May 14, 2009 to President Amy Gutmann from Dr. Karl Ulrich, Chair of the Committee on Manufacturer Responsibility (CMR) in accordance with the Code of Workplace Conduct for University of Pennsylvania Apparel Licensees.

As outlined in the Code, the CMR will review the Code annually; review the effectiveness of monitoring; review the state of compliance of the apparel licensees and review any alleged violations of the Code.

The Code of Workplace Conduct for University of Pennsylvania Apparel Licensees can be found online at www.upenn.edu/almanac/volumes/v55/n02/apparel.html

---

Annual Report of the Committee on Manufacturer Responsibility

This is a report of the Committee on Manufacturer Responsibility (CMR) for academic year 2008-2009. The committee was established in accordance with the University’s Code of Workplace Conduct (the Code) for apparel licensees. The Code provides that the University may provide apparel labeled with the Penn logo or identification. It is the responsibility of the University to ensure compliance with the Code by manufacturer through monitoring and oversight. It has now completed its ninth year of operation.

The members of the committee this year were:

- Ryan Burg, GAPSA
- Peter Cappelli, Faculty (Wharton)
- Nicole Dillard, CHAC
- Grant Dubler, Undergraduate Assembly
- Nick Eng, CHAC
- Steven Hauber, WPSA
- Robin Leidner, Faculty (SAS)
- Tina-Marie Ranalli, GAPSA
- Colleen Becht Rotindo, PPAS
- Karl Ulrich, Faculty (Wharton), Chair
- Christopher Bradie, Business Services (Ex Officio)
- Ilene Wilder, Business Services (Ex Officio)
- Pierce Buller, Office of General Counsel (Ex Officio)
- Leo Charney, Provost’s Office (Ex Officio)
- Leah Popowich, President’s Office (Ex Officio)
- Jackie Miraglia, Center for Technology Transfer (Staff Support)
- Andrew Schlossberg (Intern)

We held five meetings in the course of the year; four are required by the Code. Meetings took place on October 29, 2008; December 8, 2008; February 23, 2009; March 23, 2009 and April 22, 2009.

As part of its monitoring efforts, the CMR works with two organizations: the Worker Rights Consortium (WRC), an independent labor rights organization sponsored by a coalition of 175 universities and colleges, and the Fair Labor Association (FLA), an independent monitoring organization sponsored by both industry and universities. The University of Pennsylvania is a member of both, and the CMR sends representatives to meetings of these organizations. This year our representatives attended meetings of the WRC University Caucus on June 5, 2008 and of the FLA (CAMEX) on March 15, 2009.

In addition to participating in these organizations, the CMR endeavors to directly monitor its licensees annually by sending out a License Compliance Questionnaire (LCQ) to each of our licensees. In 2008-2009, we sent out 35 LCQs as part of the license renewal process for the year July 1, 2009 through June 30, 2010. Of the 35, 29 licensees have responded affirmatively and 2 have terminated the agreement. The remaining 4 licensees are being contacted to determine their reasons for not responding. If any of them does not re-certify by signing the LCQ, their license will not be renewed.

In the winter, the WRC notified the CMR that it had determined that one of the University’s suppliers, Russell Athletics, had violated the Code in relation to its closure of a company-owned manufacturing facility in Honduras (Jerzees de Honduras). The CMR conducted conference calls with the WRC and the FLA to discuss this matter. A member of the committee, Chris Bradie, attended the FLA annual meeting as part of the CAMEX conference in Orange County, California on March 15, 2009 where a senior executive of Russell Athletics gave a presentation. Subsequently, he spoke with the Russell executive in a private conversation to gain further clarification and understanding of Russell’s position. The CMR held a special meeting (March 23, 2009) focused exclusively on this matter. As a result of these deliberations, the CMR voted on and approved the following recommendation. There were seven voting members present, including at least one faculty member, staff member, and student. The vote was unanimous.

The Committee on Manufacturer Responsibility has reviewed information—including documents provided by the Workers’ Rights Consortium (WRC) and the Fair Labor Association (FLA)—relative to Russell Athletics’ alleged violations of the Code of Workplace Conduct for Penn Apparel Licensees. We find that the WRC and the FLA are largely in agreement that there were several areas of non-compliance with the Code which require Russell to engage in significant remediation. Russell has agreed to a set of actions outlined by the FLA and is making progress towards completing them.

We also believe that Russell Athletics was not sufficiently forthright in disclosing, in the annual Licensee Compliance Questionnaire, difficulties encountered in implementing and enforcing the Code as is required by its license agreement with the University.

We recommend as an appropriate course of action that Penn’s Center for Technology Transfer not renew Russell’s license, which will expire June 30, 2009. We further recommend that the University continue to communicate with the WRC and FLA as they monitor Russell’s efforts to improve its workplaces. The Committee welcomes Russell to submit a new application for a license at some point in the future, when the actions outlined by the FLA have been substantially addressed, and looks forward to a continued dialogue with Russell, the WRC, and the FLA.

Given the number of supplying factories and their distribution around the globe, the monitoring and oversight responsibilities of the CMR are daunting. As a result of our experience with the Russell matter, we concluded that the Licensee Compliance Questionnaire is not sufficient to ensure compliance of our licensees. We reaffirmed the need to rely on the WRC and FLA for monitoring. We also recognized the need to amend the Questionnaire somewhat to more directly ask suppliers to disclose any difficulties they have encountered in the past year related to the Code.

The members of the committee this year voted on and approved the following response to the Chair from President Gutmann:

Response to the Chair from President Gutmann

Thank you for writing on behalf of the 2008-2009 Committee on Manufacturer Responsibility (CMR). I greatly appreciate the time and energy spent by each member of the Committee this year, under your able leadership as chair. I especially want to applaud the Committee for the deliberative process in which its members engaged surrounding reported violations of the University’s Code of Workplace Conduct for Penn Apparel Licensees. I support your recommendations and I am grateful for the diligent process that resulted in your conclusions.

Thank you for your terrific leadership on this important committee and please accept my best wishes for the summer.
Pre-Tax Expense Account
"Use It or Lose It" Deadline
If you have a Pre-Tax Expense Account, remember that September 15, 2009 will be the final day on which you can incur eligible expenses for the 2008-2009 plan year, and you must submit claims for all expenses by September 30. Due to an IRS regulation known as “Use It or Lose It,” if you don’t use the full balance in your account each plan year, you lose that unused money.

Penn’s plan year runs from July 1–June 30 of each year. The money you contribute to the Pre-Tax Expense Accounts during each plan year can only be used for expenses incurred within certain dates. Keep in mind that the expenses must be incurred while you are actively participating in the accounts.

Visit the Human Resources website at www.hr.upenn.edu/benefits/pretax for more information on the Pre-Tax Expense Accounts including listings of eligible expenses and instructions on how to file a claim. You can also call the Penn Benefits Center at 1-888-PENN BEN (1-888-736-6236), Monday through Friday, 8 a.m.–6 p.m.

Employee Resource Fair
Save The Date: October 19, 2009
The Penn Professional Staff Assembly (PPSA) and the Penn Weekly-Paid Professional Staff Assembly (WPSPA), in partnership with the offices of the Executive Vice President (EVP), are co-sponsoring an Employee Resource Fair on Monday, October 19, from noon-2 p.m. in the Hall of Flags and Bistro at Houston Hall. This year, the Employee Resource Fair is being held in conjunction with the Business Services Division’s Commuter Fair. The fair is to provide information to employees regarding the vast and varied campus resources and services available to them. The fair will be open to the entire Penn community. More information will be forthcoming.

HR: Upcoming Programs
Professional and Personal Development
Improve your skills and get ahead in your career by taking advantage of the many development opportunities provided by Human Resources! You can pre-register for programs by visiting the online course catalog at www.hr.upenn.edu/coursescatalog or by contacting Learning and Education at (215) 898-3400.

Career Focus Brown Bag—Career Check-up Workshop;
September 15; noon–1 p.m., free.
When was the last time you evaluated your current job situation? It’s easy to get caught up in the day-to-day tasks required of you, but it’s also important to assess your professional role on an annual basis. This workshop will give you the opportunity to evaluate your current role and responsibilities and determine whether you’re challenged, satisfied, or in need of acquiring some new skills. You’ll also have the chance to develop a plan for moving forward in your career.

Brown Bag Matinee—Love Your Customers;
September 23; noon–1 p.m.; free. No matter what line of business you’re in, good customer service is critical. Love Your Customers demonstrates that customer service is a direct extension of the way both you and your organization are viewed by others. This video reminds us that even the smallest things we do make a big difference in how we’re perceived. You’ll leave with an understanding of how to deliver great customer service and even turn difficult customers into loyal champions for your organization.

Minutes Writing Course;
September 24; 9 a.m.–noon; $75. Taking good minutes during a meeting can increase productivity and help your department run more efficiently. This workshop will teach you the components of writing effective minutes, including different styles, formats and etiquette, as well as techniques for composing fast, well-written minutes. You’ll have the opportunity to refine your skills using hands-on writing exercises.

Franklin Covey’s FOCUS;
September 25; 9 a.m.–5 p.m.; $75. It’s easy to get caught up in life’s hectic pace. Every e-mail, ringing phone, and interrupting conversation can further compromise our ability to get things done. This workshop will provide tools and strategies that will improve your effectiveness and productivity. You’ll learn how to effectively manage your schedule, prioritize your tasks, and be more productive in your personal and professional life. You’ll leave with a better understanding of your most important goals and how to achieve them.

—Division of Human Resources

Volunteer Opportunities
Dear Penn Community,
Thank you so very much for your support of the Penn Volunteers In Public Service activities. Please join us in our efforts to recruit mentors for the upcoming school year. I look forward to working with you as we strive to be good neighbors.

—Isabel Mapp, Director, Netter Center for Community Partnerships

Inaugural Penn Interactive Media Colloquium: September 11
On Friday, September 11, the Wharton Interactive Media presents its inaugural Penn Interactive Media Colloquium—a campus-wide research seminar bringing together professors from across campus who currently study all aspects of interactive media including social networking, security and privacy concerns, technology factors and more.

For more information and to register, see www.penninteractive.com.

The Penn Interactive Media Colloquium series will continue throughout the academic year with monthly lunch workshops. Contact Rebecca Alig, ralig@wharton.upenn.edu to suggest speakers and check www.whartoninteractive.com for more on the Wharton Interactive Media Initiative.

One Step Ahead
Security & Privacy
Made Simple
Another tip in a series provided by the Offices of Information Systems & Computing and Audit, Compliance & Privacy.

Spread the Word: Collect Personal Documents and Computer Hard Drives for Free Shredding at the Employee Resource Fair
Did you know that during the annual Employee Resource Fair, Penn’s shredding vendor, Nova Records Management, will shred personal papers free of charge for Penn employees? This shredding service provides a great opportunity to reduce risks—such as the possibility of identity theft—by securely disposing of confidential papers that are no longer needed. A related Penn vendor, Gigabiter, will securely shred personally owned computer hard drives, and properly dispose of personal consumer electronics (such as old TVs and monitors) that are brought to the Fair, at no charge to Penn employees.

The Fair will take place in the Hall of Flags and Bistro at Houston Hall on Monday, October 19, noon to 2 p.m. To take advantage of these opportunities, start gathering unneeded documents and electronics now. On the 19th, simply bring as many documents as you can carry to the Nova shredding truck that will be located on the walkway between College Hall and the Fisher Fine Arts Library during the Fair. “The best way to protect confidential information is not to have it”—and this is a great way to get rid of it! In addition, bring your old consumer electronics to the Gigabiter truck that will be located on 4th Street outside of Houston Hall during the Fair. “The best way to protect confidential information is not to have it” — and this is a great way to get rid of it! In addition, bring your old consumer electronics to the Gigabiter truck at the Fair for free, environmentally sound disposal.

To receive weekly One Step Ahead tips via e-mail, send e-mail to listserv@lists.upenn.edu with the following text in the body of the message: sub one-step-ahead <your name>.

For additional tips, see the One Step Ahead link on the Information Security website: www.upenn.edu/computing/security.
Admissions Seminars for Penn Faculty/Staff Families
The Office of Undergraduate Admissions will host two seminars for Penn families with teenagers in high school to help answer questions about the college search process.

College-bound students and their parents can be overwhelmed by the choices and requirements of college admissions. What courses are important to take in high school? How significant are extracurricular activities, essays, test scores, and interviews?

The answers to these questions and many more will be discussed with Penn faculty and staff and their families, whether students plan to apply to Penn or elsewhere.

Admissions officers will also discuss how to get the most out of a campus visit, creating a strong application, what it takes to gain admission to college, and other issues such as financial aid.

The admissions seminar will be held in College Hall 200, Wednesday, September 9, from 5:15 to 6:30 p.m., and repeated on Thursday, September 10, from 5:15 to 6:30 p.m.

The seminars are free. RSVP to John Baumgardner at johnbaum@admissions.upenn.edu or at (215) 746-6692. Please include in your e-mail the session you will attend, the name of the faculty/staff member’s name, the student’s name and high school, and the year they expect to graduate high school.

Penn’s Arts & the City Year
Penn’s Arts & the City Year celebrates arts and culture across campus and throughout the neighborhood, city, and region. At its center is a wide range of events in fall 2009 and spring 2010, from student performances and guest artists, to discussions about national arts policy, the role of the arts in public health, and the importance of civic engagement with arts and culture.

With its array of diverse perspectives, the Arts & the City Year spotlights Penn’s commitment to knowledge that crosses disciplines and boundaries, while reaffirming the essential role of arts and culture in campus and city life. There are two Arts Grant awards by a committee of faculty and staff to support opportunities, initiated by or primarily involving students, to create, participate in, and learn about the arts on campus and in Philadelphia. Proposals will be considered on a rolling basis, no later than October 1 for the fall term. Visit www.upenn.edu/provost/arts_grants for more information.

Some upcoming events include:

West Philadelphia: Building a Community: in collaboration with the Historical Society of Pennsylvania and the Penn Archives, the Arthur Ross Gallery presents an exhibition focused on the architectural and community development of West Philadelphia since the second half of the 19th century. It features a wide range of historical documents, including maps, photos, oral histories, and watercolors with scenes from some of the neighborhood’s earliest years; now through October 11.

What is Arts in the City and how can staff members participate? September 24, Arthur Ross Gallery. Panel discussion will inform staff on all that is offered for this arts-themed year and how staff members can take advantage of the programs; noon-1 p.m., tours of the Arthur Ross Gallery are offered at 11:30 a.m. and 1 p.m. to those interested.

Creative Action: The Arts in Public Health: The Center for Public Health Initiatives hosts a year-long series of events that present the perspectives of artists on critical public health issues, especially in Philadelphia and among immigrant and historically underrepresented groups; September–May.

Voices from “Let Me Down Easy,” the CPHI series’ central event will be a presentation by renowned writer/actress Anna Deavere Smith of her current work on access to health care in America; November 2, 6 p.m., Zellerbach Theatre, Annenberg Center.

Arts & Culture at Homecoming Weekend: for the first time, Homecoming Weekend will include a wide range of arts and culture events to complement the football game, including classes, concerts, tours, panels, children’s events, film screenings, and other special events; November 6-7.

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 August 17-23, 2009. Also reported were 15 crimes against property (including 11 thefts, 1 burglary, and 2 cases of fraud). Full reports are available at: www.upenn.edu/almanac/volumes/v56/n02/crestop.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 August 17-23, 2009. 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.

08/17/09 01:35 AM 4300 Baltimore Ave Male driving under the influence/Arrest
08/18/09 01:53 AM 4000 Walnut St Male shooting/gun/Arrest
08/22/09 03:01 AM 4000 Locust St Disorderly male arrested
08/22/09 05:20 AM 4000 Walnut St Male arrested for disorderly conduct
08/23/09 03:51 AM 3700 Walnut St Intoxicated driver arrested

18th District Report
10 incidents with 2 arrests (including 6 robberies and 4 aggravated assaults) were reported between August 17-23, 2009 by the 18th District covering the Schuylkill River to 48th Street & Market Street to Woodland Avenue.

08/17/09 12:20 PM 4601 Walnut St Robbery
08/18/09 3:05 AM 4700 Locust St Robbery
08/18/09 2:22 PM 4303 Chestnut St Robbery
08/19/09 1:35 AM 5000 Cedar Ave Aggravated Assault
08/19/09 9:35 AM 4600 Sansom St Robbery
08/21/09 3:40 AM 5200 Larchwood Ave Robbery
08/22/09 1:53 AM 4012 Walnut St Aggravated Assault/Arrest
08/22/09 10:56 PM 3000 Locust St Assault
08/22/09 10:07 PM 5000 Market St Robbery
08/23/09 4:30 PM 4440 Ludlow St Aggravated Assault/Arrest

The UPD crime community crime report and the 18th District report for August 24-30, as well as prior weeks’ crime reports are available on Almanac’s website at www.upenn.edu/almanac/crimes-index.html.

Education Volunteer Opportunities at Morris Arboretum
Become a Visitor Education Volunteer at Morris Arboretum. With the opening of Out on a Limb—A Tree Adventure Exhibit, the Arboretum is experiencing many new visitors and lots of questions. If you’re interested in learning more about the arboretum and would like to encourage interactive and experiential learning among its visitors, please register for this volunteer training course. Interested volunteers should meet at Morris Arboretum’s Widener Visitor Center on the following dates:

- Thursdays, September 10, 17, 24 from 7-9 p.m.
- Sundays, September 13, 20 from 1:30-3:30 p.m.
- Tuesdays, September 15, 22 from 7-9 p.m.

As to what to expect from the training sessions; you’ll learn a little botany, some history, have a few fun activities, and maybe even experience a little simple math. Both Sundays will include a walk around the Arboretum garden, so please dress appropriately.

Volunteering at Morris Arboretum is a way to expand your horizons, make some new friends, and share your enthusiasm for the gardens. All volunteers must be current Morris Arboretum members. If you are not a member, a one-year individual membership is $55.

For more information about the program call (215) 247-5777 ext. 128.

For more information, please visit www.morrisarboretum.org.
A Visit to Almanac’s Website

Almanac is available on the web at [www.upenn.edu/almanac](http://www.upenn.edu/almanac). Depicted at left is Almanac’s home page and an explanation of what is available from the website.

1. The date and current temperature in Philadelphia. Click on weather logo to get the forecast and weather information for other cities.
2. Search for Almanac articles from the entire Almanac collection since 1954. Use quotation marks around a phrase to narrow the search.
3. Express Almanac: Subscribe to receive e-mails with links to breaking news, the latest issue or the AT PENN Calendar.
4. RSS feeds provide you with the most recent headlines and other news articles delivered directly to your computer or other web-enabled device.
5. Printer-friendly version of the page—no menus, icons or other navigation items, just news-related text and images.
6. E-mail this page to a friend.
7. Read the latest AT PENN Calendar.
8. Between Issues—archive of breaking news items that happen after publication.
10. Deadlines for submission to Almanac for both issue and calendar as well as guidelines on submitting articles and Speaking Out letters.
11. Information and cost for placing a classified ad in Almanac.
12. Link to Penn Directory.
13. FAQs—frequently asked questions relating to deadlines, subscriptions, classified ads, the history of Almanac, publication policies, making Almanac your home page, and much more.
14. Link to Penn’s home page.
15. Links to some of the most-wanted items from prior issues including: Academic Calendar, Crime Reports, and Recognized Holidays.

New on the Web!

The University of Pennsylvania’s Three Year Academic Calendar for 2009-2010 through 2011-2012 is now available in convenient Google calendar format, making it easy to add to your existing Google calendar or sync with MS Outlook, Apple iCal and mobile devices.

View the academic calendar at [www.upenn.edu/almanac/acadcal.html](http://www.upenn.edu/almanac/acadcal.html)

16. Articles on the front page from the current issue. (The latest breaking news, such as Almanac Between Issues, will also appear in this section.)
17. Highlights from the current issue with links.
18. Links to essential Penn-specific information including: Business Services, Facilities, Governance, Human Resources, the Library, Mail Services, Penn Police, YouTube and iTunes at Penn and Penn A-Z.
19. Entire listing of contents from latest issue with links to each article.
20. The most recent AT PENN Calendar with links to featured programs and exhibits.
21. Schedule and deadlines for upcoming issues and AT PENN Calendars.

Almanac

• Why is this issue of Almanac individually addressed?
  We do this once a year to notify faculty and staff that Penn’s journal of record, opinion and news is back in weekly production; Almanac comes out each Tuesday during the academic year, except during breaks.

• How do I receive the print edition of Almanac from on-campus?
  Throughout the year, Almanac is distributed in bundles to various University buildings, where each department chooses its own system for further distribution. To find out how the system works or to receive Almanac from an on-campus address, try the departmental secretary first, or the head of the school or building mailroom. If all else fails, contact our office at (215) 898-5274.

• How do I update my department’s Almanac mailing label?
  Send your Almanac label with notations of changes (ie, number of issues, mailing address, and contact person) by fax (215) 898-9137 or intramural mail, suite 211 Sansom Place East/6106.

• How do I receive Almanac electronically?
  Almanac is also available online for easy reference at Almanac—add a bookmark in your favorite browser such as Firefox or Safari or add our home page to Favorites in Internet Explorer. Also, have our weekly e-mail, Express Almanac, delivered to your inbox at no charge; just subscribe to E-almanac at [www.upenn.edu/almanac/express.html](http://www.upenn.edu/almanac/express.html). Include Almanac headlines in your news aggregator with our RSS news feed. To subscribe to the RSS feed, see [www.upenn.edu/almanac/rss/rss-info.html](http://www.upenn.edu/almanac/rss/rss-info.html).