The University of Pennsylvania welcomes the fifth meeting of the Global Colloquium of University Presidents, which is sponsored by five leading American research universities—Columbia University, New York University, Princeton University, the University of Pennsylvania, and Yale University—on behalf of the Secretary-General of the United Nations.

The topic of the 2011 Colloquium will be Empowering Women to Change the World: What Universities and the UN Can Do with UN Secretary-General Ban Ki-moon delivering the keynote address. Speaking on the occasion of International Women’s Day 2010 and the 15th anniversary of the Beijing Declaration and Platform for Action (1995), Secretary-General Ban Ki-moon noted that “gender equality stands as a challenge for a better, greener, and more peaceful world.” He noted that, “In the United Nations, we are committed to making equal opportunities accessible to all, and to achieving equal rights and dignity for all… But equality for women and girls is also an economic and social imperative. Until women and girls are liberated from poverty and injustice, all our goals—peace, security, sustainable development—stand in jeopardy.”

The Colloquium sessions today will be open only to the Colloquium participants and will include keynote presentations by the newly appointed head of UN Women, former Chilean President Michelle Bachelet, who will be here at Penn throughout the Colloquium, and Valerie Jarrett, senior advisor to President Obama and chair of the White House Council on Women and Girls.

The university presidents will discuss the role of universities in providing access to education, training, and leadership networks to empower women for full participation and leadership in their societies and recommend concrete steps that universities around the world should take to further this goal. Simultaneously, the faculty experts from each participating university will discuss what the United Nations can do to advance the empowerment of women in the spirit of the Secretary-General’s passionate commitment.

2011 Baccalaureate Speaker: Rev. James Martin

The Rev. James Martin, S.J., will be Penn’s guest speaker on Sunday, May 15 for the Baccalaureate Ceremony which is an interfaith program that includes music, readings, prayers and a guest speaker. Two consecutive ceremonies will be held in Irvine Auditorium, in order to accommodate all those who wish to attend. Students whose last names begin with A–K are invited to attend at 1:30 p.m.; those whose last names begin with L–Z are invited to attend at 3 p.m.

The Rev. James Martin, S.J., is a Jesuit priest, author and culture editor of America, a national Catholic magazine. He graduated from the University of Pennsylvania’s Wharton School in 1982, where he received a bachelor’s degree in economics with a concentration in finance. After working for six years in corporate finance with General Electric Co., he entered the Society of Jesus (the Jesuits) in 1988. Rev. Martin worked in a hospice for the sick and dying with the Missionaries of Charity in Kingston, Jamaica; and at the Nativity Mission School, a school for poor boys, in New York City. In 1990, he pronounced his simple vows of poverty, chastity and obedience. From 1990 to 1992, he studied philosophy at Loyola University Chicago, and worked in an outreach program with street gang members in the inner city, and at a community center where he helped unemployed men and women. For his “regency,” he worked for two years with the Jesuit Refugee Service in Nairobi, Kenya, where he helped East African refugees start small businesses, and co-founded a refugee handicraft shop; and for one year with America magazine in New York City. In 1995, he began graduate theology studies at the Weston Jesuit School of Theology in Cambridge, Massachusetts, where he received his master’s degree in divinity in 1998 and his master’s in theology in 1999. While in Cambridge, he worked as a chaplain for a Boston prison. After completing his Jesuit studies, he was ordained a Catholic priest in June 1999. In 2009, he pronounced his final vows as a “fully professed” Jesuit.

Father Martin is the author of several award-winning books. His bestselling memoir My Life with the Saints (Loyola, 2006), which received a 2007 Christopher Award, was named one of the “Best Books” of 2006 by Publishers Weekly, and also received a First Place award from the Catholic Press Association. It has sold over 120,000 copies and is used in universities, high schools, parishes and book clubs around the country. His book A Jesuit Off-Broadway: Center Stage with Jesus, Judas and Life’s Big Questions (Loyola, 2007), was named one of Publishers Weekly’s “Best Books” of 2007 and was awarded a First Place award from the Catholic Press Association.

Salary Guidelines for 2011-2012

The University of Pennsylvania’s merit increase program is designed to recognize and reward the valuable contributions of faculty and staff by paying market competitive salaries in a fiscally responsible manner. The merit increase pool for fiscal year 2012 is based on market trends, economic conditions and fiscal responsibility. With this in mind, the following guidelines are recommended.

Faculty Increase Guidelines
Presented below are the standards for faculty increases that the deans are asked to follow. The deans will give the department chairs their own guidelines at the school level regarding available resources.

- The minimum academic salary for new assistant professors will be $59,000.
- Merit increases for faculty should be based solely on performance as evidenced in their scholarship, research, teaching, and service to the University and the profession. As in previous years, there will be no cost-of-living increase for continuing faculty.
- The aggregated merit increase pool for faculty may not exceed 2.75 percent. Salary increase recommendations that are below 1.0 percent for non-meritorious performance must be made in consultation with the Provost. Likewise, salary increases that exceed 5.0 percent due to market conditions must also be made in consultation with the Provost. Deans may wish to give careful consideration to salary adjustments for faculty who have a strong performance record, but whose salaries may have lagged behind the market.

Staff Increase Guidelines
Presented below are the merit increase guidelines for July 1, 2011.

- This year’s aggregate salary increase pool is 2.75 percent with a range of zero to 5.0 percent maximum. Some schools and centers may have financial constraints that will affect the salary increase percentage that can be awarded. This means that some schools and centers may have a merit increase pool of less than 2.75 percent. These school or center administrators will communicate this information separately.
- Monthly, weekly and hourly paid staff members are eligible for a merit increase if they are a regular full-time, regular part-time or limited service status employee, and were employed by the University on or before February 28, 2011. The following groups are not covered under these guidelines: student workers, interns, residents, occasional and temporary workers, staff on unpaid leave of absence, staff on long-term disability and staff who are covered by collective bargaining agreements.
- The merit increase program is designed to recognize and reward performance. Salary increases should be based on performance contributions within the parameters of the merit increase budget. The foundation of this program is the Performance and Staff Development Plan. The performance appraisal system documents the employee’s performance and contributes to the setting of performance goals for the new fiscal year. All employees receive a Performance and Staff Development Plan for the next review cycle whether or not they receive a merit increase. The schools and centers are requested to submit performance appraisals by June 1, 2011. The Division of Human Resources Staff and Labor Relations staff are available to discuss performance management issues.
- Merit increases should average no more than 2.75 percent unless a school or center establishes a lower percentage merit pool based on financial considerations. The aggregated salary pool may not exceed 2.75 percent regardless of performance rating distributions. Performance expectations should be raised each year as employees grow in experience and job mastery. Performance ratings and raises should reflect a normal distribution for all employees. Employees with unacceptable performance are not eligible for a merit increase.
- The University’s salary ranges have been increased effective April 1, 2011. All staff salaries must be at or above the minimum of their respective grades as of April 1, 2011.
- There will be no bonuses in keeping with the elimination of discretionary bonuses announced in prior years.

The Division of Human Resources’ Compensation office is available to discuss specific merit increase parameters with schools and centers. Staff and Labor Relations staff are available to discuss performance management issues.

This year’s salary guidelines have been designed to recognize and reward faculty and staff members’ important contributions to the University’s commitment to the highest levels of excellence in teaching, research and administration.

—Amy Gutmann, President
—Vincent Price, Provost
—Craig Carnaroli, Executive Vice President

Death

Dr. Friedenberg, Orthopaedic Surgery

Dr. Zachary B. Friedenberg, professor of orthopaedic surgery in the School of Medicine, passed away January 27 at age 95.

Born in New York City, Dr. Friedenberg was a graduate of the College of Physicians and Surgeons of Columbia University.

Following an internship at Kings County Hospital, New York City, Dr. Friedenberg served in World War II as a surgeon in the 95th Evacuation Hospital, an advanced army field hospital, in North Africa, Italy, France, and Germany and participated in three D-day landings. He was honored with the European Theater Ribbon, the Meritorious Service Unit Plaque and the American Defense Service Medal.

After his military experience, he came to the University of Pennsylvania, where he trained as an orthopaedic resident and fellow from 1945 to 1949. He then joined the faculty, where he attained the rank of full professor in 1970. He was also chief of orthopaedic surgery at Presbyterian Medical Center and Chester County Hospital, and maintained a private practice.

While at Penn, he was an early researcher in electrical healing of bone fractures by direct current stimulation, and was a co-author of many papers on this and a multitude of other subjects. He taught many medical students, interns and residents, and set up the Clinician Scientist Award of the Orthopedic Research and Education Foundation, designed to assist practicing surgeons in devoting time to research. In 2002, he played a prominent part in the development of a film produced by the American Academy of Orthopedic Surgeons, entitled Wounded in Action. The film documents the role of orthopedic surgeons in World War II and is part of an art exhibit of the same name that celebrates those who served. He was also instrumental in the development of the documentary, A Legacy of Heroes.

Dr. Friedenberg published numerous books on medical history, including The Doctor in Colonial America, Medicine Under Sail, Hospital at War: The 95th Evacuation Hospital in World War II, Surgery Over The Centuries and Magic, Miracles, and Medicine, published in late 2010.

Dr. Friedenberg is survived by his wife, Kathleen; a son, Steven; a daughter, Joan Hayden; brothers, Stanley and Richard; a sister, Vivian Gluck; two grandchildren, Christopher and Samantha; and nieces and nephews.

Donations may be made to the College of Physicians of Philadelphia, 19 South 22nd Street, Philadelphia, PA 19103.

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 email almanac@upenn.edu.

However, notices of alumni deaths should be directed to the Alumni Records Office at Room 545, Franklin Building, (215) 898-8136 or email record@ben.dev.upenn.edu.

ALMANAC April 5, 2011
PennKey Changes: New Minimum Length for Passwords

Strengthening and protecting PennKey authentication is an important component of Penn’s information security strategy. Most recently, the minimum length for new PennKey passwords was increased from six characters to the industry-standard eight characters, to make it more difficult for hackers using sophisticated password-cracking tools to guess passwords. All PennKey passwords created on or after March 29 are required to conform to the eight-character minimum. See the link for changing a known PennKey password, below.

Since longer passwords tend to be easier to forget, ISC is also encouraging use of the Challenge-Response option for resetting forgotten passwords. Challenge-Response offers convenience for many user populations, particularly those who use their PennKey infrequently, are rarely on campus, or travel frequently (e.g., alumni and students). However, anyone who accesses sensitive University data on a regular basis (e.g., as part of their job) should opt for the stronger security of the Setup Code process and not use Challenge-Response.

Challenge-Response allows users who forget their PennKey password to reset it online anywhere, anytime, without first obtaining a PennKey Setup Code. They simply need to register their answers to a number of security questions in advance, and then provide those answers online in lieu of a Setup Code when they need to reset their password. Because a Setup Code can only be obtained in person or via postal mail sent to an “address of record” in University Systems, Challenge-Response can be a critical timesaver. For convenience, the Challenge-Response registration option now appears at the beginning of the PennKey registration process rather than at the end, where it was easily overlooked.

For more information about Challenge-Response and passwords, please visit the PennKey website at www.upenn.edu/computing/pennkey For instructions on changing a known PennKey password or resetting a forgotten password, select “Set/Reset Your Password” in the left-hand navigation bar. The direct link for changing a known PennKey password is https://weblogin.pennkey.upenn.edu/changepassword For a complete description of password rules and tips for setting a strong password, see www.upenn.edu/computing/security/passrules.php Your Local Support Provider (LSP) will be happy to answer any questions you have about PennKeys and passwords.

—Robin Beck, Vice President, Information Systems & Computing

Rules Governing Final Examinations

1. No instructor may hold a final examination nor require the submission of a take-home final exam except during the period in which final examinations are scheduled; when necessary, exceptions to this policy may be granted for postponed examinations (see 3 and 4 below). No final examinations may be scheduled during the last week of classes or on reading days.

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

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

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

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

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

7. No classes or required class activities may be held during the reading period.

8. The first examination of the day begins at 9 a.m. and the last examination concludes by 8 p.m. There will be one hour between exam time blocks.

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

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

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

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

—Vincent Price, Provost

2011 Baccalaureate Speaker (continued from page 1)

He is also author of Becoming Who You Are: Insights on the True Self from Thomas Merton and Other Saints; Searching for God at Ground Zero; In Good Company: The Fast Track from the Corporate World to Poverty, Chastity and Obedience; and This Our Exile: A Spiritual Journey with the Refugees of East Timor. Father Martin was the winner of a Catholic Press Association award. He is the editor of Celebrating Good Liturgy: A Guide to the Ministries of the Mass; Awake My Soul: Contemporary Catholics on Traditional Devotions; and How Can I Find God: The Famous and Not-So-Famous Consider the Quintessential Question. His books have been translated into Spanish, German, Portuguese, Polish, Chinese, and Korean.


Father Martin has received Fordham University’s Gaudium et Spes Award, the Ignatian Volunteer Corps’s Madonna della Strada Award, and the Loyola Institute of Spirituality’s Writers’ Award. He received an honorary doctor of divinity degree from Wagner College in New York and honorary doctor of humane letters degrees from Wheeling Jesuit University in West Virginia, and from Sacred Heart University in Fairfield, Connecticut.

Father Martin has been invited by Catholic dioceses and archdioceses to address gatherings of clergy and laity, has spoken at colleges and universities across the country, and leads seminars and retreats at retreat houses. On Sundays he assists at the Church of St. Ignatius Loyola in New York City.
March University Council Meeting Coverage

Bonnie Gibson, Vice President, Budget & Management Analysis

Thank you, I’m very pleased to be here for my annual report. If we look at the budget on a consolidated basis including the health system, we are a $6 billion organization. But I’m going to talk only about the University budget excluding the Health System.

University Operating Budget

Our budget is $2.8 billion in the current fiscal year, fiscal 2011. That was about a 4% increase over fiscal 2010’s budget, a little bit more over what we actually spent. The real driver of our budget growth is sponsored research, which was up almost 11% over the fiscal 2010 budget. Also included in that $2.8 billion is over $361 million of funding for capital projects, including Penn Park and the Translational Research Building in the School of Medicine and the Law School’s Golkin Hall among many other projects.

The easy way to think about our revenue budget is in thirds. A third of our revenue comes from tuition and fees, a third comes from sponsored research, direct and indirect, and a third comes from all other sources. One of the things that is important to point out is the 9% from our investment income. It is one of the reasons that we were able to weather the economic downturn so well. It is our curse and our blessing. We are not highly endowed; therefore we were not very dependent on endowment income.

Over half of our FY11 budget expenditures relate to compensation and benefits for faculty and staff. The next largest category at $719 million is current expense. Current expense includes some pretty large ticket items: $58 million of that total is utilities, $27 million is insurance, $56 million is the cost of independent operations, things like the hotels and the Penn Club. So there is a lot more in there than paper clips and copier paper.

Research is driving a lot of our budget growth. Budget to budget, our research budget grew by 12%, while our core education budget grew by 10%, so that really was a driving factor in the growth of our budget from fiscal 2010 to fiscal 2011.

The next way to look at our budget is by who is spending the money. The vast majority of the expenditures, $1.9 billion of the $2.8 billion, are taking place in the schools. Of that total, the School of Medicine is $747 million, Arts and Sciences is $353 million and Wharton is $296 million. Those 3 schools make up 72% of total school expenditures, $152 million relates to space costs. Of that total, about $125 million is for space utilization in the schools, and could be counted in the school totals.

For fiscal 2011, our total undergraduate charges were $51,944, a 3.9% increase over the prior year. We typically compare ourselves with this group of peer institutions. These are the schools where we see the most overlap of students applying. We are in the lower half of this group. There are about six or seven schools that are within roughly $600 of our total charges. This is the peer group with which we compare ourselves routinely.

Our financial aid budget in fiscal 2011 was $351 million, a 5.7% increase over the prior year, actually over the prior year actual. We saw a 9% increase in undergraduate aid and a 1% increase in graduate and professional aid, but that’s because we saw such a large increase from fiscal 2009 to fiscal 2010, we actually saw a 12% increase in graduate and professional aid in that year, so the second increase was a much smaller one. Graduate stipends increased by 4%, so we spent a significant amount of our assets on financial aid for graduate, professional and undergraduate students.

Total Undergraduate Charges FY2012

Our total current charges are just under $52,000 a year. Only 69% of the cost of a Penn education is actually covered by tuition and fees; the balance is supported by gifts and endowment income. This comes from our statement of activities on our audited financial statements, and I’ve been tracking it now for about 10 years and it has ranged in the 69, 70 and 71% range pretty consistently. At least 57% of our students receive financial aid from either internal or external sources. The average package includes both a grant and a work-study job and is just under $40,000. The grant itself for the average grant-aided freshman is $36,454 and all of our aided freshman have no-loan packages.

A no-loan package doesn’t mean a student can’t take out a loan; it means that a loan is not part of the package. Penn has a commitment to meet full need; we meet that need with grants and work-study. A student may opt to borrow in lieu of a parental contribution or in lieu of a work-study program, but a loan is not part of the Penn package.

The trends over the past ten years or so show that Penn has pretty much been at or below the average increase in our peer group, with the exception of one year, 2006. Every other year, particularly since 2007, we have been right at the average increase in total charges for our peer institutions. One of the interesting things that I think has happened is that in 2009, Yale was the lowest of the peer institutions and in 2011 Yale was the highest of our peer institutions. So that gives you an idea of what happened as a result of the economic downturn for schools that are particularly dependent on endowment income.

We also compare ourselves to average increases across the entire higher education sector. Penn consistently increases its total charges at a rate at or below all private and substantially below all public institutions.

For 2012, the trustees have approved a 3.9% increase in total charges. That will take our total charges to $53,976. The room and board rates are based on the average standard room, the room that a freshman is most likely to occupy, a quad double for example; and the freshman meal plan, which is actually one of the more expensive meal plans that someone could take. So it is entirely possibly for someone to pay less than $53,976 or to pay slightly more if they had a single room.

The projected increase in revenue based on this tuition increase and total charges increase is $19 million, however we are planning on increasing our financial aid budget by almost $11 million. So actually 55% of the increase in our total charges is going directly to financial aid, with a 3.9% increase in total charges and a 7.7% increase in financial aid.

2012 will be the second-lowest increase in 43 years; 2010 was the lowest. The last three years have been 3.8% and two increases at 3.9% for total charges.

All of our peer institutions have announced their total charges with the exception of Columbia and NYU, and Columbia will not announce until June. In general, we are continuing in the middle range of our peer institutions. We are probably going to come out on a percentage basis towards the lower half of this group. The lowest so far has been Princeton.

FY2011 Expenditures: +3.6% Compared to FY10 Budget

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FY2011 Peer Institution Undergraduate Total Charges Comparison

<table>
<thead>
<tr>
<th>Institution</th>
<th>FY2010 Total</th>
<th>FY2011 Total</th>
<th>% Change vs. FY2010</th>
<th>$ Over (under) Penn</th>
</tr>
</thead>
<tbody>
<tr>
<td>Columbia</td>
<td>$5,154</td>
<td>$5,376</td>
<td>4.5%</td>
<td>1,932</td>
</tr>
<tr>
<td>NYU</td>
<td>$5,992</td>
<td>$5,592</td>
<td>3.1%</td>
<td>1,648</td>
</tr>
<tr>
<td>Washington</td>
<td>$5,193</td>
<td>$5,315</td>
<td>3.1%</td>
<td>1,371</td>
</tr>
<tr>
<td>Chicago</td>
<td>$5,078</td>
<td>$5,244</td>
<td>3.4%</td>
<td>1,100</td>
</tr>
<tr>
<td>Johns Hopkins</td>
<td>$5,190</td>
<td>$5,190</td>
<td>0.0%</td>
<td>1,246</td>
</tr>
<tr>
<td>Northwestern</td>
<td>$5,166</td>
<td>$5,263</td>
<td>3.6%</td>
<td>519</td>
</tr>
<tr>
<td>Georgetown</td>
<td>$5,671</td>
<td>$5,443</td>
<td>3.5%</td>
<td>499</td>
</tr>
<tr>
<td>Cornell</td>
<td>$5,114</td>
<td>$5,316</td>
<td>3.9%</td>
<td>372</td>
</tr>
<tr>
<td>Dartmouth</td>
<td>$4,974</td>
<td>$5,225</td>
<td>6.6%</td>
<td>331</td>
</tr>
<tr>
<td>Penn</td>
<td>$49,986</td>
<td>$51,944</td>
<td>3.9%</td>
<td>0</td>
</tr>
<tr>
<td>Duke</td>
<td>$49,895</td>
<td>$51,865</td>
<td>4.0%</td>
<td>(79)</td>
</tr>
<tr>
<td>Brown</td>
<td>$49,128</td>
<td>$51,365</td>
<td>4.5%</td>
<td>(584)</td>
</tr>
<tr>
<td>Stanford</td>
<td>$49,000</td>
<td>$50,909</td>
<td>3.5%</td>
<td>(1,035)</td>
</tr>
<tr>
<td>Harvard</td>
<td>$49,681</td>
<td>$50,724</td>
<td>3.8%</td>
<td>(1,220)</td>
</tr>
<tr>
<td>MIT</td>
<td>$49,142</td>
<td>$50,465</td>
<td>3.5%</td>
<td>(1,478)</td>
</tr>
<tr>
<td>Yale</td>
<td>$47,500</td>
<td>$48,920</td>
<td>4.8%</td>
<td>(1,244)</td>
</tr>
<tr>
<td>Princeton</td>
<td>$47,085</td>
<td>$48,645</td>
<td>3.3%</td>
<td>(3,199)</td>
</tr>
</tbody>
</table>
Unemployment Drives Need

Updated for 1st quarter Survey of Professional Forecasters released 3/11/2011. Unemployment lagged using previous April (for years with actuals) or previous FY (for forecasts). After FY14 held flat.

Graduate and Professional Tuition & Aid

I also want to talk briefly about graduate and professional tuition and aid. In 2010, we had 3,156 PhD students in nine schools in 52 graduate groups. They are all funded for a period of three-five years; three years in those schools that typically come in with masters degrees, but increasing-ly we are moving to four and five year funding. Full funding includes the remission of tuition and fees, a stipend and health insurance in each of the funded years. Some schools pay a higher stipend to cover health insurance instead of covering insurance directly, and some schools also cover summer stipends. A 5-year standard funding package in the School of Arts and Sciences Humanities, which is what we use as our metric, for students entering in the fall of 2010, is worth over $260,000 in constant fiscal 2011 dollars.

PhD and research masters tuition will increase by 3.9%, which is the same rate as undergraduates. Professional tuition is set by the individu-al schools and so far the increases range from 0% to 6% across all our schools.

To give you a brief overview of what PhD funding looks like by school: we have 3,156 PhD students, $135.6 million of expenditures, tuition fees and health insurance make up almost $68 million of that and graduate sti-pends another $68 million, so it is pretty evenly split between tuition, fees and health and graduate student stipends.

That concludes my report.

Undergraduate Research Programs at Penn

Vice Provost for Education Andy Binns spoke on the importance of undergraduate research at Penn, followed by Peter Struck, faculty director of the Benjamin Franklin Scholars Program and associate professor of classics. Dr. Struck described research as a 3-part process; exploration, discovery and finally, publishing the knowledge to share it with the world. The Benjamin Franklin Scholars (BFS) program, which has exist-ed in some form on campus for 50 years, helps students go about their ex-ploitation in a purposeful way. He then gave three examples of new initia-tives the BFS program will implement in the fall of 2011. The first is BFS Course Design Grants, which will allow for the development of courses on subjects such as sustainability, ideas-in-action and the theme year. The second program is the BFS Summer Opportunity Fellowships, which are international internships with opportunities in China, India, Guatemala, Africa and Europe. The third program is Integrated Studies for single degree College students, which was inspired by the Penn Compact. This will include two required 2-credit courses that would serve as a model of what a liberal arts education is supposed to be, with a built-in residency component. Dr. Struck thanked Dr. Andy Binns and Dr. Dennis DeTurck, dean of the College of Arts and Sciences, and introduced Dr. Harriet Joseph, di-rector of the Center for Undergraduate Research and Fellowships (CURF) and Dr. Wallace Genser, associate director for undergraduate research.

A panel of five graduating seniors spoke on the impact of their research experiences at Penn:

- Spencer Glantz (SEAS’11), a biochemical engineering major and member of the CURF Undergraduate Advisory Board, received funding from the Class of 1971 Holtz Research Fund and the Benjamin Franklin Scholars Program Research Fund. He researches “Differentiation Thera-py” as a treatment for acute myelogenous leukemia
- Kristin Hall (C/Wh’11) is an international studies & business/finance major whose studies have taken her to Botswana and Tanzania. She is a University Scholar, Joseph Wharton Scholar, Marshall Scholar and winner of the Seltzer Family Digital Media Award, who studies economic development in sub-Saharan Africa. She used her Proj-ects for Peace Award to create YouthBank, a small business incubator that equips disadvantaged youth to become agents of local economic develop-ment in the urban slum communities of Nigeria
- Tiffany John-Lewis (C’11), a history major who is involved in the Penn Undergraduate Research Mentors Program (PURM) and CURF Undergraduate Advisory Board, compiled an annotated bibliography on the African-American diplomat Merze Tate and completed an archive of the work and legacy of Penn alum, William Waddell, a world-renowned veterinary specialist who was the second African-American to graduate from the School of Veterinary Medicine
- GJ Melendez-Torres (NUR/Wh’11) is a healthcare policy/statistics ma-jor in the Nursing honors program, who is a University, Benjamin Frank-lin, Truman and Marshall Scholar who researches the historical health polici-es of emergency rooms and the problems that affect American healthcare
- Rachel Romeo (C’11), majoring in psychology and linguistics and was the winner of a Thouron Award, a College Alumni Society Research Grant, and a Fulbright. She studies language acquisition and the phonological de-volution of infants.

All the students expressed gratitude for CURF and discussed possible ways of increasing its exposure on campus to attract more students.

Transgender Healthcare Coverage for Faculty and Staff

Prior to adjournment, a joint statement was presented from the Lambda Alliance, a coalition group dedicated to the promotion and representation of the interests of gender and sexual minorities and their allies at Penn, and the Office of the Executive Vice President. The statement described a meeting with EVP Craig Carnaroli and HR VP Jack Heuer on the subject of Trans-gender Healthcare Coverage for faculty and staff, which student Victor Gal-li said is on a positive path towards being considered for implementation.
Benefits Open Enrollment

Benefits Open Enrollment, your annual opportunity to make changes to your healthcare elections, has arrived. Now through Friday, April 22, you can make any changes you’d like to your benefits coverage. For more information to help guide you through this year’s Open Enrollment period is below; visit the Human Resources website at www.hr.upenn.edu/benefits/openenrollment.aspx for complete details, including plan changes and health care reform changes.

Medical Plan Cost Estimator Tool

This new tool helps you answer the question, “What could my out-of-pocket medical costs look like for me and my family in the year ahead?” and makes it easier for you to select the coverage option that works best for you and your family. It factors in the payroll deductions and the cost of your anticipated health care needs under each of the plans based on whether you and your eligible dependents are low, medium or high users of health care services. If you’d like to use the new medical plan cost estimator tool, visit the Open Enrollment website at www.hr.upenn.edu/benefits/openenrollment.aspx.

What Happens if I Don’t Make Changes to My Benefits Coverage During Open Enrollment?

If you don’t make changes to your benefits coverage by April 22, you’ll receive the same coverage you had last year, except for the following:

- UPHS Point of Service (POS) plan members will be enrolled in the new Aetna Choice POS II plan.
- Aetna HMO plan members will be enrolled in the Keystone/AmeriHealth HMO plan.

Note that existing PennCare/Personal Choice PPO and Keystone/AmeriHealth HMO plan members will remain in their current plans as these two plans remain part of our medical plan offerings.

This year only, you will not need to re-certify your qualified adult children during Open Enrollment. If you’re currently covering eligible children between the ages of 19 and 26, they will remain on your coverage as of July 1, 2011. Next year, however, you will need to actively re-certify any qualified adult children.

Campus Locations for Online Enrollment

If you don’t have internet access at home or at work, don’t worry—you can log on to manage your benefits at one of these convenient locations:

Goldstein Undergraduate Study Center
3420 Walnut Street
Ground level of Van Pelt-Dietrich Library
Monday–Thursday: 24 hours daily
Friday: 8:30 a.m.–midnight
Saturday: 10 a.m.–2 a.m.
Sunday: opens 10 a.m.

Human Resources
3401 Walnut Street
5th Floor
Monday–Friday: 8:30 a.m.–5 p.m.

Unique Advantage
3624 Market Street
Suite 1SD
Monday–Friday: 8:30 a.m.–5:30 p.m.

Premium Assistance through Medicaid and CHIP

If you’re unable to afford the premiums for Penn’s coverage, you may be able to get free or low-cost coverage through Medicaid or the Children’s Health Insurance Program (CHIP). For more information, visit the HR website at www.hr.upenn.edu/benefits/medical.

Take Our Daughters and Sons to Work Day: April 28

At Penn, we understand the importance of raising a family and providing children with positive and productive experiences early on. That’s why we take the opportunity each year to host Take Our Daughters and Sons to Work Day— an annual event that encourages, inspires and introduces youngsters to the workplace.

Each year on the fourth Thursday in April, faculty and staff have the opportunity to bring children ages 9–15 to Penn’s campus to enjoy an exciting array of activities. Registration for the 2011 Take Our Daughters and Sons to Work Day will begin on April 14.

More details, including a complete list of activities planned this year, will soon be available on the Human Resources website at www.hr.upenn.edu/quality/takeourkidstowork.aspx.

—Division of Human Resources

Volunteer with Komen Foundation

The Philadelphia Affiliate of Susan G. Komen Race for the Cure® has been organizing the Susan G. Komen Philadelphia Race for the Cure® every Mother’s Day for the past 21 years, raising millions of dollars annually to advance the breast cancer movement locally and globally. This includes initiatives such as: helping to fund innovative scientific research, providing free educational outreach events for the community, and funding grants that support local breast cancer screening, treatment, education, outreach, and support programs.

On May 8, more than 40,000 participants, over 80,000 spectators and at least 1,000 volunteers will gather at Eakins Oval, and the Philadelphia Museum of Art, to be a part of the fight against breast cancer. The Philadelphia Race for the Cure brings all types of people together who have been touched by breast cancer in some way, and it has become an annual tradition for people in our community and far beyond. The yearly success of the Race brings us one step closer to our mission: ending breast cancer forever.

Volunteer by contacting me at summers@pobox.upenn.edu

—Isabel Mapp, Associate Director, Netter Center for Community Partnerships, Office of Government & Community Affairs

Lauren Greenfield’s Girl Culture at Penn’s Arthur Ross Gallery

Girl Culture opens at the University of Pennsylvania’s Arthur Ross Gallery on April 9. Featuring 50 color photographs of girls and young women from a range of ethnic and socioeconomic backgrounds across the United States, Girl Culture explores girls’ relationships with their own bodies and popular culture. The images in this show examine contemporary life for girls, addressing topics such as sexuality, body image and weight-loss culture.

A photojournalist and artist, Lauren Greenfield has also created a video/still photography presentation: “Fashion Show,” an insider’s look at the haute couture fashion shows in New York, Paris and Milan.

Special events include an opening reception and a film screening with an interactive discussion. The opening reception is on Friday, April 8, from 5 to 7:30 p.m. at the Gallery.

Lauren Greenfield’s film Thin will be shown on Wednesday, April 6, at 5 p.m. in Meyerson B-3, followed by a discussion with Joan Jacobs Brumberg, author of The Body Project: An Intimate History of American Girls, and Susan Vilardi, director of Penn’s Office of Health Promotion and Education.

Girl Culture runs through July 31.

This exhibit is made possible with support from Mrs. Arthur Ross, George Gillespie and the Friends of the Arthur Ross Gallery. Additional programming was provided by the Interdisciplinary Arts Fund, the Office of the Provost, the Alice Paul Center for Research on Gender, Sexuality and Women and Student Health Services.

The Arthur Ross Gallery is at 220 S. 34th St. Hours are Tuesday through Friday, 10 a.m.–5 p.m., and weekends, noon–5 p.m. Additional information is available at (215) 898-2083 or www.upenn.edu/ARG.

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Above: Sisters Violeta, 21, and Massiel, 15, at The Limited in a mall, San Francisco, California. Below: Sheena, 15, tries on clothes with Amber, in a department store dressing room, San Jose, California.
MUSIC
8 The Office: Outsourced; Atma, female South Asian a cappella; 7:30 p.m.; Rainey Auditorium, Penn Museum; $10, $8/Locust Walk. Also April 9 (PAC).
8 Loof Story: The 25th Anniversary Zho; Penny Loafers, co-ed a cappella; 8:30 p.m.; Class of ’49 Auditorium, Houston Hall; $10, $8/Locust Walk. Also April 9, 6 p.m. (PAC).
I Just Had Saxbys; Counterparts, co-ed a cappella; 8 p.m.; Dunlop Auditorium, Stemmer Hall; $10, $8/Locust Walk. Also April 9 (PAC).

ON STAGE
8 Dinner with Friends; PennNataak, South Asian theatre company; 6:30 p.m.; Class of ’49 Auditorium, Houston Hall; $10, $8/Locust Walk. Also April 9, 8:30 p.m. (PAC).

Where in the World is Carmen SwingDiego?; West Philly Swingers; 8 p.m.; Iron Gate Theatre; $10, $8/Locust Walk. Also April 9 (PAC).

SPECIAL EVENT
12 Where in the World Do You Want to Know?: India; Q and A with natives; food samples and more; 6 p.m.; International House; $10, $5/Students (International House; South Asia Center).

TALKS
5 CPCW Literary Journalism Fellowship Winners: Kimberly Eisler, C ’11 and Maggie McGrath, C ’11; roundtable discussion; noon; Arts Cafe, Kel’Wy Writers House (KWH).

The Blueprint 3: Haitian History, Development and the Idea of Creating a "New" Haiti; Millyre Polyan, NYU; noon; Center for Africana Studies; RSVP: (215) 898-4965 (Africana Studies).

Wharton Leadership Lecture; William Lauder, executive chairman & chairman, Estee Lauder; 6 p.m.; the show runs through May 8. Rachael Wren, a Penn alumna, is a Brooklyn-based painter whose atmospheric abstractions have their source in both landscape and memory. She received a BA from the University of Pennsylvania in 1998 and an MFA from the University of Washington in 2002.

She writes about her work: "The dense, luminous atmosphere of my paintings is inspired by observed natural phenomena—fog playing between the tree branches, light pecking through clouds, the darkening sky an hour before a thunderstorm. I am drawn to moments when air feels thick, when that space has a presence as real as that of solid objects. Through an accumulation of small, repeated brush marks, my work explores the tension between structure and space, geometry and randomness, to create a sense of place where form and air mingle with each other.

She has exhibited her work in numerous group shows throughout the US, and has had solo exhibitions at the University of Massachusetts and Providence College. She was awarded the Julius Hallgarten Prize in 2006 from the National Academy Museum and an Aljira Fellowship in 2007. She has attended residencies at the Saltonstall Foundation, the Byrdcliffe Art Colony, Vermont Studio Center, and the Anderson Center for Interdisciplinary Studies. Ms. Wren has been a Visiting Artist-in-Residence in the University of North Carolina and at St. Mary’s College of Maryland, and has given lectures about her work at the Weatherspoon Art Museum, the Hartford Art School, Pratt Institute, Kutztown University, and Rhode Island College. Her work was included in the February/March 2010 edition of New American Paintings. For information, visit www.rachaelw.com.

RESEARCH
Is Your Blood Pressure Borderline High? Would You Like To Try Controlling It Naturally With Lifestyle Changes? Penn researchers are conducting a study examining the effects of yoga, walking and nutrition on lowering blood pressure. If you are not currently on a blood pressure medication or taking regular yoga classes and over 18 years of age, call the LIMBS Study Coordinator at (215) 615-6570 or visit the website: http://limbs.cohnhnt.com.

RESEARCH
NIH funded research study needs right-handed menopausal woman who are willing to try estrogen for 8–10 weeks in order to help us examine the effect of estrogen on brain functioning and memory in menopausal women. If you are a healthy, menopausal woman between the ages of 48 – 60, you may qualify to participate in this brain imaging research study at the Penn Center for Women’s Behavioral Wellness. Participants are compensated for study visits. Study visits include brain imaging and blood draws. For more information please contact Claudia at (215) 573-8878 or sdauff@ mail.med.upenn.edu.

For information call (215) 898-5274 or visit www.upenn.edu/almanac/faqs.html#id.

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

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At Penn: RSVP: penniur@pobox.upenn.edu (Penn IUR).

Nocturne, 2010, oil on linen, 20” x 20”, by Rachael Wren.

ALMANAC April 5, 2011

www.upenn.edu/almanac
Children's festival

The 27th annual Philadelphia International Children's Festival, April 7-9, will feature family-friendly music, theatre and dance performances, as well as a host of fun and interactive activities in the Fun Zone including crafts, face painting, jugglers and more. For tickets and performance information, visit: www.annenbergcenter.org/tickets/childfest.php

Performances Include:

ScrapArtsMusic; performance group that plays music with over 140 creatively recycled instruments.

Thirza Defoe; Native American storytelling, dancing and music.

Dance Theatre of Harlem Ensemble; Sixteen young dancers perform short ballet performances and excerpts.

Steve Pullara and His Cool Beans Band.

Give and Take Jug-and its own schedule of performances including the Fun Zone including crafts, face painting, jugglers and more. For tickets and performance information, visit: www.annenbergcenter.org/tickets/childfest.php

Recommended for children ages 8 and up, ScrapArtsMusic's performers play instruments crafted from salvaged and recycled junk, such as the Annroy-O-Phone made from a dishwasher hose, bagpipe reeds and a balloon; April 7, 8 and 9 at the Annenberg Center's Zellerbach Theatre.

The University of Pennsylvania will help spearhead the launch of an innovative 2-week initiative to showcase the region’s strengths in science, engineering, and technology. Known as the Philadelphia Science Festival and involving more than 20 other partner organizations, the city-wide event will include an extensive line up of programs and exhibitions with one goal: to make science programming exciting and accessible. The Festival is being led locally by the Franklin Institute and is funded by a 3-year grant from the National Science Foundation. Below is a list of Penn events; for a complete list of all Science Festival events, visit www.philasciencefestival.org

16 Science Carnival Booth; visitors can learn about the Penn Museum’s mummies, witness interactive displays and participate in a science project; 10 a.m.-5 p.m.; Science Carnival, Benjamin Franklin Parkway.

17 Genetic Perspectives on the Tarim Basin Mummies; Spencer Wells, National Geographic; 2 p.m.; Penn Museum; $5, free/students.

18 Silk Road Spring Break Adventure Camp; interactive lectures, cooking, crafting, storytelling and more for ages 7-13; 9 a.m.-3 p.m.; Penn Museum; $55/day. Through April 29.

20 Infusing Global Education into Math and Science Curriculum—A Philadelphia Science Festival Educators Workshop; 5 p.m.; Classroom 2, Penn Museum; RSVP: jerf@upenn.edu

Now J'entends Les Trains Depuis Toujours! Keep Hearing the Trains For Ever; video art by Tania Mouraud; Slought Foundation. Through May 1.

7 This is to Say: A Stein Salon: salon event in the spirit of Gertrude Stein’s famed Paris salons will feature an appearance by “Gertrude Stein” and a “reading in the round” of Tender Buttons; 6 p.m.; Kelly Writers House.

Basil Twist’s Petrushka; Russian pianists perform a piano version of Stravinsky’s masterpiece and nine hidden puppeteers combine Czech and Japanese puppetry traditions; 10 a.m.; Annenberg Center; visit www.annenbergcenter.org. Through May 1.

13 Puppets: The Original Avatars: roundtable discussion with Robert Smythe, Mum Puppettheater; Martin Robinson, Sesame Street and Eileen Blumenthal, author of Puppetry and Puppets: An Illustrated World Survey; 5 p.m.; Bodek Lounge, Houston Hall.

14 Wave Upon Wave; concert program with composer Gene Coleman and Ensemble N_JP that explores the waves of influence between Western and Japanese culture; 8 p.m.; Ibrahim Theatre, International House; $20, $15/seniors, $10/students.

15 Trade Winds From Japan; the connections between the music of Claude Debussy and the music of the next several generations of Japanese composers, in a collaborative “mini-festival” with Gene Coleman and Ensemble N_JP; 8 p.m.; Ibrahim Theatre, International House; $20, $15/seniors, $10/students.

16 Independent Artist Movement in Cinematography; screening of 7 experimental shorts; 5 p.m.; Ibrahim Theatre, International House; $8, $6/students.

Limite: Mario Peixoto’s Brazilian classic film inspired by a photograph by Andre Kertesz; 7:30 p.m.; Ibrahim Theatre, International House; $8, $6/students.

23 Le Bateau Lavoir: daylong immersion in the arts, inspired by “The Laundry Boat,” the bohemian enclave of Paris; noon-8 p.m., ICA.

The Sunny Side of the Street; April 9, noon and 4 p.m.

Free to ticketholders, the FunZone on the outdoor plaza offers face-painting, crafts, an appearance by the Phillie Phanatic (April 9 at noon) and its own schedule of performances including the Give and Take Juggers and Steve Pullara and His Cool Beans Band.

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It's Personal: The Fight Against Cancer; Siddhartha Mukherjee, author of Emperor of all Maladies; 7 p.m.; Wistar Institute; RSVP: (215) 898-3930. Phillies Science Day at the Ballpark; Penn Museum will host a mummy booth to see what happens when you mummify a hotdog; 1:05 p.m.; Citizens Bank Park.

21 Astronomy Night: Picturing the Universe; Penn astronomers guide a night of star-gazing; 8:30 p.m.; Observatory, David Rittenhouse Laboratory.

26 Custom-Made Medicine: Is There a Future for Personalized Therapies?; Garret FitzGerald, pharmacology; 5:30 p.m.; Translational Research Center; RSVP: (215) 349-5658.

27 Maitotoxin: An Inspiration for Synthesis; symposium honoring K. C. Nicolaou, Benjamin Franklin Medalist in Chemistry; 8 a.m., Chemistry, Building.

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Mixing Phenomena in Particle Physics; Symposium in Memory of Nickola Cabibbo, Benjamin Franklin Medalist in Physics; 9 a.m.; David Rittenhouse Laboratory.

GET (Genomes Environment Traits) Conference 2011; Symposium honoring George M. Church, Bower Award Winner for Achievement in Science; 10 a.m.; Translational Research Center.

Molecular Perspectives on Biogeochemistry and Bioremediation; symposium honoring Jillian Banfield, Benjamin Franklin Medalist in Earth and Environmental Science; 1:30 p.m.; Towne Building.

ALMANAC April 5, 2011