

UNIVERSITY OF PENNSYLVANIA *Almanac*

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Three More New Endowed Chairs at the Law School



Sarah Gordon



Michael Knoll



Amy Wax

Arlin M. Adams Professor of Constitutional Law

Dr. Sarah Barringer Gordon is the new Arlin M. Adams Professor of Constitutional Law and professor of history. She was a law clerk to the Hon. Arlin M. Adams, then of the U.S. Third Circuit Court of Appeals, before coming to Penn in 1994, and she shares his dedication to first amendment issues. She holds a B.A. from Vassar, a J.D. and M.A.R. from Yale, and a Ph.D. in history from Princeton. Dr. Gordon is a recognized scholar and commentator on religion in American history and law, and the constitutional law of church and state. She is widely published in journals and her book, *The Mormon Question: Polygamy and Constitutional Conflict in Nineteenth-Century America*, won the Mormon History Association and Utah Historical Society's Best Book Awards for 2002 and 2003. She is working on a new book, *The Spirit of the Law: Religion and Litigation in the Twentieth Century*, forthcoming from Harvard University Press. She is also the recipient of numerous prizes and fellowships and spent the 2004-2005 academic year at University College London.

Dr. Gordon is a trustee of Vassar College, and serves on the boards of the American Society for Legal History, the Mormon History Association, the Cromwell Foundation, and on the advisory board of the National Constitution Center. She served as associate dean of academic affairs of the Law School, 2000-02 and has been a frequent guest on news and talk shows.

Theodore K. Warner Professor of Law

Dr. Michael Knoll is the new Theodore K. Warner Professor of Law and professor of real estate. He began his academic career in 1990 at the University of Southern California Law School. He joined Penn Law in 2000 when he was also appointed to the faculty in Wharton's Real Estate department. Dr. Knoll, who holds a Ph.D. in economics as well as a J.D. (both from the University of Chicago) is known for applying finance principles in order to understand the flaws in the existing tax system and to generate proposals for how that system could be re-

designed. He has published widely with articles appearing in many top law reviews and in peer-reviewed journals, and his opinion pieces have appeared in national newspapers.

Dr. Knoll began his legal career at the U.S. International Trade Commission (ITC), where he helped develop an economic and legal analysis for anti-dumping and countervailing duty cases.

That analysis, which is still used in the United States and has been adopted abroad, has become a focal point in the debate on the proper enforcement of the unfair trade practices regime, and has produced a large and growing literature. He also was in private practice and clerked for the Hon. Alex Kozinski of the U.S. Ninth Circuit Court of Appeals before entering academia.

At Penn, Dr. Knoll has developed several innovative cross-disciplinary classes that he co-teaches with a faculty member from Wharton. He has just completed service as the associate dean of the Law School and was the Earle Hepburn Professor of Law.

Robert Mundheim Professor of Law

Dr. Amy Wax is the new Robert Mundheim Professor of Law. She earned her B.S. from Yale, her M.D. from Harvard and her J.D. from Columbia. Before entering law school, Dr. Wax was a consulting neurologist; after law school, she was a law clerk to the Hon. Abner J. Mikva, U.S. Court of Appeals for the District of Columbia Circuit. She then worked in the Office of the Solicitor General, Department of Justice, where she argued 15 cases before the U.S. Supreme Court. She joined Penn Law in 2001 after teaching for seven years at the University of Virginia School of Law.

Dr. Wax's scholarship addresses issues in social welfare law and policy as well as the relationship of the family, the workplace, and labor markets. By bringing to bear her training in biomedical sciences and appellate practice and her interest in economic analysis, she has developed a unique approach to problems in her area of expertise.

Dr. Wax has published widely in law journals, including *Chicago*, *Virginia*, *Villanova*, *Indiana*, *Emory*, the *Virginia Journal of Social Policy and Law*, the *Yale Journal on Regulation*, and the *Michigan Journal of Race and Law*. Her Op-Ed articles about topical issues have been featured in *The Wall Street Journal* and she has appeared on television. She received the A. Leo Levin Award for Excellence in an Introductory Course last year.

Mundheim Scholarship Fund

Former Penn Law Dean Robert H. Mundheim, who in the 1980s began the effort to create a significant endowment for the Law School, has now made a major gift of his own. He and his family have contributed \$1 million to establish The Mundheim Family Fund for Financial Aid.

This gift will provide scholarships or interest-free loans to students in need. "There is no finer legal education than that offered by the Law School," said Professor Emeritus Robert Mundheim, of counsel to Shearman & Sterling in New York. "Our gift will help assure that students admitted to Penn Law need not turn down admission for financial reasons."

Current Law School Dean Michael A. Fitts added, "Bob Mundheim had a remarkable impact on the Law School during his deanship; many of the initiatives we are pursuing today can be traced back to his tenure. What a wonderful way to commemorate his indispensable service to the school."

Mr. Mundheim was dean from 1982 to 1989. During those years he launched the campaign to build the Nicole E. Tanenbaum Library building. He also led the effort to establish the nation's first mandatory public service program at a major law school, and furthered its interdisciplinary initiatives by vastly expanding the activities of the Institute for Law & Economics.

He joined Penn Law's faculty in 1965. As an academic, he anticipated trends in the corporate and financial worlds. His studies on corporate governance and the role of independent directors began in the 1960s, long before the recent corporate scandals and Sarbanes-Oxley reforms made that subject popular. His work on tender offers with Arthur Fleischer, Jr. was the harbinger of a type of corporate acquisition that dominated the corporate scene for a substantial part of the last third of the 20th century. His recognition of the increasing significance of globalization in financial activity prompted his organizing with Penn Professor Noyes Leech in 1972 the International Faculty in Corporate and Capital Market Law. The University recognized his academic achievements by appointing him a University Professor in 1980.

Each member of Mr. Mundheim's family also has a link to Penn. His son, Peter, graduated from the Law School in 1996. His wife, Guna, CW '59, has been the assistant dean at the College for more than 20 years and has served as a lecturer in painting (watercolor). His daughter, Susan, earned a bachelor of arts and a bachelor of fine arts from the College in 1990.

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The following is published in accordance with the Faculty Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Sue White, executive assistant to the Senate Office, either by telephone at (215) 898-6943, or by e-mail at senate@pobox.upenn.edu.

Faculty Senate Executive Committee Actions Wednesday, October 11, 2006

Chair's Report. Faculty Senate Chair Vincent Price sent regrets from Provost Ron Daniels who could not attend. Dr. Price reported on items that have been discussed in consultation: Temporary Exclusion Policy, recruiting a diverse faculty, and results from the Child Care Survey. Senate committees have met and are busy at work. Future SEC meeting topics were presented: 1) November featuring Barney Lentz, Director, Office of Institutional Research and Analysis, and Associate Provost Andy Binns, and 2) December featuring Maureen Rush, Vice President, Division of Public Safety, with updates from the President and Provost. The Chair reminded SEC members to send their nominee for the Nominating Committee, which will be voted on at the November SEC meeting, to Sue White.

Past Chair's Report. Faculty Senate Past Chair Neville Strumpf updated the Executive Committee on the work of Capital Council, a committee that approves expenditures equal to or greater than \$500,000. Building renovations and expansions approved were: music building renovations and enhancements to the zebrafish facility in the School of Medicine.

Affirmative Action and Employment—Post Michigan. Wendy White, Senior Vice President, Office of the General Counsel, discussed affirmative action, explaining that the University must operate within very specific legal parameters, weighing risk vs. benefit. Affirmative action has two very different components: 1) Student Admissions Programs—the Michigan case allowed universities to take race into account with specific restrictions, and as a result Penn did not cancel any student admissions programs: Admission Support Programs, Pipeline Programs, Academic Support Programs, and Scholarships for minorities. The second component: 2) Hiring and employment—Michigan did not address this, but legally in Pennsylvania “the hiring decision may not take race or gender into account,” and as a result the University must find new ways to hire. There are things the University can do to hire a diverse faculty: make sure we are not discriminating, reward the diversity process, offer incentives to make searches diverse and reward those doing a good job.

Update from President Amy Gutmann. The President discussed the ongoing initiatives of the Penn Compact and the upcoming capital campaign. The capital campaign will be in the \$3.5 billion range. Faculty recruitment and enhancing the environment at the University continues to be a priority, spending \$54 million last year for faculty support. Faculty diversity is essential—plans this year for the dean of the School of Arts and Sciences and the Target of Opportunity Committee to collaborate to further this goal with increased funding to help create new networks for searches and increase the pipeline for minority candidates. There will be a University-wide summit on diversity bringing national and international thought leaders to our campus to engage in robust discussions. This year Penn added a record-breaking \$64 million for financial aid and created 187 new scholarships, and will continue to strive to increase the money for financial aid. Construction on new buildings and renovations on Penn's campus will total \$897 million, enhancing our excellent facilities.

Leadership in the Academy: Leading and Learning



Valarie Swain-Cade McCoullum



Anamaria Cobo de Paci



Lois Chiang



Joann Mitchell



Women of Color At Penn is celebrating its 20th anniversary with a series of workshops, beginning with the panel discussion, *Leadership in the Academy: Leading and Learning* on November 1 at 4 p.m. in Terrace Room, Logan Hall.

Panel members include four women who will share their career trajectory in the academy.

Dr. Valarie Swain-Cade McCoullum, Vice Provost for University Life;

Anamaria Cobo de Paci, Director, Center for Hispanic Excellence;

Lois Chiang, Chief of Staff, Office of the Provost; and

Joann Mitchell, Vice President of Institutional Affairs.

This event is co-sponsored by BGAPSA (Black Graduate and Professional Students Assembly) and LaGAPSA (Latino & Hispanic Graduate & Professional Student Assembly).

Drug-Free Work Week: October 16-22

This week—October 16-22, 2006—is the nation's first-ever Drug-Free Work Week, as established by the U.S. Department of Labor. Drug and alcohol abuse can have a significant negative impact on the person with the substance abuse problem, as well as his/her family, friends, and co-workers. The University of Pennsylvania values the health and safety of all our faculty and staff, and is committed to maintaining a drug-free workplace.

The University of Pennsylvania prohibits the unlawful manufacture, distribution, dispensation, sale, possession or use of any drug by its employees in its workplace. Please take this time to review the University's drug and alcohol policies, which are listed below:

- The University's Drug-Free Workplace policy: www.hr.upenn.edu/policy/policies/705.asp

- The University's Alcohol and Drug Policy: www.vpul.upenn.edu/alcohol/policy.html

If you or a family member has a substance abuse problem, we encourage you to seek help. Penn provides free, confidential counseling services for you and your immediate family members through the Employee Assistance Program (EAP). The EAP is designed to provide assistance with issues and challenges that may interfere with your personal or professional life, including serious issues such as substance abuse. You can contact Penn's Employee Assistance Program (EAP), Penn Behavioral Health, at 1-888-321-4433, 24 hours a day, 7 days a week.

For more information, visit the Human Resources website at www.hr.upenn.edu/quality/wellness/eap.asp, or go to the EAP website at www.pennbehavioralhealth.org (more specific information about addictions is available at www.pennbehavioralhealth.org/employeeServ/resources/index_bhr.html).

—Division of Human Resources

Sexual Health Retreat for Faculty/Staff

Dear Colleagues:

You are invited to attend a staff and faculty retreat scheduled for *Monday, October 23, 10 a.m.–noon*, at Hillel's 2nd floor auditorium.

This retreat, planned by several offices within the VPUL Division and our colleagues at Children's Hospital, will provide a snapshot of the current sexual health trends among Penn students. This overview includes campus data on the perception and reality of risk, and discussion on how students sexually define themselves, their behaviors and their relationships.

The retreat also features a lecture by Dr. Bret Rudy on the “changing face” of HIV within the adolescent population. In 1993, Dr. Rudy became the medical director of the Adolescent HIV initiative at CHOP, establishing the first dedicated program in Philadelphia for HIV-infected adolescents.

The second hour will allow participants the unique opportunity to fast-track through 12 different stations staffed by campus experts. Each station features the “need to know” information on critical sexual health topics ranging from abstinence to safer sex practices to the availability of vaccines. All resources will be specific to the Penn student population.

The retreat is free and open to all Penn staff and faculty. Lunch, goody bags and a raffle are included. To register, e-mail health@pobox.upenn.edu by Friday, October 20. For more information, (215) 573-3525.

—Susan Villari, Director,
Office of Health Education

Agenda for University Council Meeting Wednesday, October 18, 4 p.m. Bodek Lounge, Houston Hall

- I. Approval of the minutes of September 22, 2006. 1 minute.
- II. Follow-up comments or questions on Status Reports. 5 minutes.
- III. Presentation by the president, provost and other administrators on the state of the University. Presentation 60 minutes; Discussion 20 minutes.
- IV. Open Forum.
The University's sustainability and conservation policies.
3 minutes. (To place an item on the agenda for the next Open Forum, submit it to Vince Price, Steering Committee Chair, senate@po-box.upenn.edu by October 25, 2006.)
- V. Adjournment.

Trustees' Meetings October 26 and 27

Meetings of the Penn Trustees will be held on October 26 and 27, at the Inn at Penn.

Thursday, October 26

10:15-11:15 a.m.: *Facilities & Campus Planning Committee*, Woodlands AB
2:15-3:45 p.m.: *Neighborhood Initiatives Committee*, Thomas Webb Richards Suite;
Student Life Committee, Woodlands CD
4-5:30 p.m.: *Academic Policy Committee*, St. Marks;
Budget & Finance Committee, Woodlands AB;
External Affairs Committee, Woodlands CD

Friday, October 27

11:30 a.m.-12:30 p.m.: *Stated Meeting of the Trustees*, Woodlands ABCD

COUNCIL 2005-2006 Year-End Report

Committee on Recreation & Intercollegiate Athletics (CRIA)

Charges to Committee

General Charges: CRIA has cognizance over recreation and intramural and intercollegiate athletics and their integration with the educational program of the University, including the planning and provision of adequate facilities for various sports and recreational activities.

Because CRIA's membership was involved in the ongoing review of the University's adherence to the rules and regulations of the National Collegiate Athletic Association (NCAA), permission was sought and granted for CRIA members to focus on the NCAA Report until its submission in January. After that time, regular meetings were held to deal with ongoing issues facing the University community regarding recreation and athletics.

Topics that were discussed and recommendations herein made by the Committee included:

1. Greenspace issues:

There has been a concern over the last several years of an overall loss of open playing greenspace on the main campus. This concern has been raised by undergraduate and graduate student groups, staff, and faculty. The issue was revisited by CRIA this year, and was deemed to be very relevant to campus life, so meetings were arranged with Mark A. Kocent (Principle Planner, Facilities & Real Estate Services), Dr. Michael Diorka (Director, Department of Recreation), and Steven Bilsky (Director, Recreation & Intercollegiate Athletics) to discuss and investigate this issue. The goal of these meetings was to find ways of preserving current playing greenspace on campus and potentially finding new areas for greenspace expansion in locations which would be easily accessible for the campus community.

Current areas of open greenspace on campus were visited, as well as potential future sites. The general feeling during the meetings with administration was that this was a critical issue, that there has been an increasing loss of open playing greenspace in recent years, and that the preservation of current open spaces and the expansion of playing greenspace were not only important to overall University community life, but were possible to attain. CRIA believes that this issue deserves further attention, and should be a priority of the University community and administration. Continued communication with Principle Planner Mark Kocent and the Provost's office is strongly recommended.

2. Role of CRIA in University planning, including:

a. Development of the Postal Lands, which will come under University possession as of January 1, 2007

b. Future of the Penn Ice Rink at the Class of 1923 Arena

CRIA as an organization has had no role in the planning for use of the Postal Lands that the University will assume ownership of in 2007. Certainly, with a call for developing at least part of that acreage as greenspace for all students' use, as well as expanding athletic facilities and fields for use by both student athletes and the general student populace, CRIA could have played a major advisory role in this planning. Additionally, since there is talk of the development of Postal Lands having some effect on the future status of the Penn Ice Rink at the Class of 1923 Arena, CRIA should have been included in these discussions.

While it is a general charge of all University Council Committees to keep abreast of University development initiatives, there is no record of specific contact of CRIA by any administrative group, or any task force or consultant group assembled by administration, to have a CRIA representative on said task force or consultant group. Given the direct impact the use of Postal Lands is to have on matters of concern to CRIA's charge as a committee, this lack of involvement has been perplexing.

3. Post-season football play:

The subject of the longstanding Ivy League ban on post-season football play was brought to the attention of CRIA. Ivy League football teams are prohibited from participating in any form of competition beyond the regular season, including the Division I-AA National Tournament. In recent years this issue has been brought to the forefront by not only students, fans, and alumni, but also by players and coaches across the Ivy League. To date, the Presidents of the eight Ivy League universities have declined to re-evaluate this rule, so efforts are being made to convince them to revisit this ban, which is exclusive to football and does not apply to any other intercollegiate athletic sports.

This semester the Penn Undergraduate Assembly and the Ivy Council of Student Government have passed proposals recommending to the Presidents of each Ivy League university that they revisit this ban and its purpose. CRIA supports this recommendation, which will be discussed at the May meeting of the University Council.

Specific Charges: CRIA had four specific charges for this year, including:

1. Evaluating the appropriateness and feasibility of the committee
2. Investigating the committee's function, utility, and overlaps with other University bodies, as well as obstacles to fulfilling its general charge
3. Updating the report of the 2004-2005 CRIA Committee
4. Monitoring progress of the aforementioned NCAA Review

Specific charges #1 and #2 were addressed in detail in the attached CRIA Committee Self-Evaluation Report that was submitted separately to the University Council.

For charge #3, the 2004-2005 CRIA Final Report spoke to five issues. Updated information regarding these issues is as follows:

1. *Greater integration of recreation/athletics into everyday lives of students.* Much of this effort is related to the availability of playable greenspace, which was discussed above. In addition, CRIA continues to support the building of a multi-purpose indoor athletic and recreational activity facility similar to those found on the campuses of the other Ivy League universities.

2. *Adequacy of indoor athletic facilities.* As above, CRIA sees this issue as being paramount to maintaining an atmosphere of excellence in athletic and recreational opportunities here at Penn. As an example, it is ironic that Penn has hosted, for well over 100 years, one of the premier and largest track-and-field events in the world—the Penn Relays—yet has no indoor facility for its own track-and-field team.

3. *Improvements to academic support programs for student-athletes.* The academic support programs for student-athletes are functioning well. A long-sought academic mid-semester warning system finally has been

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put into effect. Additionally, a position for an assistant to the head of academic support services has been created to maintain and enhance the functioning of this office.

4. *Promotion of greater faculty involvement in advising and mentoring of student-athletes.* At the present time, about half of the intercollegiate teams have a faculty mentor. The involvement of the faculty member has varied with each team, but all teams should be encouraged to recruit a faculty mentor.

5. *Opportunities for involvement of student-athletes in programs, such as study abroad, that may conflict with athletic schedules.* We did not find the ability to study abroad to be a major issue. At the present time, two student-athletes are studying abroad, and several opportunities for doing so exist that do not conflict with individual sports scheduling.

The fourth and final charge, monitoring of the University's NCAA Review process, was accomplished in large part through the presence of CRIA's Chairperson, Dr. Bill McCool, as a Subcommittee Chair and member of the Steering Committee on the NCAA Review Task Force, as well as the presence of CRIA member Ann Tiao on the NCAA Steering Committee. The University's written self-evaluation report was open to public comment in December 2005, and was subsequently submitted to the NCAA in January 2006. An NCAA site visit is planned for the end of

May 2006, with a final recommendation regarding the University's status expected this coming summer (2006).

Number of Times Committee Met

The committee met monthly beginning February 2006, shortly after the submission of the NCAA Self-Evaluation Report.

Major Points Addressed by Committee

(See above under "Charges to Committee")

Recommendations to University Council and/or Community

(See above under "Charges to Committee" and refer to the CRIA Committee Self-Evaluation Report.) (see below)

Recommendations of Topics to be Addressed the Following Year

(See above under "Charges to Committee" and refer to the CRIA Committee Self-Evaluation Report.)

CRIA Committee Members 2005-2006:

Chair: Bill McCool (Nursing); **Faculty:** Kathryn Bowles (Nursing), Steven Galetta (Neurology/Med.), Ed Lally (Dental), Bill McCool (Nursing), Michael McGarvey (Neurology), Charles Mooney (Law); **Graduate Students:** Darrell Oliveira, Ann Tiao; **Undergraduate Students:** Jack Kent (EAS'06), Zack Rosenblum (COL'06); **PPSA:** Karlene Burrell-Mcrae (Makuu); **Ex Officio:** Steve Bilsky (Dir., Recreation & Intercollegiate Athletics), James Gardner (President's Office), Bill Turner (VPUL).

Committee on Recreation & Intercollegiate Athletics (CRIA)

Self-Evaluation Report

The Committee on Recreation & Intercollegiate Athletics (CRIA) has been a longstanding committee established under the University Council (UC). Its purpose is to "have cognizance over recreation and intramural and intercollegiate athletics and their integration with the educational program of the University, including the planning and provision of adequate facilities for various sports and recreational activities."

In this academic year (2005-2006), two specific charges were requested of each UC committee that will serve as a form of self-evaluation. They are as follows:

1. Evaluate the existing general charge of the committee for appropriateness and feasibility of the committee, as well as the constituencies represented in its membership, as defined by the Bylaws of the University Council.
2. Investigate the function of the committee, its utility, competing or complementary overlaps with other bodies in the University, and obstacles to fulfilling the general charge, and make recommendations regarding the future of the committee.

Several working meetings were held to generate the following report. Input was sought from CRIA members, including ex-officio members, and from additional individuals representing University-wide organizations or groups identified by CRIA as having had previous dealings with the committee or whose current interests are related to recreation, intramurals, or intercollegiate athletics.

The findings and suggestions of CRIA are as follows:

Appropriateness and Feasibility of Committee

The committee members believe that CRIA is not only an appropriate committee, but an important one. However, this belief is tempered by our concern that the committee's voice, expressed through agenda setting and proposed recommendations, is muted and plays a minimal role in the vision, planning, or daily activities of the University.

We acknowledge the fact that CRIA, like its umbrella organization, the University Council, is an advisory group within the existing University structure, and any recommendations made by CRIA can only serve as suggestions, and not policy. Having said that, there is a feeling amongst CRIA members, specifically those who have worked at the University for

a decade or more, that the voices of CRIA received greater acknowledgment in the past by University administration, and that recommendations received greater attention and follow-up study than has occurred over the past few years. The feeling of the committee members is that administration has increasingly relied on the use of advisory boards or task forces tied to specific issues or interest groups for advice on matters pertaining to the running of the University, rather than depending on standing committees such as CRIA.

Examples of this changed approach are:

1. CRIA was gathered for a late spring meeting in 2002 to discuss a soon-to-be-enacted student recreation fee that accompanied the opening of the Pottruck Center at the end of that summer. The tension that arose with the initiation of this additional fee for recreational activity possibly could have been tempered if an organization with longstanding student representation, such as CRIA, had been involved earlier in the planning for this change in policy.
2. CRIA as an organization has had no role in the planning for use of the "postal lands" that the University will assume ownership of in 2007. Certainly, with a call for using at least part of that acreage for greenspace for all students, as well as the expansion of athletic facilities and fields for use by both student athletes and the general student populace, CRIA could have played a major advisory role. While it is a general charge of all University Council Committees to keep abreast of University development initiatives, there is no record of specific contact of CRIA by any administrative group, or any task force or consultant group assembled by administration, to have a CRIA representative on said task force or consultant group. Given the direct impact the use of "postal lands" is to have on matters of concern to CRIA's charge as a committee, this lack of involvement is perplexing.

Even enthusiasm for recent successes by CRIA seem muted by a feeling that matters of recreation and intercollegiate activities are not a priority for administration, even when they involve academics. For example, CRIA has long called for a centrally-based, automated mid-semester notification of activity directors, including intercollegiate athletic coaches, of students in respective activities who are having academic difficulties.

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Thankfully, such a system has finally been enacted this spring. However, it is felt by the committee that there was need for consistent pressure by CRIA over several years before such a system was enacted, and that such a beneficial system for keeping track of student academic progress should have been a greater priority of administration.

One additional example of note regarding the apparent disconnect between CRIA and the decision-making forces at the University is related to *playable greenspace* in the proximity of student housing, or the lack of it, at Penn. In annual reports issued over the last few years, CRIA has recommended that the University pay attention to the need for greater amounts of greenspace and playing fields for use by Penn students and employees. As with all universities, particularly urban ones, the amount of available space for expansion and growth can be quite limited. In situations such as these, when expansion of facilities is required, greenspace is usually the first site to be converted. Without subsequent expansion of greenspace, especially playable areas, elsewhere on campus to replace what is lost, there is consistent reduction over time of open land available for outdoor activities.

CRIA has long recognized the need for greenspace as a part of the total supportive environment for academic learning and personal growth that universities pride themselves on. As Penn expands, a lack of attention to a subsequent growth in the amount of available and accessible greenspace renders the University a one-dimensional institution. Not only can this negatively affect the current student body and staff, but also those potential students of the future who will need to be recruited to Penn. CRIA believes that a lack of maintainable and accessible greenspace will hinder this recruitment process.

Unfortunately, CRIA's call for more open greenspace has not only been given little attention, but has occurred at the same time as increasing amounts of open space have disappeared from the University's landscape. Such areas as Hill Square and the fields surrounding Rodin College House, while still viewable as "open space," have become less available for recreational activities, especially sporting matches, with ongoing University expansion. Certainly, development of the postal lands eventually should lead to an expansion in University greenspace, but that region's accessibility to current student living quarters is questionable, and could lead to under-use. As noted above, CRIA could have played a more supportive role in development talks, but has not been a part of initial discussions regarding plans for the soon-to-be acquired lands.

Committee members believe that involving CRIA in any discussions of greenspace removal or alteration, from the outset of said discussions, would benefit the overall University community. Simply notifying CRIA that a change is about to occur is not enough. It would be advantageous to examine the role CRIA could play in other University organizations and committees. For example, the Penn community would likely benefit from a permanent connection between CRIA and Facilities Services.

Committee Function, Utility, Overlap, Obstacles, and Recommendations

CRIA has served multiple *functions* related to the functioning and well-being of the University, including acting as:

1. A representative voice for the recreational needs of the general student body, including both organized intramural programs and less formal general physical activities
2. A proponent for the recreational benefits of the broader University community (faculty & staff)
3. A standing liaison between the University Department of Athletics and the Administration
4. An advising body with regard to the mission of the University Department of Athletics

The importance of these activities to the greater University is recognized by CRIA members, and strong support for CRIA's continuing in its currently stated role has been put forth in discussions by its members.

The current *utility* of CRIA on campus, or the lack thereof, was addressed above. To restate, CRIA could have a much stronger advisory role in the affairs of the University involving recreation and intercollegiate athletics, but has become limited in its function. The reasons for this are

unclear, but there definitely has been a perception by longstanding committee members that CRIA's influence on the affirmation or alteration of University policy has diminished considerably over the last decade.

As is typical of any large institution such as the University of Pennsylvania, there have been *overlaps* in the role of CRIA with other committees, not the least of which are:

- Student Athletic Advisory Committee (SAAC)
- Athletics Board of Overseers
- Pottruck Committee.

Certainly, it would be prudent under the current assessment of University Council sub-committees to determine if all of the students' needs with regard to recreation and athletics are being addressed by these various groups. Likewise, it would be helpful to know if various roles and responsibilities are being duplicated to the point of questioning the purpose of maintaining several groups with similar goals.

It is the belief of the CRIA members that this committee has played an important and unique role in the well-being of the students, faculty, and staff here at Penn, and that this role should be revised or strengthened. However, it is also the belief of committee members that if change cannot be implemented to improve upon CRIA's function, then a reorganization of University Council sub-committees that includes CRIA may be in order.

One additional note on overlap of committees needs to be stated. The University of Pennsylvania Board of Trustees (BOT) makes decisions on such matters as the use of recreational activities and the expansion or diminishing of greenspace based in part on the advice of the BOT's *Facilities and Campus Planning Committee*. In addition, matters related to recreation and athletics receive attention and recommendation for action by members of the *Advisory Board for the Department of Recreation and Intercollegiate Athletics*, which is part of the University's Board of Overseers network that advises the BOT on specific matters related to University life. Obviously, both of these groups have more direct sway on actions taken by the BOT, and thus wield greater potential influence than CRIA or any other committee of the University Council. However, neither of these organizations has the degree of diversity in membership that University Council committees have built into their Bylaws, thus making the latter more representative of, and more responsive to, the general university population as a whole.

With regard to *obstacles* to CRIA's fulfilling its general charge, we see two major ones that exist:

1. An administrative governing style that has increasingly relied on information gathering and recommendations by specialized task forces or advisory groups. Standing committees such as CRIA seem to exist more out of tradition than actual perceived need.
2. Lack of knowledge throughout the University community over the role of CRIA and the potential influence it could have on the well-being of the Penn community.

Certainly other obstacles exist, but it is the feeling of the CRIA members that overcoming the two aforementioned barriers to the committee's success would do much to help fulfill CRIA's important role for the University.

The CRIA committee's *recommendations* for the future are as follows:

1. Maintain CRIA as a standing committee of the UC.
2. Work with administration and the UC to discover methods by which CRIA's function and voice can be representative of, and helpful to, the University community. This would include CRIA playing a leadership role in setting agenda items for the Committee, rather than the more recent pattern of CRIA's agenda being a reaction to requests from administrative groups.
3. Establish ongoing links between CRIA and other University organizations, committees, and task forces whose missions affect recreational and intercollegiate athletics. Such groups would include the Faculty Senate, the Athletics Board of Overseers, Facilities Services, and the Campus Planning Development Committee, which was established to construct a plan for the University's use of the postal lands in 2007.

We, the members of CRIA, look forward to continual contribution of the Committee to not only the recreational and intercollegiate athletic activities of the University community, but to the overall well-being of University life.

Walk to Cure Diabetes: October 29

The 2006 American Diabetes Association's Walk for Diabetes, held on October 1, was a huge success. We are happy to report that the weather cooperated and 14 of Penn's family joined the Penn Rodebaugh Diabetes Team to help raise funds for Diabetes Research.

If you were unable to walk on October 1, the Penn Rodebaugh Diabetes Team will be walking again on *Sunday, October 29* to help raise funds for the Juvenile Diabetes Research Foundation (JDRF). The 2006 JDRF Walk to Cure Diabetes will be held on the Ben Franklin Parkway. Registration opens at 9 a.m. at the base of the Philadelphia Museum of Art steps, and the walk begins at 10 a.m. Please bring your friends and family to walk with us, the day is family and kid friendly.

If you would like to register for the JDRF Walk to Cure Diabetes, you can:

- 1) Pick-up a registration form at the Rodebaugh Diabetes Center, 4th floor of Penn Tower.
- 2) Call or email Colleen Rotundo for information: (215) 898-3037, or crotindo@ben.dev.upenn.edu.
- 3) Register online at <http://walk.jdrf.org/index.cfm?fuseaction=extranet.personalpage&confirmid=86476421> and follow the "Join this Team" button at the top of the page.

We hope to see you on October 29!

—Penn Rodebaugh Diabetes Team

Penn's Way A Workplace Charitable Campaign Penn's Way 2007

In order to be considered for the weekly raffles, pledges must be made electronically before 5 p.m. or paper pledges by noon on *Friday, October 20*.

The drawing will be on October 23 and continues every Monday through November 13.

Winners will be randomly drawn and posted on the Penn's Way website and in *Almanac*.

Week Two Winners will be published in next week's issue.

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

Week Three Raffle: October 23-27

4 tickets to a 2007 Phillies game in luxury suite at Citizens Bank Park from LF Driscoll

Così lunch for two: beverage and salad/sandwich certificates

\$5 Metropolitan Bakery gift certificate

Book of 5 passes to the Class of 1923 Ice Rink

Photographic Book from Creative Communications

Douglas Cosmetics Fragrance & Cosmetic Gift Basket for Her

University Club membership (*expires August 2007*)

(2) \$10 Houston Market gift certificates

Matthew Izzo Candle Set

3 hours of court time at the Levy Tennis Indoor Pavilion from Athletics

Sports Pack 4—Men's Basketball, a pair of tickets to *Penn vs. Fordham*, 12/9/06; Women's Basketball, a pair of tickets to *Penn vs. Drexel*, 12/21/06 from Athletics

Sports Pack 5—Men's Basketball, a pair of tickets to *Penn vs. Dartmouth*, 2/9/07; Women's Basketball, a pair of tickets to *Penn vs. Princeton*, 1/6/07 from Athletics

Philadelphia Premieres

The legendary Paul Taylor Dance Company kicks off Dance Celebration's 25th Season—*Dance Around The World*, at Annenberg Center, *October 19-21*. Paul Taylor, artistic director and founder, created 124 dances in his 52 years of choreography. His dances have redefined modern dance in America, with its overarching architectural shapes and structures, sublime musicality and detailed subject matter that covers the gamut of human emotion and experience. The program includes two Philadelphia premieres, one features Michael Trusnovec, in *Banquet of Vultures*, below. Tickets or info., call (215) 898-3900, or visit www.pennpresents.org.



Photo by Tom Caravaglia

Update

October AT PENN

FILMS

25 *Paradise Now*; 9 p.m.; Heyer Sky Lounge, Harrison College House (Cinema Studies).

26 *Underground*; 5 p.m.; rm. 201, Fisher-Bennett Hall (Cinema Studies).

FITNESS/LEARNING

26 *Master in Public Health Information Session*; 4:30-6 p.m.; auditorium, BRB II/III; register by *October 21*: (215) 573-0942 (Graduate Program in Public Health Studies).

28 *Hindi-Urdu Workshop: The Poetry of Bhava*; 9:30 a.m.-4 p.m.; Penn Humanities Forum, 3619 Locust Walk; RSVP by *October 20*: haimanti@sas.upenn.edu (South Asia Center).

(continued on page 7)

One Step Ahead

Security & Privacy
Made Simple 

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

The Panoptic Web

In his 1993 book, *The Panoptic Sort*, Annenberg Emeritus Professor Oscar Gandy warned about the threat to privacy that panoptic technology poses. Gandy describes panopticism as continuous, automatic surveillance, and describes efforts to monitor the spread of plague in cities in the 17th century by asking individuals to stand in front of their windows to be inspected for pox, and the design of prisons that permit a few guards to monitor hundreds of inmates.

Classic examples of panopticism today are web search engines such as Google, Yahoo! and AltaVista. Search engines run programs called "spiders" that scour billions of the world's computers and index literally every single word. Google has two spiders, one that follows every link in the world once a month, and another that indexes frequently updated sites like newspapers and magazines. Wikipedia reports that in 2006, Google indexes were stored on 450,000 computers spread around the world. Google receives about a billion requests a day. In 2005, Google claimed that they indexed over 8 billion web pages, but experts claim that it is closer to 24 billion and expect that the short term goal is to be able to index 100 billion. Yahoo! claims to have indexed over 19 billion documents.

Although it would be impossible to find information on the web without indexing, it's important to take steps to ensure that private information doesn't get indexed. Read the tips in the next two issues of *Almanac* to find out what steps you can take.

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

RESEARCH

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

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

Calling All Bones. Recruiting males and females ages 21-78 for a research study. You will not be required to take any medications. We will evaluate the health and strength of your bones. You will be compensated for your time. Call (215) 590-0499.

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

23 *A Tale of Two Paks*; Jonathan Chernoff, Fox Chase Cancer Center; 2 p.m.; rm. 253, BRB II/III (Pennsylvania Muscle Institute).

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

Pre-web *Almanac* issues in a searchable PDF format are now available from the academic years 1992-1993, 1993-1994, and 1994-1995 at www.upenn.edu/almanac/issues/archive.html.

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

Postmenopausal Women Needed for Endocrine Study. The University of Pennsylvania Health System/Division of Endocrinology seeks non-diabetic women 50 to 79 years old. Eligible volunteers will receive free medical exams and blood test results. Participants will be compensated. Please contact Dr. Patel at (215) 614-0579 for more information.

Do you have a child ages 4-10 years? You may be eligible for a study on sleep, behavior, and daytime functioning in families of children with and without autism spectrum disorders conducted through the Sleep Center at The Children's Hospital of Philadelphia. Eligible families will participate in a home visit, where parents will complete a series of questionnaires about themselves and their child. In addition, parents and their child will wear a small wristwatch device for one week that measures periods of sleep and wakefulness. For more information call (267) 426-0139.

Almanac is not responsible for contents of classified ad material.

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

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **October 2-8, 2006**. Also reported were 18 Crimes Against Property (including 16 thefts and 2 burglaries). Full reports are available at: www.upenn.edu/almanac/volumes/v53/n08/creport.html. Prior weeks' reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **October 2-8, 2006**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

10/04/06	2:28 AM	4000 Pine St	Male wanted on warrants/Arrest
10/04/06	8:30 AM	4001 33rd St	Unauthorized male on private property/Arrest
10/04/06	10:25 PM	4013 Ludlow St	2 Offenders wanted on warrants/2 Arrests
10/05/06	12:29 AM	4000 Spruce St	Complainant assaulted by male
10/06/06	11:51 AM	4000 Market St	Complainant robbed by 2 males with knife
10/08/06	1:06 AM	3900 Market St	Male wanted on warrant/issued new date
10/08/06	12:25 PM	3400 Market St	Complainant robbed point of gun by 3 males
10/08/06	8:16 PM	106 38th St	Male wanted on warrant/ issued new court date
10/08/06	9:38 PM	3340 Walnut St	Male wanted on warrant/Arrest

19 incidents with 8 arrests (including 14 robberies, 4 aggravated assaults and 1 confidential incident) were reported between **October 2-8, 2006** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

10/02/06	1:17 AM	4800 Cedar Ave	Robbery
10/02/06	12:00 PM	5027 Baltimore Ave	Aggravated Assault/Arrest
10/02/06	8:27 PM	4500 Osage Ave	Robbery
10/04/06	8:00 PM	4800 Ludlow St	Robbery
10/05/06	12:25 AM	4000 Spruce St	Aggravated Assault/Arrest
10/06/06	8:03 AM	600 University Ave	Robbery/Arrest
10/06/06	11:00 AM	4000 Market St	Robbery
10/06/06	4:47 PM	5100 Pine St	Robbery
10/06/06	7:55 PM	502 49th St	Robbery
10/06/06	8:45 PM	4412 Pine St	Robbery
10/07/06	12:42 PM	4634 Chestnut St	Robbery
10/08/06	1:00 AM	4500 Baltimore Ave	Confidential
10/08/06	10:45 AM	3400 Chestnut St	Robbery
10/08/06	6:07 PM	4921 Walnut St	Aggravated Assault/Arrest
10/08/06	6:23 PM	4921 Walnut St	Aggravated Assault/Arrest
10/08/06	8:20 PM	4300 Chester Ave	Robbery/Arrest
10/08/06	9:18 PM	4600 Kingessing Ave	Robbery
10/08/06	9:49 PM	422 45th St	Robbery/Arrest
10/08/06	10:27 PM	4600 Locust St	Robbery/Arrest

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.



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The CTL Teaching Certificate and Conversations about Teaching

Bruce Lenthall

Are you the same teacher you were the first time you walked into the classroom? Do you teach the same ways you did when you first started, perhaps as a teaching assistant in graduate school?

And if you are a different teacher—let's say a better one—what enabled you to change, to improve?

Answering that last question and making use of that answer is at the heart of the University of Pennsylvania's new CTL Teaching Certificate program for doctoral students and, indeed, at the heart of the School of Arts and Sciences' Center for Teaching and Learning (CTL).

This fall, Penn initiated the CTL Teaching Certificate in order to provide graduate students who have a serious interest in college-level teaching with support to hone their teaching and with recognition of their commitment to their craft. The program encourages graduate students to become self-reflective teachers and to enhance their awareness of teaching practices by engaging in discussions about teaching.

This certificate is the fruit of several years of planning across the University. Two years ago, the provost's office initiated an effort to find ways to improve teacher training for Ph.D. students. With input from the University's graduate schools and graduate students, the decision was made to create a certificate program—to be developed and implemented by the Center for Teaching and Learning—that will provide graduate students with a structure through which they can improve their teaching at Penn and prepare themselves to become faculty in the future.

In order to help interested graduate students accomplish this, the CTL Teaching Certificate is designed to foster conversations about and to encourage graduate students to reflect on their teaching. Participants in the program will take part in several workshops and formal discussions about teaching and consider their own teaching with a fellow from the Center for Teaching and Learning who has observed them in the classroom. The certificate contains four components:

- 1) *Pedagogical Discussion and Training*: Participants must complete five CTL-approved teaching workshops. CTL-approved semester-long programs may be substituted for three of the five training workshops.
- 2) *Teaching Experience*: Participants must complete at least two semesters as a teaching assistant or instructor.
- 3) *Observation and Review*: Participants must have a full teaching session observed and reviewed by either CTL staff or an approved faculty member from their home department or school.
- 4) *Teaching Philosophy*: Participants must develop a statement of teaching philosophy and discuss it in a CTL session culminating the certificate program.

One item that does not appear on this list is a measure of a graduate student's quality as a teacher. The certificate is not intended to indicate teaching excellence. Even so, it will appear on the transcript and can help students compete for jobs. Ultimately, what the certificate does indicate is that a student is committed to teaching and has taken significant steps to develop that craft.

Thinking about what those steps should be for graduate students brings us back to the question of how we develop as teachers. When I think about my own experience in the classroom, I know that in some respects I resemble the teacher I was years ago when I began as a graduate teaching assistant. I still believe, for example, that I teach best when I create ways for my students to think through questions, ideas and materials themselves. I also know, though, that in other regards, I teach quite differently than I did as a graduate student and as a new faculty member. Over the years, for instance, I have increasingly assumed a greater sense of ownership of my classes and with that, I guide the learning more assertively.

Obviously, some of what has helped me develop as a teacher has been, simply, gaining experience. But if experience alone were a sufficient instructor, it would be much easier for all of us to teach our own students:

just hand out an assignment and move on to our next class. It is what we do with our experiences that counts. The ideas we develop as we evaluate and reflect upon our experiences as teachers, the ways we gain new perspectives on what we've done, that helps shape how we teach in the future.

Again, think about your own development as a teacher. How many of us, in graduate school, found conversations with peers and faculty a valuable part of our teacher training? Since then, how many of us refine our practice as we talk informally with colleagues? Such discussions can push us to reflect on our own teaching, to gain new insights about it, and to learn new ideas and strategies from each other. Creating opportunities to reflect on how we have taught can create opportunities to make exciting choices about how we want to teach in the future.

The CTL Teaching Certificate will help create those opportunities for interested graduate students. Even more appealing, though, the program will promote a wide range of conversations about teaching, even among those not pursuing the certificate.

This semester, for instance, the Center for Teaching and Learning is offering graduate students 30 teaching workshops that are supported in part by the certificate program. These workshops—covering topics from “Giving Students Feedback” to “Adapting to an American Classroom” for international TAs to “Creating Active Class Discussions”—are a collaborative effort. Weingarten Learning Resources Center, the Critical Writing Program, the Library and SAS Computing have all contributed to the fall's schedule.

The vast majority of sessions, however, are orchestrated by CTL Graduate Fellows. This new fellowship program, funded by the provost and SAS, is vital because it allows the Center for Teaching and Learning both to expand its university-wide programming and to offer programming that originates in specific departments and schools. Competitively selected from nominations by graduate chairs, CTL Graduate Fellows organize discussions that grow out of teaching issues common to a particular department but that are open to all doctoral students.

These departmentally centered programs take advantage of the realities of graduate student life, which tends to be focused in one's department, and of disciplinary differences. Since some teaching issues can vary by department, tailoring some programs to closely related departments allows for conversations that feel directly relevant.

Finally, because CTL Graduate Fellows are working within their home departments, they are able to bring familiar faculty into those conversations. For instance, last week Kathy Peiss of History spoke to graduate students on “How I Learned to Stop Worrying and Love the Classroom,” and later this month Beth Linker of History and Sociology of Science, Adrienne Martin of Philosophy and Paul Sniegowski of Biology will speak to students on “Ethical Issues in Science Teaching.” For graduate students, this is a welcome opportunity to develop their teaching through conversations with faculty.

That point resonates far beyond its importance for the CTL Teaching Certificate program. Fostering discussions about teaching among faculty is at the core of the mission of the Center for Teaching and Learning. Many of CTL's ongoing and developing programs, such as its lunchtime discussions of teaching, are designed to do just that: to encourage faculty—not just graduate students—to reflect on and to talk with each other about their teaching.

After all, for many of us, thinking about and discussing our experiences as teachers continues to help make us better teachers than we were when we first walked into the classroom.

For more information on the CTL Teaching Certificate or other programming, contact Bruce Lenthall at lenthall@sas.upenn.edu, Larry Robbins at robbins@sas.upenn.edu, or the Center for Teaching and Learning at ctl-help@sas.upenn.edu.

Bruce Lenthall is the Director of the Center for Teaching and Learning (CTL).

This essay continues the series that began in the fall of 1994 as the joint creation of the College of Arts and Sciences and the Lindback Society for Distinguished Teaching.

See www.upenn.edu/almanac/teach/teachall.html for the previous essays.