

Almanac

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\$10 Million SAS Fund

From the estate of alumnus John Merriam, a fund of \$10 million has been created for the School of Arts and Sciences, to be used for "strategic programs, appointments, fellowships and other purposes that will most clearly advance excellence in SAS," the President and Interim Provost told the SAS faculty last week.

"This is a wonderful development for the School of Arts and Sciences," said Dean Samuel Preston. "We will be able to create programs and move in directions that would simply have been unthinkable without these resources. I am extremely grateful for the confidence that President Rodin and Interim Provost Wachter have shown in the School." The letter in which they broke the news was circulated Friday to SAS faculty. It reads:

Dear Colleagues:

We are very pleased to inform you, as faculty in the School of Arts and Sciences, that we are creating a special new fund for the Dean to use for strategic programs, appointments, fellowships and other purposes that will most clearly advance excellence in SAS.

Thanks to the generosity of the late Philadelphia philanthropist John W. Merriam, we are able to allocate \$10 million to this fund, and we are eager to see it put to great use. The fund will be incremental: it will supplement, not replace, existing SAS resources. The fund also will be unrestricted: Dean Preston will decide how the money will be best spent. Our single criterion is that expenditures from the fund be directed, in Sam's best judgment, to the School's highest and most strategic purposes.

The School of Arts and Sciences is truly at Penn's heart, and the excellence of SAS is vital to the excellence of the University as a whole. At the doorstep of the 21st Century, we are tremendously excited by the School's future prospects, and we are deeply pleased to be able to provide this help.

— Judith Rodin, *President*
— Michael Wachter, *Interim Provost*

Cognitive Neuroscience

A faculty planning committee has been formed to address the development of cognitive neuroscience as the first effort in the Life Science, Technology, and Policy initiative of Penn's *Agenda for Excellence*; see page 3 for details.

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photo by Tommy Leonardi

The Campus, the Community and the Sundance Kid

President Rodin and Robert Redford announced plans for the one of the actor/director's first Sundance Cinema centers, to be built on the southwest corner of 40th and Walnut. The state-of-the-art, multi-screen movie theatre is set to open in the Year 2000 for the exhibition of independent and other specialty films, with space for regional independent filmmakers; a film library; a screening room for community use; child care for parents attending movies, open space for people to gather and eat, and other amenities including discounts for students and senior citizens.

"The mission of the University dovetails beautifully with Sundance," said Mr. Redford, adding that he wants films to provide a cultural experience as it had done for him when he was growing up in a poor neighborhood in Los Angeles. Sundance Cinemas will bring the spirit of the Sundance Film Festival to Philadelphia and other cities, including Boston, Chicago, Dallas, and Portland. It will showcase a full range of independent films, not just those of the Festival, with leading American independent films, international films, documentaries and other cutting-edge work.

Mr. Redford is not only a hero in film, "but by giving America and the world a chance to view themselves, [he] serves as a beacon to those who strive," said President Rodin as she introduced the founder of the Film Festival and Institute that bears the name of the memorable character Mr. Redford played in *Butch Cassidy and the Sundance Kid*. Sundance Cinema is a joint venture between Mr. Redford and GC Companies, Inc., the parent company of General Cinema Theatres, Inc., whose CEO Bill Doeren joined Mayor Edward Rendell and Councilwoman Jannie Blackwell in the press conference Friday.

The 40,000 square-foot, two-story complex will be located "where the campus meets the community," with public parking across Walnut Street on a block that will also be developed to include a Drexline food market, said Executive Vice President John Fry.

To NSF/CISE Directorate: Dr. Bajcsy

Dr. Ruzena Bajcsy, the SEAS professor who founded the General Robotics and Active Sensory Perception (GRASP) Laboratory at Penn, has been named by the National Science Foundation as Assistant Director for its Computer and Information Science and Engineering Directorate. In December she will start her two year-term as chief officer of the unit that awards some \$300 million a year to researchers across the country.

Cited in the NSF announcement for her own seminal research and her leadership in the creation of a world-class robotics lab, Dr. Bajcsy is "especially well known for her wide-ranging, broad outlook on the field and cross-disciplinary talent and leadership, successfully bridging such diverse areas as robotics and artificial intelligence, engineering and cognitive science," the NSF announcement went on.

Dr. Bajcsy, a member of the National Academy of Engineering and the Institute of Medicine, holds Ph.D.s. in electrical engineering from Slovak Technical University and in computer science from Stanford. She came to Penn as an assistant professor in 1972, moving 13 years later to department chair. Now a full professor of CIS and of mechanical engineering and applied mechanics in SEAS, she is also a member of the Neuroscience Institute at PennMed. On leave from her professorial positions during the two-year NSF appointment, she will continue to work closely with GRASP, where the Associate Director, Dr. V.J. Kumar, will effectively be in charge of the lab, she said.



Dr. Ruzena Bajcsy

DEATHS

Dr. Jean Crockett of Finance, Former Senate Chair

Dr. Jean Andrus Crockett, a distinguished economist who was emeritus professor of finance and a former chair of the Faculty Senate, died Saturday at the age of 79 after a diagnosis of brain cancer two months ago.

A woman of "firsts"—first female department chair in the Wharton School, first woman to head the Faculty Senate, and first woman chair of the board of the Federal Reserve Bank of Philadelphia, Dr. Crockett was a scholar who combined national and regional public service with her teaching and research.

She held a B.A., M.A. and Ph.D. in economics from the University of Chicago and an additional M.A. in mathematics from the University of Colorado, and in the year before her Ph.D. was awarded she was a staff member of Chicago's Cowles Commission, a prestigious statistical research group that contributed to the development of econometrics. After teaching mathematics at the University of Arizona and economics at the University of Illinois, Dr. Crockett joined the Wharton School as assistant professor of finance in 1954. She was promoted to associate professor in 1959, became full professor in 1965, and was chair of the Department of Finance from 1977-1983.

She also held a series of public service positions throughout her career beginning with two stints as an economist with the U.S. Department of Commerce's Office of Business Economics in the early 'fifties. In 1977, when the Federal Reserve Bank of Philadelphia added women to its membership for the first time, Jean Crockett was one of the two selected. She was to become chair of the Bank's board in 1982, and to serve on the system's Consumer Advisory Council from 1983-88. She was also a director of the Pennwalt Corporation, 1976 to 1989, and a director of the National Bureau of Economic Research from 1983 to 1997.

A scholar of consumption and saving, investment, financial interest rates, markets and the economics of health care, Dr. Crockett held secondary appointments as professor of public management here, 1977-83, and as professor of nursing from 1984 until her retirement in 1990. She not only published widely in the major journals, but also applied her analytical scholarship to economic and structural issues within the Univer-

sity. Her term as Senate chair, 1972-73, coincided with the year of a sweeping study of the University by the University Development Commission, on which she served *ex officio*. She continued to be active in Senate affairs throughout her career, among other things heading the Almanac Advisory Board.

In April 1989, as her retirement approached, the Association of Women Faculty and Administrators presented her with its Distinguished Faculty Award for her pioneering all-University leadership and for dedication to furthering the careers of junior colleagues and graduate students.

As her longtime colleague Dr. Morris Mendelson recalls, "Jean was one of the most remarkable women I have known. She was a brilliant economist and had a big heart. She left her mark on economics, the country, the University and her community."

In retirement she continued a lifelong interest in the League of Women Voters, the American Association of University Women, the Women's Democratic Coalition and the YWCA of Chester, where she was a trustee.

Dr. Crockett is survived by her husband of 45 years, Robert O. Crockett, Jr.; three children, Jennifer, Elizabeth, and Robert; and three grandchildren. The family suggest memorial gifts to the YWCA of Chester (Box 82, Chester PA 19016) or to the League of Women Voters.



Dr. Jean A. Crockett

Memorial Service for Dr. Crockett

Members of the University are invited to attend the service Saturday, October 10, at 2 p.m. at Swarthmore's Bond Memorial Hall, which was the gathering place of a community discussion group on economics in which Dr. Crockett participated for many years.

Dr. Rin of Semitic Studies Charles S. Wolf, Trustee

Dr. Svi Rin, professor emeritus of Semitic Studies, died on September 26, at home at the age of 84. He was a faculty member in the Oriental Studies Department (now Asian and Middle Eastern Studies) from 1960 to 1982.

Among his published books are two editions of *Acts of the Gods: The Ugaritic Epic Poetry* (1968 and 1996) which he co-authored with his wife, Shifra Rin; *Biblical Aramaic* (1972); and *Third Column of Acts of the Gods* (1979 and 1992). He also published a collection of short stories and poetry.

Dr. Rin received his Ph.D. in Semitic Studies from Brandeis University in 1958 and was on the faculty there from 1958 to 1960.

He is survived by his wife, who is a retired librarian of Van Pelt Library, and by their children: Ruth A. Rin, CW 1966, Hebrew bibliographer and cataloger at Van Pelt Library; Dr. Hadas Rin, who took his M.A. here in 1970; Dr. N. Adam Rin, a 1976 Ph.D. recipient; daughter-in-law Judith B. Rin, who received a Penn M.A. in 1973; four grandchildren; and his brother, Prof. Uzzi Ornan.

Charles S. Wolf, an Emeritus Trustee and Chairman Emeritus of the Board of Overseers of the School of Veterinary Medicine, died September 1 at the age of 77.

Mr. Wolf, W '42, WG '43, served in the U.S. Army during World War II and, after a stint as salesman with Superior Paper Products, co-founded the York Container Company. Developing the firm into a major economic asset of the Commonwealth, he served as its chairman of the board and chief executive officer while filling numerous roles in his alma mater, his town of York, PA, and the world of manufacturing.

Governor Tom Ridge said, in a letter addressed to the University of Pennsylvania family,

Charles Wolf was a great man and will be dearly missed. As a member of the University's board of trustees he will forever live in the memories of the people he touched through his service to the school....

On behalf of all Pennsylvanians, I extend my regards to family, friends, colleagues and all those who knew this distinguished Pennsylvanian.

Mr. Wolf was a Penn trustee for thirty years, beginning in 1968. He served on numerous trustees committees over the years, including Alumni Affairs, External Affairs, Student Life, Budget and Finance, the Insurance Subcommittee, Government Relations, the Ad Hoc Committee on Resource Evaluation, and Health Affairs. He also was the general chairman of the regional drives for Penn's Program for the Eighties.

He was also director of the Pennsylvania Chamber of Commerce, director and past president of Pennsylvania for Effective Government,

president of Forge Hill Farms and director and former member of the Executive Committee of Chemetron Corporation in Chicago. He also served as the past president of the Rotary Club of York and the district governor of District 739 Rotary International, general chairman of the fund drive of the United Fund of York County. While heading many professional associations, including the Pennsylvania Manufacturers Association, he was also a past director and president of the Northeastern School District of York County and of the York Symphony Orchestra, a trustee of the York YMCA, and a member of the advisory board of the United Theological Seminary in Dayton, Ohio.

Mr. Wolf was a 1978 recipient of an Honorary Doctor of Humane Letters degree from York College of Pennsylvania, where he served as chairman of the Trustees. He was also awarded a Distinguished Alumni Medal by the Wharton School in 1968 and an Honorary Doctor of Laws degree at Penn in 1991.

Mr. Wolf is survived by his wife, Phyllis; a son, Charles S. Wolf Jr.; two daughters, Susan H. Wolf and Coni L. Wolf; two grandchildren; and a sister, Frances J. McCabe.

Memorial contributions may be made to the Charles S. and Phyllis H. Wolf Dean's Scholarship at the School of Veterinary Medicine, 3800 Spruce Street/6044.



Charles Wolf

Memorial for Dr. Ketterer

A memorial service for Dr. Fred Ketterer, associate professor of electrical engineering, will be held on Wednesday, October 28, from 5 until 6:30 p.m. in Alumni Hall at the Faculty Club. All members of the University community are invited to attend. Dr. Ketterer died on August 3 at the age of 65

(*Almanac* September 8, 1998).

Agenda for Excellence: Initiative in Cognitive Neuroscience

We are delighted to announce an exciting academic initiative in cognitive neuroscience. It is the inaugural effort of Life Science, Technology, and Policy, an academic priority of the *Agenda for Excellence*. This academic priority emphasizes that vigorous research and the unimpeded pursuit of knowledge are at the very heart of our institutional mission. Fundamental scientific research is vital for the future of our University and our nation; It is a prerequisite for the applied research in which Penn also must continue to excel.

Cognitive neuroscience is at the intersection of a number of dynamic disciplines, among them biology, neurology, and psychology. There is great potential for the University to become a leader in this emerging multidisciplinary field and we have convened a faculty planning committee to explore how Penn can distinguish itself in this area. The committee is chaired by Robert Barchi, the David Mahoney Professor and Chair of Neuroscience and Neurology. The members of the committee are:

Robert Barchi, School of Medicine, *Chair*
Mark D'Esposito, School of Medicine
Marc Dichter, School of Medicine
Martha Farah, School of Arts and Sciences
Steven Fluharty, School of Veterinary Medicine
Robert Lenox, School of Medicine
Charles O'Brien, School of Medicine
Samuel Preston, School of Arts and Sciences
Edward Pugh, School of Arts and Sciences
Alan Rosenquist, School of Medicine.

We thank the members of the committee for their commitment and look forward to the outcomes of their work.

— Judith Rodin, *President*
— Michael Wachter, *Interim Provost*

The following agenda is published in accordance with the Faculty Senate Rules. Questions may be directed to Carol Burdon either by telephone at 898-6943 or by e-mail at burdon@pobox.upenn.edu.

Agenda Senate Executive Committee Wednesday, October 7, 1998

1. Approval of minutes of September 9, 1998
2. Chair's Report
3. Past Chair's Report on activities of the Academic Planning and Budget Committee and on the Capital Council
4. Continued discussion and vote on Senate Ad Hoc Committee on Codification of the Committee on Consultation Report
5. Appointment of one faculty member to fill a one-year vacancy on the Senate Committee on the Economic Status of the Faculty
6. Election of the fourth faculty member to serve on the University Council Steering Committee. The other three faculty serving are Professors Phoebe Leboy, Ann O'Sullivan, and Harvey Rubin.
7. Discussion and vote on Senate Nominating Committee Nominees
8. Continued discussion on clinician educator and clinical faculty/clinical associate issues
9. Other new business
10. Adjournment by 5:30 p.m.

Fall Break Safety Checks: Now with On-line Registration

Dear Students, Faculty and Staff:

Fall Break 1998 (October 17 through 19) is approaching quickly. Traditionally, this is a time of lower occupancy and greater opportunity for crime. Therefore, we need to be more safety and security conscious.

In order to reduce the opportunity for crime (i.e., criminal mischief, burglaries, etc.), the Division of Public Safety is again offering to conduct Special Checks of Residential Properties between 5 p.m. Friday, October 16 and 7 a.m. Tuesday, October 20.

Students, faculty and staff who live within the following geographical boundaries—Schuylkill River to 43rd Street and Baltimore Avenue to Market Street—may list their residence with the Penn Police Department for Special Checks during the period it will be vacant.

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

If you would like to list your residence for Special Checks during Fall Break 1998, please pick up an application at the Penn Police Headquarters, 4040 Chestnut Street or the Special Services Department, 4026 Chestnut Street. You need to complete and return the application to either location prior to vacating the premises. Or, you may request "Special Checks" via the web. Complete the application form on the Public Safety website at www.upenn.edu/police and follow the instructions to submit. Below, you will find Safety and Security Tips to help keep your time away from Penn a safe and happy one.

Wishing you colorful foliage and cool, crisp autumn nights.

— Susan A. Hawkins, *Director,
Special Services/Division of Public Safety*

If you are leaving Penn for Fall Break,

- Register your residence with Public Safety for Special Checks during the Break.
- Secure or remove all valuables (jewelry, computer, stereo, television, etc.). All valuables should already be engraved with your Social Security or other identifying number. Engravers are available at the Special Services Department, 4026 Chestnut Street, 898-4481.
- Close and lock all windows; close all shades, drapes and blinds. Lock and bolt entrance doors to rooms or apartments.
- Use timers on lights and on a radio or television to give your residence the appearance of being occupied.
- Your answering device message should never indicate that you are not at home. Always use plural nouns even if you live alone (e.g., "we're not available to take your call right now"). Don't use your name.
- Make sure that your exterior lighting works and turn all lights on. Preferably, exterior lights should be on a timer or photoelectric cell. If not, contact your landlord regarding these security devices before you leave for Break!

If you are remaining at Penn during Fall Break,

- Use one of the interior automated teller machines (ATMs). Contact Special Services, 898-4481, for locations of interior ATMs.
 - Avoid withdrawing money at night. Check the amount withdrawn only after you are safely inside your residence or office. Never display money in a crowd.
 - Carry only necessary credit cards and money.
 - Carry your wallet in an inside coat pocket or side trouser pocket. Carry your handbag tightly under your arm with the clasp toward your body. Never let it dangle by the handle.
 - Keep your wallet or handbag closed and with you at all times. Never place it on the seat beside you, on the counter next to you or under a seat when dining.
 - Be aware of your surroundings and the people around you, trust your instincts. Stay in well-lit and well-traveled areas.
 - Walk with your head up, shoulders back and your eyes scanning the people around you.
 - Use the "buddy" system or the Penn Transit System when traveling at night. From non-University exchanges, dial 898-RIDE for the vehicular escort service or 898-WALK for the walking escort service between the hours of 6 p.m. to 3 a.m., daily.
 - If you are expecting guests or workers, do not open your door until you know it is the right person(s). Always ask to see identification of visitors you don't know.
 - If accosted, don't resist! Don't panic! Get a good description (direction traveled, etc.) and report the incident to the police as soon as possible.
 - Know the locations of Penn's blue-light emergency telephones. Open the box, lift the receiver or push the button to talk.
 - Report any suspicious activities to the police as soon as you can: Where, What, Who, When and How.
 - Know your emergency numbers:
- | | | | |
|--------------------------|----------|------------------------------|---------------|
| Penn Police, On Campus: | 511 | Penn Public Safety: | 898-7297/7298 |
| Penn Police, Off Campus: | 573-3333 | Penn Special Services: | 898-4481/6600 |
| Philadelphia Police: | 911 | Penn Detectives: | 898-4485 |
| SEPTA Police: | 580-4131 | Phila. 18th Police District: | 686-3180 |

Resolution to Provide Full Parity for Mental Health Services in University Employee Health Insurance Plans

The following resolution was adopted unanimously by the Medical Faculty Senate Steering Committee on July 14, 1998.

Resolution

The Medical Faculty Senate Steering Committee strongly recommends that the University improve insurance coverage of mental health services for University employees to full parity with other medical services.

The Medical Faculty Senate Steering Committee urges the administration and the Personnel Benefits Committee of the University Council to re-address this issue during the coming academic year. Early in the deliberations, the Benefits Committee should invite the Department of Psychiatry and other knowledgeable constituencies of the faculty to present an argument in favor of full parity for mental health services. The Committee should also expect the University to provide an estimate of the actual cost of providing full parity for mental health care coverage that includes not only incremental expenses, but also likely cost savings associated with lower utilization of non-mental health services and fewer employee days lost from work.

The Medical Faculty Senate Steering Committee asks the Chair of the Personnel Benefits Committee to report to us again on this important issue in March or April of 1999.

The Problem

The several health insurance options currently offered to University employees all place special limitations on coverage for mental health benefits that do not apply to other health care services. For example:

BC/BS Plan 100 and PENNCare limit inpatient mental health coverage to 30 days per year. Only locked wards are covered. Acute residential hospital stays (overnight care on unlocked hospital wards) are reimbursed only as outpatient services.

BC/BS Plan 100 and PENNCare cover only 50% of the discounted cost of outpatient mental health visits after deductible. All plans cover only 20 to 30 outpatient visits per year. "Outpatient visits" include overnight care on inpatient residential units, treatment in day programs, neuropsychological testing and group therapy sessions in addition to outpatient visits with an individual physician or therapist.

For all plans, mental health drugs are covered at only 50% of cost after deductible. Mental health drugs include antidepressants, mood stabilizers, antipsychotics and other medications of proven efficacy for life-threatening psychiatric disorders such as major depression, bipolar disease and schizophrenia. This provision is unusual: most other local employers cover mental health drugs at the same level as other prescription drugs.

These and other provisions in our health insurance plans identify a group of employees for limited participation in a University-wide group benefit program based solely on the nature of their diseases. They conflict with the spirit, if not the letter, of the University's federally-mandated non-discrimination policy.¹

Background

During the 1997-98 academic year, in the context of the second phase of the Benefits Redesign Project, the Personnel Benefits Committee considered but then rejected recommending an increase in employee benefits for mental health services to provide full parity with other medical benefits.² The committee was concerned that enhancements in mental health benefits would cost too much and that full parity in benefits "may not be accompanied by proportionate true benefits, even by those who use these services." Instead, the committee recommended only that the University should comply with recently enacted legislation by changing special limits on mental health coverage from annual dollar amounts to specified numbers of days or visits.

With input from a consultant, the University estimated that full parity would double the cost of mental health coverage (implying that current coverage for mental illness is at half-parity relative to coverage for non-mental illnesses).³ That would increase the overall cost of employee health insurance by about 5%. This estimate apparently did not consider a potential reduction in non-mental health care insurance costs resulting from better mental health care, or the potential for a reduction in employee days lost from work.

Position of the Medical Faculty Senate Steering Committee

The Steering Committee is aware of no medical, scientific, or moral justification for distinguishing mental health services from other major types of medical care with respect to insurance coverage. Many major psychiatric illnesses are now known to have a genetic or acquired biochemical basis. Currently recommended drug therapies for mental illnesses are tested and approved by the Food and Drug Administration through the same rigorous process that applies to other prescription drugs. Modern cognitive and behavioral psychotherapy is also increasingly supported by widely respected, peer reviewed research.

The decision to continue non-parity for employee health insurance coverage of mental illnesses was made without substantial input from the Department of Psychiatry at Penn. No experts in the Department of Psychology or the Schools of Nursing or Social Work participated either. Had those groups been consulted, the University might have avoided several confusing or misleading statements that appeared in *Almanac*. For example, in justifying special benefit limits and maximums, mental health care was equated with other conditions where care is chronic or maintenance oriented such as "chiropractic treatment, immunizations, therapy services, hospice care and private duty nursing." In fact, mental health care is no more chronic or maintenance oriented than is care for many physical ailments that are covered at full parity, such as asthma, diabetes and hypertension. Any relationship between overall care within the broad category of mental illness and specific services such as chiropractic treatment, immunizations and private duty nursing is not apparent. The *Almanac* document further states that "Penn's mental health benefits are, for the most part, competitive with peer institutions" without revealing that Penn is unusual among local employers in placing special limitations on coverage for psychotropic drugs. Also in *Almanac*, the cost associated with mental health care was stated to be "very high," even though the 7% of benefit plan participants who use mental health services account for only 5% of the Penn's total claims cost.³ No comparison data were given for truly expensive physical conditions such as cirrhosis, HIV disease, cancer or heart transplantation that are covered at full parity.

In truth, the argument for perpetuating non-parity in employee insurance coverage for mental health can be boiled down to this: we have been making this distinction for a long time; other employers in our region do the same; our mental health insurance policies are allowable by law; there has been no sustained groundswell of pressure from employees to change our policies; full parity will increase our employee benefit expenses at a time when we are looking for every opportunity to contain costs.

These justifications for discriminating against the mentally ill are frankly embarrassing to a University that is internationally regarded for advancing social justice. The last two arguments are particularly vacuous. Aside from employees who are critically ill or comatose, no constituency of our University is less able or willing to lobby on their own behalf than individuals or close family members of individuals who are mentally ill. The actual net cost to the University of full parity is not known and is not relevant in any case to the issue of fairness. We no longer discriminate against physically handicapped employees because of the cost of ramps and lifts. Even if other benefits must be reduced proportionally to cover the incremental cost, the University should not distinguish among employees based solely on the nature of their diseases.

The harm done by special limitations on mental health insurance coverage extends beyond the imposition of an unfair financial burden on employees who incur mental health care expenses for themselves or their family members. Because other employers in Southeastern Pennsylvania also tightly restrict insurance coverage for mental health care, availability of many important mental health services is increasingly limited, even for those who can afford to pay out-of-pocket. Inpatient residential psychiatric care is a specific case in point. In Boston, where Harvard University and other major employers routinely pay for this proven modality, residential care is widely available to those who can benefit. In Philadelphia it is not. Instead, one world-famous Philadelphia psychiatric hospital has closed recently and another is threatened.

Special limits on mental health coverage also send a stark and painful message to people with mental illnesses. For example, a Penn employee with bipolar disease who takes bupropion and divalproex for mood stabilization soon discovers that special limitations on insurance coverage apply to the former drug but not to the latter because bupropion is used primarily for depression while divalproex is used primarily for seizures. After learning the reason for the difference, the employee might well conclude that her employer, the University of Pennsylvania, discriminates openly against people with “mental” as opposed to “brain” disorders, and might suspect that the true purpose is to discourage people with mental illnesses from working at Penn, regardless of their ability or performance.

Unlike most other employers, the University of Pennsylvania cannot plead ignorance on mental health insurance issues. We are national leaders

in research on the causes and treatment of mental illnesses. Our University President is a clinical psychologist. Penn has an opportunity and an obligation to set a regional and national example for all major employers by insisting on full parity for mental health care in our employee benefit insurance plans.

¹ University of Pennsylvania Non-Discrimination Policy Statement.
<http://www.upenn.edu/osl/nondiscr.html>

² 1997-98 Annual Report, University Personnel Benefits Committee.

³ Benefits Program of the University of Pennsylvania. 1997 Review and Recommendations. *Almanac* February 10, 1998, p. 8.
<http://www.upenn.edu/almanac/v44/n21/benefitsinsert.html>

OF RECORD Summary of Benefits

Summary Annual Reports for the Health Benefits Program for Eligible Employees, Dependent Care Expense Account, Vanguard Calvert Supplemental Retirement Annuity Plan, Supplemental Retirement Annuity Plan, the Basic Tax Deferred Annuity Retirement Plan

This is a summary of the annual reports for the University of Pennsylvania Plans named above for the Plan Year beginning January 1, 1997 and ending December 31, 1997. These Plans are sponsored by the Trustees of the University of Pennsylvania, whose Federal employer identification number is 23-1352685. The annual reports have been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

It is also required under the terms of the Employee Retirement Income Security Act of 1974 that these Summary Annual Reports be furnished to Plan participants. To facilitate publication, the reports for the Plan year ended December 31, 1997 have been combined. Consequently, portions of this summary may refer to the Plans in which you are not currently participating.

Health Benefits Program

The Trustees of the University of Pennsylvania have committed themselves to pay certain medical claims incurred under the terms of the Plan.

The Plan has contracts with Independence Blue Cross/Pennsylvania Blue Shield and with three health maintenance organizations (HMO's) of the Delaware Valley to pay certain claims covered under the terms of the Plan. The total premiums paid for the plan year ending December 31, 1997 were \$24,729,012.

Because the Independence Blue Cross/Pennsylvania Blue Shield contracts are so-called “experience rated” contracts, as opposed to most of the HMO contracts which are “community rated” contracts, the Independence Blue Cross/Pennsylvania Blue Shield premium costs are affected directly by the number and size of claims the University participants “experience.” Of the total insurance premiums paid for the Plan Year ending December 31, 1997, the premiums paid under such “experience-rated” contracts were \$18,347,711 and the total of all benefit claims paid under these experience-rated contracts during the Plan Year was \$22,516,794.

Dependent Care Expense Account

The Trustees of the University of Pennsylvania maintain a Plan providing reimbursement of dependent care expenses funded through salary reduction agreements for full-time and part-time faculty and staff. The University provides these benefits in accordance with the terms of the Plan.

Vanguard Calvert Supplemental Retirement Annuity Plan

The Plan has contracts with the Vanguard Group of Investment Companies and the Calvert Group which allocate funds toward individually owned fully funded custodial accounts. The total premiums paid for the plan year ending December 31, 1997 were \$749,318.63 to the Calvert Group and \$4,477,612.71 to the Vanguard Group of Investment Companies.

Supplemental Retirement Annuity Plan

The Plan has a contract with the Teachers' Insurance Annuity Association of America/College Retirement Equities Fund (TIAA/CREF) which

allocates funds toward individual annuity contracts. The total premiums paid for the plan year ending December 31, 1997 were \$3,092,820.

Basic Tax-Deferred Annuity Retirement Plan

The Plan has a contract with the Teachers' Insurance Annuity Association of America/College Retirement Equities Fund (TIAA/CREF) which allocates funds toward individual annuity contracts. The Plan also has contracts with the Vanguard Group of Investment Companies and the Calvert Group which allocate funds toward individually owned fully funded custodial accounts. The total premiums paid to TIAA/CREF for the plan year ending December 31, 1997 were \$25,606,055.80. Payments to the Vanguard Group were \$18,359,615.01 of which \$9,114,415.97 comprised institutional contributions. Payments to the Calvert Group were \$723,948.61 of which \$403,742.30 comprised institutional contributions.

Additional Information

As described below, you have the right to receive a copy of the full annual report of any of the Plans, or any part thereof, on request.

The items listed below are included in that report:

1. Assets held for investment
2. Insurance information (including sales commissions paid by insurance carriers)

To obtain a copy of the full annual report(s), or any part thereof, write or call the office of the Vice President of Human Resources who is the Plan Administrator, Room 538A, 3401 Walnut Street, Philadelphia, PA 19104, (215) 898-6884. The charge for the full annual report of the Retirement Allowance Plan is \$5.00. The charge for each other full annual report is \$2.50, and the charge for any single page is 25 cents.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the Plans and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

Your Rights to Additional Information About These Plans

In addition, you have the legally protected right to examine the annual reports at the University of Pennsylvania, Benefits Office, Room 527A, 3401 Walnut Street, Philadelphia, PA 19104. You also have the right to examine the annual reports at the U.S. Department of Labor in Washington, D.C., or obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue NW, Washington, D.C. 20216.

— Division of Human Resources

Jefferson in Paris... and Philadelphia

As part of University City District's *Go West!* program, on October 15, International House features two Merchant Ivory films from Europe, *Quartet*, which will be shown at 6:30 p.m. and *Jefferson in Paris*, (at right) which will be shown at 8:30 p.m.

The films are also a part of the touring series hosted by International House's Neighborhood Film/Video Project, *Views of Merchant Ivory: 14 Films, 3 Continents*, which celebrates over three decades of work by the directing and producing team.

For more information on this month's *Go West!* activities as well as the schedule of films for the month of October, see October at PENN, www.upenn.edu/almanc/v45/n05/octcal.html.



Above, Nick Nolte and Thandie Newton in the 1995 French film, *Jefferson in Paris*, directed by James Ivory.

Office of Environmental Health and Radiation Safety

The Office of Environmental Health and Radiation Safety (EHRS) is a section of the Office of the Vice Provost for Research. EHRS provides a number of resources and services to help protect the health and safety of the University community and to assist in complying with local, state and federal laws. Some of the programs provided are:

- Biosafety
- Chemical Safety
- Radiation Safety
- Laser Safety
- Hazardous Materials Disposal
- Chemical Spill Response
- Health and Safety Training
- Laboratory Safety Audits
- Respiratory Protection
- Ergonomics Assessments
- Asbestos Management
- Environmental Audits and Assessments
- Pre-construction Safety Design Review

Check the office web site

(www.oehs.upenn.edu) for information on these programs and the following new items:

- Carcinogen Mutagen Disposal Policy
- Registration Document for Use of Recombinant DNA (Updated 3/98)
- 1998 Exposure Control Plan for work with Bloodborne Pathogens—update yours annually!
- EHRS Training Calendar:

Introductory Laboratory Worker Training
(offered monthly):

- Laboratory Safety at Penn
- Introduction to Occupational Exposure to Bloodborne Pathogens
- New Radiation Safety Worker Training on 3rd Thursday at 3p.m. at EHRS

Annual Update Training for Laboratory Workers (offered monthly):

- Annual Laboratory Safety Retraining
- Annual Laboratory Safety and Bloodborne Pathogens Retraining
- Annual Radiation Safety Retraining

On-line training for Users of Radioactive Materials:

- New Radiation Safety Worker Training (revised)
- Annual Radiation Safety Retraining (new this fall)

Contact us if we can be of assistance. EHRS, 14th floor Blockley Hall/6021; 898-4453, 898-0140 (FAX); e-mail: ehrs@ehrs.upenn.edu

— Matthew D. Finucane, Director

Diabetes Research Grants

The Diabetes Endocrinology Research Center of the University of Pennsylvania requests submission of applications for support to perform pilot and feasibility studies in diabetes and related endocrine and metabolic disorders.

Young investigators who are starting their laboratories, or established investigators who wish to take a new direction to their studies, are encouraged to submit applications to the Diabetes Endocrinology Research Center, 501 Stemmler Hall, by Friday, December 18, 1998.

Grants will be reviewed by the DERC Review Committee and by extramural consultants. Based upon the outstanding evaluation of the recent competitive renewal of the Diabetes Endocrinology Research Center, we anticipate that awards of up to \$25,000 will be made (equipment and travel fund requests are not permitted) and will be funded for one year.

Investigators who are currently in year 01 of support through this Pilot and Feasibility Program may reapply for an additional year of funding. Such continuation requests need to be carefully justified, however, and will be considered as a competing renewal application. Notification of an award will be made in April of 1999.

For application details or more information, please contact Dr. Bryan Wolf, Department of Pathology and Laboratory Medicine, Room 230 John Morgan Building/6082; phone: 898-0025; e-mail: wolfb@mail.med.upenn.edu.

— Mitch Lazar, Director, Diabetes and Endocrinology Research Center
— Bryan Wolf, Director, Pilot and Feasibility Grant Program

Housing Seminars in October

The following workshops and brown-bag lunchtime seminars are intended to assist the Penn community with home ownership and purchase information in addition to the Enhanced Guaranteed Mortgage Program

(*Almanac March 31, 1998*). All seminars are held in Room 720, Franklin Building and are during lunch hour, with one beginning at noon and another at 1 p.m.

October 6, *Home Buyers Seminar*

October 13, *Credit Counseling and Repair*

October 27, *Buyer/Broker Representation*

—Office of Community Housing

OPPORTUNITIES at PENN

Where to Find the Job Opportunities—Here and Elsewhere

There are currently over 500 positions open at Penn for qualified applicants in the areas of office support, research, computing, professional and financial areas among others. All open positions are posted on the Human Resources website at www.hr.upenn.edu. Positions are searchable by title, job, school and posting date. Applicants can apply on-line at this site, and are strongly encouraged to do so.

Internal applicants should still send their cover letter and resume directly to the hiring officer when applying for a specific position, and can contact 898-7284 to obtain hiring officer information. You will be asked to provide your social security number and we can provide you with up to three contact names daily.

If you wish to be considered for multiple positions, we encourage you to submit your resume on-line into our resume database. That way, when HR searches for candidates for specific positions, you may be identified as a candidate and your resume can be electronically forwarded to the hiring officer.

We welcome applicants to visit the Penn Job Application Center at 3550 Market Street, Suite 110, Philadelphia, PA. The center is open from 8 a.m. to 6 p.m. weekdays, and 5 computer stations are available for you to browse open positions and apply on-line. Today's Penn Partnership (formerly Today's Penn Temporaries) is located at this site, and continues to provide quality office support temps to Penn departments. In addition, Today's Penn Partnerships has expanded its services to Penn hiring officers for recruitment of regular full-time office and support staff. In addition, Today's Penn Partnership has expanded its services to Penn hiring officers for recruitment of regular full-time office and support staff. Applicants interested in full-time or temporary office support work, who have at least 3 months office experience and computer proficiency, are encouraged to visit the Application Center.

Today's Penn Partnership also provides hiring officers with pools of qualified office support candidates for regular positions. If you are a hiring officer in need of office support applicants for a position in your office, we encourage you to contact Today's Penn Partnership at 215-222-3400, E-mail upenn@todays.com. The Today's staff will consult with you to determine the skills sets you need to fill your position.

If you have any questions about applying for a position at Penn, please review our website at www.hr.upenn.edu, or call 898-7284 for assistance.

NOTE: Faculty positions and positions at the Health System are not included in these listings.

— John J. Heuer, Vice President for Human Resources

October 17: Penn Family Day and 25-Year Club Brunch

Penn Family Day brochures have been delivered to faculty and staff at their campus addresses. Everyone is encouraged to return the form that is attached to the brochure, indicating how many tickets they will need for the picnic and and/or the football game. The tickets to the picnic are free for Penn faculty and staff as well as their family/friends; the tickets to the football game are free for faculty and staff and \$2 each for family and friends. Order forms received by October 9 will be mailed to campus addresses and orders received after October 9 will be held at Hill Field on October 17. Faculty and staff may also pick-up tickets in person at Weightman Hall Ticket Office, Monday—Friday, 11 a.m.-6 p.m.

Members of the 25-Year Club who did not yet receive an invitation to the brunch, which will be at 11:30 a.m. at the Faculty Club, are asked to call Kathy Nace at 898-4920. Those who did get an invitation, and intend to attend are asked to respond as soon as possible.

Annual Tuberculosis (TB) Screening

To University of Pennsylvania Employees:

All persons working in healthcare settings where active TB is seen are strongly recommended by the Centers of Disease Control and Prevention (CDC) to have annual screening for TB. The University of Pennsylvania Medical Center admits the third largest number of TB cases in Pennsylvania. If you work in a clinical or hospital environment at the University of Pennsylvania (or have other contact with patients), it is *strongly* recommended that you be screened for TB every year. This screening is provided at no charge to you by Occupational Medicine. It consists of a brief questionnaire and, when appropriate, skin testing or chest x-ray. *Please report to Occupational Medicine during the month of October for your 1998 TB evaluation.*

TB screening is available Monday, Tuesday, Wednesday and Friday between the hours of 7:30 a.m. and 4 p.m. The Occupational Medicine suite is located directly off the main hospital lobby on 34th Street. No appointment is necessary. The Occupational Medicine staff will be happy to answer your questions about TB testing during your evaluation. If you would like a TB evaluation and are unable to go to Occupational Medicine during October, you are welcome in November.

Arrangements for TB testing at Presbyterian Hospital or the Scheie Eye Institute can be made by calling 662-8290.

For more information on the University's TB control program, please call Environmental Health and Radiation Safety (898-4453) and ask for Harriet Izenberg or Tom Boyle.

— Amy J. Behrman, M. D., Director, Occupational Medicine

— Matthew D. Finucane, Director, Environmental Health & Radiation Safety

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **September 21 through September 27, 1998**. Also reported were **Crimes Against Property: 34 total thefts & attempts (including 1 burglary, 4 theft of auto, 7 thefts from auto, 4 thefts of bicycles & parts), 7 incidents of criminal mischief & vandalism, and 1 incident of forgery & fraud**. Full reports on the Web (www.upenn.edu/almanac/v45/n06/crimes.html).—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 **September 21 through September 27, 1998**. The University Police actively patrols 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 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Simple assaults—1			
09/26/98	9:43 AM	200 Blk 38th	Cab driver spit on complainant
38th to 41st/Market to Baltimore: Aggravated assaults—1			
09/21/98	3:20 PM	3801 Chestnut	Complainant assaulted while inside establishment/arrest
41st to 43rd/Market to Baltimore: Robberies (& attempts)—1; Simple assaults—1			
09/26/98	7:37 AM	4209 Pine St	Complainant robbed by unknown suspect
09/26/98	8:03 PM	43rd & Sansom	Complainant assaulted by group of unknown persons
30th to 34th/Market to University: Robberies (& attempts)—1			
09/21/98	3:20 PM	3200 Blk Chestnut	Complainant robbed by 2 unknown suspects
Outside 30th-43rd/Market-Baltimore: Robberies (& attempts)—2; Threats & harassment—1			
09/21/98	2:54 PM	2329 Lombard St	Unwanted calls received
09/23/98	11:07 PM	McPherson/Bouer	Wallet taken by unknown suspect
09/25/98	8:54 PM	400 Blk S 41st	Complainant robbed by 2 unknown suspects

Crimes Against Society

34th to 38th/Market to Civic Center: Disorderly conduct—1			
09/22/98	8:00 PM	100 Blk 38th	Male cited for obstruction of highway

18th District Crimes Against Persons

6 Incidents and 0 Arrests (including 1 rape, 4 robberies and 1 aggravated assault) were reported between **September 21, 1998** and **September 27, 1998**, by the 18th District, covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

09/22/98	5:11 AM	4800 Blk Florence	Rape
09/22/98	11:00 PM	5000 Hazel	Robbery
09/23/98	9:10 AM	5016 Irving	Robbery
09/23/98	10:25 AM	3500 Market	Robbery
09/26/98	3:23 PM	4240 Chestnut	Aggravated Assault
09/26/98	7:20 PM	4209 Pine	Robbery

Update

OCTOBER AT PENN

TALKS

6 *Littératures d'Afrique noire et des Caraïbes*; Jacques Chevrier, Université Paris IV-Sorbonne; 4:30-6 p.m.; Cherpac Lounge, Williams Hall (French Institute).

The Muze 'N the Hood: Black Music and Meaning in Film, Family and Songs; Guthrie Ramsey, music; 4:30 p.m., Hamilton House, High Rise North (Center for the Study of Black Literature and Culture).

7 *Situating Racism Among Other Forms of Oppression, Part II*; Eric King, Virginia Union University; 7 p.m.; Stiteler Hall B-6 (School of Social Work).

8 *Nouritures Romanesques*; Gerald Prince, Romance languages; noon-1:30 p.m.; Seminar Room, Suite 400, 3440 Market Street (French Institute).

Homely Housewives Run Amok, Lesbians in Marital Fixes: Domesticity, Gender, Sexuality in South Asia; Geeta Patel, Wellesley College; 4:30-6:30 p.m.; History Lounge, 329A, 3401 Walnut (SAS, Ethnohistory Program).

9 *IRCS Colloquium Series*; Deidre Gentner, Northwestern University; noon; Suite 400A, Room 470, 3401 Walnut Street (IRCS).

The Language You Cry In; Cynthia Schmidt, ethnomusicologist, University of Washington, Seattle; screening of prize winning film and discussion; 2 p.m.; Room 23, Moore Building (African Studies, Women's Studies, Music).

12 *Tradeoff Difficulty and Choice*; Mary Frances Luce, marketing; 3:30 p.m.; Room 109, Annenberg School (Psychology).

Deadlines: The deadline for the Update is a week before the date of the issue. The deadline for the November AT PENN Calendar is *October 13*. The deadline for the December AT PENN Calendar is *November 10*. The deadline for the January AT PENN Calendar is *December 1*.



Almanac

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

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The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic, or other University administered programs or employment. Questions or complaints regarding this policy should be directed to Valerie Hayes, Executive Director, Office of Affirmative Action, 3600 Chestnut Street, 2nd floor, Philadelphia, PA 19104-6106 or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).



The Year 2000 Project: Entering the Action Phase

To the University Community:

As the University works to solidify and advance its position as one of the premier research and teaching universities in the nation and the world, we face many challenges. One very real and very immediate challenge is to minimize the potential risks and penalties associated with any non-year 2000 compliant hardware and software products supporting our research and administrative initiatives. Our commitment to resolving this issue, however, is costly both in terms of time and in actual dollars. While much progress has been made over the past year, we are not finished. Each school and center must continue to find ways to fund its efforts and to resolve the problem and complete its work.

As you know, the Year 2000 problem is primarily associated with hardware, software, and other devices programmed to determine the year using the last two digits only. When January 1, 2000 arrives, many of these systems, which may include research databases, will assume that it's 1900 and cause problems with all non-year 2000 compliant systems and/or data.

In addition to the more easily identified problem of date routines and calculations performed by computers of all sizes, problems will also occur with devices not traditionally viewed as computers or computing devices. These devices and systems have embedded processors which may or may not use date or time values to calculate or otherwise influence the operation of the equipment they control. Examples include laboratory equipment and various types of diagnostic, analytic, metric, and other specialized equipment or instrumentation of all shapes, sizes, and functionality. Copy, postage, and fax machines, alarm systems, and other devices may also contain embedded processors.

The University of Pennsylvania's Year 2000 Working Group has been established to provide leadership and direction of Penn's Year 2000 initiative and to assist you in ensuring that Penn's computer systems, applications, and other devices are Year 2000 compliant. Our internal target for completion of this effort is December 31, 1998, so that time will be available to test interfaces with external vendors and/or suppliers and to develop contingency plans where required. By leveraging complimentary resources in each school and center, the Working Group serves as a mechanism for, among other things, sharing ideas, best practices, lessons learned, keeping others informed, and raising aware-

ness among all faculty, students, and staff. Following are the names of individuals in each school and center who are leading their school/center efforts. They are there to help you. Please contact them directly with any school/center questions or concerns; take a look at the University WWW site (www.upenn.edu/computing/year2000); or contact Associate Vice President Robin Beck (beck@isc) or Project Coordinator Michael Kearney (mkearney@isc), both of Information Systems and Computing.

In many cases, the past year has been one

of "raising awareness." This academic year must become the year of action for all. We must acknowledge the magnitude of the problem and the importance of preparation, remediation and contingency planning at all levels. We must understand and take action to remediate Year 2000 "time bombs." Any other view is short-sighted and highly detrimental to the ability of the University to carry out its mission.

— Michael Wachter, Interim Provost

— John Fry, Executive Vice President

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* See www.upenn.edu/computing/year2000/Pennonly/uphsreps.html for the list of UPHS Y2K coordinators. The UPHS Year 2000 project leader is John Rooney, RooneyJ@uphs.upenn.edu