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## Campus Development Plan 2000

Omar Blaik, vice president for facilities, presented an update on the Campus Development Plan at the September 13 University Council meeting. The following is adapted from that slide presentation. There will be other presentations to various Penn constituencies in the next two months. The dates, times and places will be announced in Almanac.



Photo by Terry Wild

The intent of the Campus Development Plan is to create a campus environment that supports and enriches Penn's academic and research missions through providing a framework for campus improvement and growth over the next twenty-five years.

More specifically:

- Recommend immediate priorities for campus improvements
- Identify opportunities for growth and development
- Establish guidelines for campus evolution over the long-term
- Identifies strategies that enable their implementation

### Process

- Engaged planning consultants: Olin Partnership
- Reviewed process with Council of Deans, Academic Planning and Budget Committee, Faculty Senate, University Council's Facilities Committee, and Trustees
- Appointed five working committees of 60 members and made a steering committee
- Held three open fora and consulted with campus constituencies and Trustees
- Synthesized findings and developed preliminary recommendations in conjunction with the working committees

### Next Steps

- Review preliminary recommendations with the campus community September 2000-November 2000
- Present final plan for Trustee's approval in February 2001

### Planning Recommendations

1. Strengthen connections between the various Campus precincts and the core
2. Create a coherent identity by extending the quality of the historic core to the rest of campus
3. Reinforce the historic core as the center of campus life and learning
4. Invest on capital renewal of existing buildings
5. Connect the University to Center City
6. Preserve and enhance the residential community in University City

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## Penn's Response to the Gene Therapy Lawsuit

The following statement was issued by the University on Monday, September 18 in response to the lawsuit filed earlier that day by the family of Jesse Gelsinger.

The anniversary of Jesse Gelsinger's death is a sobering moment for the University of Pennsylvania and everyone who was involved in the OTC clinical trial and Jesse's care. Our deepest sympathy is with the Gelsinger family at this very difficult time. Penn remains committed to improving its oversight and monitoring of human subject research, and substantial resources of time, energy and money have already been devoted to that task.

The complaint filed today, by its nature, tells only one version of a very complicated and painful story. The University will respond to it in due course, fully and forthrightly, as it has to each and every official inquiry in this matter. Throughout the last year Penn has readily acknowledged weaknesses in IHGT's monitoring and oversight of clinical trials. At the same time, the University continues to believe that these weaknesses did not contribute to Jesse's death, that his decision to enroll in the OTC study was based on full and fair disclosure of the relevant risks, and that his medical care met the highest standards. Penn, like many other major research universities, is conducting a thorough review of its conflict of interest policies, but the University categorically rejects the notion expressed in the complaint that financial gain played any part in any aspect of the OTC trial.

The Gelsinger family's representatives have initiated discussions with the University and the other institutional defendants, and we will respond. Penn's hope is to concentrate on moving forward with its aggressive efforts to provide a national model for human subject research. In the end, establishing and constantly improving that model will be the best way to mark subsequent anniversaries of this tragic death.

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**PULLOUT: October AT PENN**

# Campus Development Plan 2000

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## Overview of Key Findings

### Academic Organization of the Campus

1. Penn's undergraduate identity is substantially shaped by the concentration of academic uses set in fine-textured historic buildings within the pedestrian core.

This historic core is vital and must be preserved and strengthened as the academic heart of campus.

2. Penn's development pattern has resulted in clearly defined *graduate and professional* school precincts at the perimeter of campus, but often poorly linked to the historic core.

3. Apart from the physical connections that define the campus, the undergraduate and graduate experience at Penn is significantly shaped by the quality of *campus life* enjoyed by students, faculty, and staff.

Hence, residential, retail, dining, cultural, and recreational activities on and around campus must be seen as enrichments to academic life.

The opportunity to stimulate additional intellectual and social mixing throughout campus should therefore be encouraged.

## Campus Fabric

### Buildings

1. Many buildings constructed in the 60s and 70s do not function well and suffer from systemic deterioration that represents a challenge to their effective use, maintenance and operation.

2. The many significant historic buildings contribute to the overall campus image, but often present a difficult challenge in meeting the academic and functional needs of their occupants.

3. Buildings allocated to shared academic or support use (e.g. classroom buildings) have experienced the greatest wear, but receive the least investment due to lack of clear ownership.

4. Penn has a legacy of undistinguished architecture primarily as the result of the federally- and state-funded building boom in the 60s and 70s.

New buildings must fulfill their programmatic requirements in a manner that enriches the campus architecture.

### Grounds

There is an uneven application of institutional resources applied to the development and care of campus grounds: open space, paving, fixtures, furnishings, and plantings

### Walks and Streets

The complex needs of a large organization and a large population overlaid upon the urban fabric, walks and streets, create a number of conflicts and cause significant wear and tear on the campus.

## Penn and the City:

### The Campus in Context

Penn is the largest employer in the region and the fourth largest employer in the state.

As an institution it has a significant impact not only on the economic health of the region, but on the daily life of the individuals who live and work at Penn or in the West Philadelphia neighborhoods. Penn is a resource for learning, culture, entertainment and services.

*East*—Penn is currently disconnected from Center City to the east by an expanse of industrial land that has become, de facto, the gateway to campus.

*West*—The quality of the critical transition from campus to neighborhood, extending from 40th to 42nd Streets, has been compromised by the high percentage of rental properties that have been in decline.

*North*—Although Penn is landlocked to the north there are still opportunities for in-fill development to create a more contiguous campus fabric.

*South*—Large tracts of land to the south of campus represent a significant potential for long-term growth in areas well served by regional roadways and transit.

## Planning Goals and Recommendations

*Goal One:* Extend and improve with supporting infrastructure and shared common spaces, the three primary axes which connect the various campus zones to the historic core.

1st Axis: Locust Walk from 43rd Street to the east bank of the Schuylkill River

2nd Axis: Woodland Avenue from 39th Street to Chestnut and 33rd Streets

3rd Axis: 36th Street from Market Street to the Civic Center

*Goal Two:* Create a coherent identity for the entire campus by extending the quality, character, and amenity of the historic core to the rest of the campus.

Extend the fabric of the campus to new development—its materials, plantings, fixtures, furnishing, and signs.

Re-organize service and operations to avoid conflicts that undermine the quality of the campus environment.

Reinforce campus gateways with appropriate designs.

*Goal Three:* Reinforce the historic core (33rd to 38th Streets, Walnut to Spruce Streets) as the center of campus life and learning.

Consolidate and improve the academic infrastructure within the historic core; in-fill and re-use strategies should build on the distinguishing qualities of the historic core.

Activate the campus historic core with new residential development at the east and west ends of campus.

Re-locate non-student and support and service activities to the periphery.

*Goal Four:* Invest in Capital Renewal and encourage rehabilitation and appropriate adaptive re-use of buildings.

Identify the appropriate uses for buildings worth preserving and rehabilitate to accommodate flexibility within that use.

Create interim strategies for those buildings that will go out of service.

*Goal Five:* Connect the University to Center City with appropriate urban development.

Identify opportunities for expansion to the east that enable connections to Center City and that are consistent with institutional objectives.

*Goal Six:* Preserve and enhance the residential communities of University City and foster sensitive in-fill development and retail initiatives.

Continue to improve the residential infrastructure of University City with existing incentives and an increased focus between 40th and 43rd Streets.

Facilitate opportunities for retail and entertainment enterprise along the emerging corridors of Sansom, Walnut and 40th Streets.

## Deaths

### Dr. Baker

Dr. Lester Baker, professor of pediatrics at Children's Hospital of Philadelphia, died on September 17 at the age of 70. Dr. Baker was the director of Penn's Diabetes Research Center from 1993 until his death.

He received his B.A. from Columbia College, an M.A. Equivalent Certificate from the University of Paris School of Law and Higher Studies, and an M.D. from Columbia University. He came to Penn as an assistant professor of pediatrics in 1966, became associate professor in 1970 and was promoted to professor in 1976. He has authored or co-authored over 100 original articles as well as numerous abstracts, chapters and the book *Anorexia Nervosa in Context* (Harvard 1978).

Dr. Baker was a principal investigator for a 10-year study, the Diabetes Control and Complications Trial (DCCT). He helped design and implement a landmark national study in the 1980s and 1990s that showed that rigorous control of blood-sugar levels can dramatically cut down the disease's serious complications. In 1994 he received an award as outstanding clinician in diabetes from the American Diabetes Association.

He is survived by his wife Liesel; a son Herbert Phillip; a daughter Deborah Ann White; and two grandchildren. Contributions may be made to the Diabetes Research Center at the Children's Hospital of Philadelphia, One Children's Center, 34th and Civic Center Boulevard, Philadelphia, PA 19104.

### Dr. Pollack

Dr. Howard Pollack, emeritus professor of radiology and urology, died on September 20 at the age of 72. Dr. Pollack was a pioneer in using lithotripsy to crush kidney stones and helped develop the use of imaging techniques such as ultrasound to diagnose and treat diseases of the urinary and reproductive systems.

A graduate of West Philadelphia High School, Dr. Pollack received both his undergraduate and medical degrees from Temple University. He joined Penn in 1977 as professor of radiology and urology, retiring in 1993.

He wrote more than 200 scientific papers and wrote the textbook *Clinical Urography*, considered the definitive textbook for the specialty. He developed techniques for using ultrasound-guided needles to take biopsies, as well as nonsurgical treatment for opening blockages in the urinary tract and female reproductive system. Dr. Pollack and Dr. Barry Goldberg, of Thomas Jefferson University, established a classification system for using ultrasound to determine benign or potentially cancerous kidney lesions. Dr. Pollack served on editorial boards of more than a dozen medical journals and helped found the Society of Uroradiology.

He is survived by his wife Shanlee; three sons Mathew, Andrew and Stuart; three grandchildren; and a sister.

Contributions may be made to the Philadelphia Jewish Sports Hall of Fame, Jewish Community Centers of Greater Philadelphia, 401 S. Broad St., Philadelphia, PA 19147; or the Hospice at Abington Memorial Hospital, 2510 Maryland Rd., Willow Grove, PA 19090.



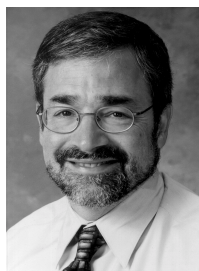
Lester Baker



## Honors & Other Things

### CERT Grant: Dr. Strom

Dr. Brian Strom, professor of biostatistics and epidemiology and director of the Center for Clinical Epidemiology and Biostatistics, has received a CERT Award from the Agency for Healthcare Quality and Research. The \$1.3 million award for a three year period is to establish a Center for Education and Research in Therapeutics. The center will conduct research on ways to reduce resistance to antimicrobial drugs and other research, such as drug utilization and subsequent intervention studies, medication safety studies, efficacy and effectiveness investigations and methodology studies.



Brian Strom

### NSF Award: Dr. Guerin

Dr. Roch Guerin, the Alfred Fitler Moore Professor of Telecommunications Networks in the School of Engineering and Applied Sciences, has been awarded \$784,380 over five years from the National Science Foundation. He received the award for his collaborative research: *Scalable QoS Control for the Next-Generation Internet*. The NSF awarded grants totaling \$220 million for research and innovative applications of information technology under the agency's new Information Technology Research initiative.



Roch Guerin

### Freedman Award: Dr. Abel

Dr. Ted Abel, assistant professor of biology, has received the Freedman Award from the National Alliance for Research on Schizophrenia and Depression (NARSAD). Dr. Abel's research focuses on the role that certain brain structures may play in mental illness. He has hypothesized that changes in the strength of synapses affect learning and memory and may play an important role in a variety of brain disorders. Dr. Abel explored the role of a molecule called protein kinase A (PKA) and how it affects neuronal mechanisms.



Ted Abel

### Elected to Board: Dr. Weaver

Dr. Terri E. Weaver, associate professor of nursing, has been elected to the Board of Directors of the American Lung Association and Vice President of the American Lung Association of Pennsylvania.

### Woman of the Year: Dr. Luger

Dr. Selina Luger, assistant professor of hematology-oncology and director of the leukemia program, has been named Woman of the Year by the Leukemia & Lymphoma Society, Eastern Pennsylvania Chapter. The title was part of a fund-raising event by the Leukemia & Lymphoma Society.

### Order of Arts & Letters: Mr. Hunt

Professor John Dixon Hunt, professor of landscape architecture and regional planning, and former chair of the department in GSFA, has been named a member of the Order of Arts and Letters (Chevalier Des Artes et Lettres) by the Cultural Ministry of France for his exceptional endeavors in landscape architecture. Professor Hunt is on sabbatical this year from Penn to pursue his interests in landscape architectural theory. The Order of Arts and Letters was established in 1957 and recognizes prominent artists, writers and others for their significant contributions to the advancement of the arts in France and throughout the world.

### Three Elected AICP Fellows

Dr. Eugenie L. Birch, chair and professor of city and regional planning, has been elected a fellow of the American Institute of Certified Planners as were Britton Harris, emeritus professor of city and regional planning, and Richard Tustian, adjunct professor of city and regional planning.

### Secretary of NCUR: Dr. King

Dr. Max King, executive director, VPUL, has been reelected Secretary of the Board of Governors of the National Conferences on Undergraduate Research (NCUR). NCUR promotes undergraduate research and sponsors an annual national research conference where nearly 2000 undergraduates present their research. This spring's conference will be held at the University of Kentucky.

### DOE Award: WGAA

The Working Group on Alcohol Abuse (WGAA) has received an award of \$102,236 from the U. S. Department of Education for their *Comprehensive Alcohol and Other Drug Model Program*. The project directors for this award are Max King and Stephanie Ives. The program devised a list of five goals to support cultural change at Penn. This program has also been awarded \$12,000 from the Bureau of Liquor Control Enforcement by the Pennsylvania Commission on Crime and Delinquency. This funding will be used for coalition building.

### Best Readings: Writers House

Kelly Writers House has been named Best Reading Series in the *Philadelphia* magazine's Best of Philly 2000. Noted as a hub for the die-hard literary set, Writers House was cited for its excellent author readings that are open to the public as well as its undergraduate seminars, poetry journal and live radio show on WXPB.



### Summer Olympics

Sarah Garner, C'93, won a bronze medal at the Summer Olympics in women's lightweight double sculls. She was coached by Ted Nash, a former Penn coach, who is an assistant coach on the national rowing team.

Other participants with Penn ties in the 2000 Summer Olympics are: Cliff Bayer W '00, and Tamir Bloom C '94, fencing; Garrett Miller W '99, heavyweight rowing; John Pescatore C '86, assistant coach, rowing; Brandon Slay W '98, wrestling.

### Cancer Society Award: Dr. Barg

Dr. Fran Barg, director of the Family Caregiver Cancer Education Program, will receive the American Cancer Society Cancer Control Award on October 19 for her career contributions to the cause of cancer control. Dr. Barg is receiving the award for her role in the Cancer Family Caregiver Education and Support Programs in the School of Nursing.

### Nursing Fellow: Dr. Lipman

Dr. Terri H. Lipman, the associate professor of nursing of children, has been elected a fellow in the American Academy of Nursing. This is considered one of nursing's highest honors.

### Christy Award: Ms. Connolly

Cynthia A. Connolly, lecturer and director for undergraduate pediatrics course, has received the Theresa Christy Award for her historical dissertation, *Preservation through Detention: The Pediatric Preventorium Movement in the United States, 1900-1951*. The award is given by the American Association for the History of Nursing.

### ASIS Board: Mr. Seamon

Tom Seamon, vice president, division of public safety, has been elected to the Board of Directors of ASIS International. ASIS International with more than 32,000 members is the largest international organization for security professionals.

### Business Week: Wharton No. 1

For the sixth year in a row, The Wharton School Graduate Division has been named best business school by *Business Week* (October 2, 2000). According to the report students "rave about its can-do culture and the school shows up near the top of every recruiter's wish list." Northwestern ranked second, with Harvard, MIT and Duke rounding out the top five.

### Awards for WXPB

This year, WXPB came away from the 2000 Gavin Awards ceremony with three major awards in the Triple A format (adult alternative album): — Station of the Year, non-commercial, for the fifth consecutive year, — Program Director of the Year, Bruce Warren, non-commercial, and — Music Director/Assistant Program Director of the Year, non-commercial, Shawn Stewart.

Gavin is America's most trusted name in music research for radio. Founded in 1958 by Bill Gavin, the San Francisco-based national radio & music trade magazine provides up-to-date information on what America's contemporary music radio stations are playing.

David Dye, host of *World Cafe*, has received two awards for outstanding broadcasting from the National Federation of Community Broadcasters. The first award, the Silver Reel, recognized a special "Indigenous People's Day," a syndicated Native American show that discussed emerging Native American artists and social and cultural issues that Native Americans address in their music. The second award, a Special Merit Award, was for the show "BB King Pays Tribute to Louis Jordan."

Michaela Majoun, received the Local Honoree Award, presented by Women's Way. This award is given to women who both demonstrate and are consistent with Women's Way's mission: empowering women, promoting equal opportunity, and helping women take control of their lives.

## Admissions and Financial Aid

September 12, 2000

Scheduled for discussion at Council on October 4, 2000

The Council Committee on Admissions and Financial Aid (CAFA) received the following charge on September 30, 1999:

1. Continue to review the University's admissions and financial-aid policies, in the context of its peer institutions, and make recommendations on how Penn might enhance its standing [with regard to its ability to attract applicants to its undergraduate programs] over time.

2. In consultation with the Committee on Pluralism, review the tools available for recruiting and retaining a diverse student population, assess results and trends within those results, and make recommendations regarding changes or additions to the existing approach. Make a preliminary report to Council not later than the December 1999 meeting.

3. Work with the Committee on Recreation and Intercollegiate Athletics in their review of the status of student-athlete admissions [added to the CAFA charge after September 30, 1999].

At each of its meetings, CAFA received reports of progress in the 1999-2000 admissions process from Lee Stetson, Dean of the Office of Undergraduate Admissions (UGAO), and on the undergraduate financial-aid cycle from Bill Schilling, Director of Student Financial Aid (SFA). Those data have been reported elsewhere.

CAFA undertook a review of Leboy, Phoebe, *On Recruitment and Retention of Minority Faculty and Students, Almanac, 3/23/99, pp 3-6*. The Committee elected to confine its study of this report to the data on undergraduate admissions and retention, and to the tentative conclusions drawn from those data.

The data cited by Professor Leboy were provided by COFHE (Consortium on Financing Higher Education) in an effort to compare admission and retention statistics for various minority groups across the undergraduate schools of the Ivy League. COFHE solicited data from each participating school with a promise of confidentiality; thus, when the data were reduced, compiled, and reported back to participating schools, only the recipient school was named. Penn received a package in which its performance is compared against the Ivy League Low, High, Average, and Median in each of several categories.

Committee members recognized the basis for the concerns expressed by Professor Leboy, and also identified several unexplained numerical inconsistencies in the data as reported. The Committee charged the Chair to learn more about the protocols of data reporting from resource persons in the Office of Undergraduate Admissions at Penn. In consultation with Eric Kaplan of that office, the Chair learned that COFHE had offered no guidelines to participating schools as to how admission and retention data should be reported, and that each school had chosen to report its data in a form that suited either its convenience or its immediate purpose. For example, Penn did not list among its alumni/ae a substantial number of students who had met all academic requirements to graduate but still carried outstanding balances in student accounts; many other Ivies list those students as "graduated". The Committee concluded that the data on which the table cited in Leboy 1999 were based were not strictly comparable, and thus that the conclusions apparent from the data could not be supported (Professor Leboy expressed similar reservations in her report).

CAFA requested further information on undergraduate admissions and retention from Bernard Lentz, Director of Institutional Research and Analysis (IRA). Dr. Lentz' presentation was attended by members of both CAFA and the Council Committee on Pluralism.

It was apparent from Dr. Lentz' presentation and from subsequent meetings of Dr. Lentz and the CAFA Chair that IRA is in the process of gathering data about admissions and retention at Penn that are far more comprehensive than data provided to COFHE. Under the initial direction of Michael Wachter as Deputy Provost, the Council of Undergraduate Deans (CUD) and the IRA have convened a Retention Liaisons Working Group with representation from the central administration and from the four undergraduate schools. This group has put in place a comprehensive program of student support designed to track retention statistics closely and to intervene constructively in cases of students at apparent risk of failing to graduate in a timely manner.

CAFA learned that Douglas Massey, Professor and Chair of Sociology,

has received a substantial multi-year grant from the Andrew W. Mellon Foundation to enable him to undertake a comprehensive study of recruitment and retention of minority students at Penn and at 28 selective undergraduate schools.

CAFA requested information from the Admissions Office on programs currently in place to recruit minority undergraduates. Rodney Morrison, Director of Minority Recruitment of UGAO, briefed the Committee. Members of the Council Committee on Pluralism also attended that session.

Members of CAFA concluded that the resources currently dedicated by UGAO, SFA, CUD, and IRA to address questions of undergraduate recruitment and retention promise that CAFA will soon have access to data far superior to what our Committee has studied in past years. The Committee members agreed to defer further discussion of recruitment and retention of minority undergraduates until some of those data become available. CAFA commends the scope and focus of Penn programs now in place and under development to address both perceived and real problems of recruitment and retention of minority students, and recommends that Bernard Lentz (or his designee) is appointed an ex-officio member of CAFA.

CAFA received from undergraduate members of the Committee a proposal by the Undergraduate Assembly (UA) to modify existing procedures in awarding undergraduate financial aid. The proposal would enable each aided undergraduate to spend one summer in an unpaid internship or volunteer position without incurring the obligation to contribute summer earnings that year toward the self-help component of financial aid. Undergraduate members of CAFA offered a compelling case that, as a consequence of the requirement that each aided undergraduate make a contribution from summer earnings to the self-help component of his/her aid package, aided undergraduates have been denied educational and community-service opportunities available to fellow students not receiving financial aid.

While CAFA recognized that it is beyond the capacity of the University to provide aided students with all the opportunities available to their wealthier classmates, the Committee concluded that the UA proposal offered substantial academic benefit at relatively low cost. CAFA endorsed the UA proposal on February 17, 2000, in a letter to Provost Robert Barchi.

The Office of Student Financial Aid moved quickly to announce the availability of Summer Savings Waiver Awards to aided undergraduates, and solicited applications for such awards from that community. The announcement appeared after many students had made summer plans, but 133 applications were received. Of those, 108 were approved by a committee appointed by Student Financial Aid (the Chair of CAFA was included), and 24 were denied. Of the 24 applications denied, 13 were deemed to fall outside the scope of the award program, 10 were from students whose compensation for summer internships would equal normal summer earnings, and 1 was received too late to be considered. One of the applications is still under review.

CAFA and the Office of Student Financial Aid anticipate a larger number of applications for Summer Savings Waiver Awards in future years.

Late in the year CAFA requested a briefing on the complex processes of recruitment and admission of student athletes to the undergraduate student body. Members of the Committee were briefed by Martin Bonilla, UGAO, and Rosemarie Burnett, Assistant Director of Athletics, and decided to recommend that a review of those procedures be placed on the calendar of CAFA for 2000-2001.

—Robert F. Giegengack, Chair

### 1999-2000 Council Committee on Admissions and Financial Aid

**Chair:** Robert F. Giegengack, geology; **Faculty:** Larry Gladney, physics & astron; Paul Korshin, English; Abba Krieger, statistics; Kathy McCauley, nursing; Warren Seider, chem engr; Susan Silverton, dental; Dwight Stambolian, ophthalmol/med; **Graduate/professional students:** Victor Calanog, Wharton; Jeffrey Daman, Law; Evis Cama, GAS; **Undergraduate students:** Tiffany Hinton, EAS; Hardik Chaudhari, EAS; Kathryn Whitfield, SAS; **PPSA:** Afi Roberson, African American Res Ctr; **Ex officio:** Terri Conn, for vice provost university life; Suzanne Kauffman Deputy, Wharton; Sharon Pepe, Penn Plan; William Schilling, student financial aid; Willis Stetson, admissions; John Vohs, SEAS.



## Pluralism

September 7, 2000

*Discussed at Council April 26, 2000 and is scheduled for further discussion at Council on October 4, 2000*

### Committee Charges, 1999-2000

During the academic year, the Committee met eight times and divided into three subcommittees in order to address each of the charges. During academic year 1999-2000, the Committee on Pluralism focused on three specific charges:

- The Committee was asked to review the policies and procedures of the University that help to create and maintain a diverse community. Within that context, the Committee, as requested by Council, specifically focused on the roles played by the composition and conduct of the Division of Public Safety in ensuring respect for diversity in the University community.
- In consultation with the Committee on Admissions and Financial Aid, the Pluralism Committee was asked to review the tools available for recruiting and retaining a diverse student population, assess their results and trends within those results, and make recommendations regarding changes or additions to the existing approach.
- In addition, the Pluralism Committee, working with the Committee on Student Affairs, was asked to make recommendations on how to maintain an environment that embraces pluralism within the student body with regard to race, ethnicity, gender, sexual orientation and religion.

### Comment on Last Year's Pluralism Committee Report

In October, the Chair of the Pluralism Committee met with University Council to discuss the Pluralism Committee's report from the 1998-1999 academic year. As Council was aware, that report focused largely on Asian American issues on campus. This year's Committee on Pluralism commends the University for recognizing the needs of the Asian American student population and supporting the creation of the Pan Asian American Community House (PAACH). PAACH will be located on the first floor of the former Christian Association building and will join La Casa Latina, UMOJA, and a satellite office for the Greenfield Intercultural Center.

Many student cultural groups now will be housed together in the former Christian Association building. The Pluralism Committee supports this effort to create a hub of diversity at the center of campus and looks forward to helping to assess its success in supporting an environment that embraces pluralism.

### Diversity in the University Community and the Division of Public Safety

A subcommittee, chaired by Professor Regina Austin, has examined issues raised both here in Council and in the broader community regarding the roles played by the composition and conduct of the Division of Public Safety in ensuring respect for diversity within the community.

The subcommittee narrowed in on the concerns of racial/ethnic minorities and women. Members of the subcommittee interviewed faculty and administrators who deal with the individuals from the targeted constituencies to gain some idea as to the level of disappointment and distress that might exist with regard to Public Safety. This collection of anecdotal information will continue.

The subcommittee reviewed the history of committee reports dealing with interactions between Public Safety and the University community. The subcommittee also had a meeting with Vice President of Public Safety Thomas Seamon and Chief of Police Maureen Rush in which we began a dialogue that will continue into the next academic year. The discussion produced several issues as to which particular attention will be given and as to which recommendations are likely to be made. Among the topics that will continue to be followed and monitored are:

- The steps that Public Safety is taking to insure that street-level interactions between members of the department and minority members of the community are warranted and respectful;
- The steps that might be taken to increase the information available to persons who innocently and involuntarily come to contact with members of the division and may have concerns or complaints about their treatment, including the use of business cards containing the name and badge number of the officers involved in the interaction as well as the phone numbers or an e-mail address where grievances might be registered;
- The procedures in place for dealing with complaints or otherwise addressing the dissatisfaction of members of the community who feel that they have been inequitably or improperly treated;
- Data with regard to the diversity of the force at all levels and efforts being made to attract and retain officers from underrepresented groups; and,
- The extent to which the Special Services section is fulfilling the needs of its targeted constituencies, particularly women.

While the Pluralism Committee continues to be interested in these issues, University Council's Safety and Security Committee, under the leadership of Professor Austin, will continue to pursue this overall charge and the specific issues highlighted by the subcommittee's work.

### Recruitment and Retention of Minority Students

Tariff Remtulla chaired this subcommittee and the subcommittee met with the Admissions and Financial Aid Committee to consider the issues in the charge. The Committee would like the University Council and broader University community to recognize that these are ongoing issues and the Pluralism Committee will continue its focus on these challenges in the coming academic year.

In March, Dean of Undergraduate Admissions Lee Stetson reported to Council on the University's minority recruitment initiatives, Penn's strengths and weaknesses in attracting minority students, and applications and admit rates for Black, Latino/Hispanic, and Native American students. In his report, Dean Stetson noted that Penn has to compete aggressively with its peer institutions for minority students. Financial aid is part of this equation, and he stated that Penn actively recruits with its financial aid packages, and does so very aggressively. When a student has a concern that the amount of financial aid does not meet their requirements, the Office of Student Financial Services is inclined to come into line with other Ivy League institutions, and help try to make it a better offer.

Penn faces considerable challenges here. As President Rodin reported to Council in October, the University spends tens of millions of dollars a year on financial aid, \$55 million last year alone. The lion's share of that money, however, is taken from the operating budget, as Penn's endowment is very small compared with its counterparts. Penn's financial aid is comprised of six percent from endowments and ninety-four percent from the operating budget. The Undergraduate Financial Aid Endowment is at \$123 million—representing a doubling of the number of endowment funds between FY'97-99—but there clearly is more to be done. The Committee is pleased that President Rodin indicated at the April Council meeting that both undergraduate and graduate financial aid increases and funding for minority recruitment and retention projects are part of the strategic initiatives in the FY 2001 budget.

We appreciate the attention Council devoted to the issues of minority student recruitment and financial aid this year and would recommend that Bill Schilling of Student Financial Services and Dean Stetson be called upon to brief Council on an annual basis regarding progress in these areas. We also would like to commend the United Minorities Council and its collaboration with the Office of Admissions to tailor the Office's communications to the language needs of the families of students as well as to increase the involvement of minority students and alumni in the recruitment process.

With regard to minority retention, both Pluralism and the Committee on Admissions and Financial Aid met with Dr. Barney Lentz to get a better understanding of the initiatives currently in place and their impact. Graduation rates for African-American and Latino students are lower than for other students. African-American and Latino students are frequently burdened with financial difficulties, which can severely and understandably affect academic performance or prevent students from graduating. Since 1997, Penn has through increased use of available financial aid, delivered diplomas to a higher percentage of African-American and Latino students from recent graduating classes; helped these students by extending new, more flexible loan arrangements; and provided integrated academic and financial advice to avoid potential barriers to graduation. The results are promising. From 1996 to 1998, the four-year graduation rate increased for all undergraduates from 79.6% to 81.8%; for African-American undergraduates from 55.5% to 69.5%; and for Latino undergraduates from 62.6% to 78.1%. These improvements come from a combination of improved advising for students and improved tracking of aided students.

These are ongoing issues for the University and while we are encouraged by these improvements, the Committee will focus additional attention on these issues next year. In addition to understanding the impact of Penn's initiative on a year-to-year basis, the Pluralism Committee hopes to establish Penn's efforts and achievements in the context of its peer institutions.

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## Environment Embracing Pluralism

The Pluralism Committee did not have the opportunity to complete its recommendations on how to maintain an environment that embraces pluralism within the student body with regard to race, ethnicity, gender, sexual orientation and religion. As mentioned above, the Committee is interested in assessing the impact of creating a hub of diversity at the center of campus as envisioned on Locust Walk. The Committee also takes note of the increased collaboration between the Undergraduate Assembly and the United Minorities Council and the efforts by both groups to facilitate dialogues on race relations, diversity, and minority student retention. The increased diversity of the representatives of the Undergraduate Assembly also creates opportunities for additional conversations about the cultural environment at Penn.

The Committee intends to begin to examine religious pluralism at the University next year by gathering information about the presence and

acceptance of different religious traditions at the University. This will be the Committee's primary focus for the 2000-2001 academic year.

— Stephen N. Dunning, Chair

## 1999-2000 Council Committee on Pluralism

**Chair:** Stephen N. Dunning, religious st; **Faculty:** G. Anandalingham, syst engr; Regina Austin, law; Julie Fairman, nursing; Farah Griffin, English; William Labov, linguistics; Vivianne Nachmias, cell & dev biol/med; Antonia Villarruel, nursing; **Graduate/professional Students:** Barbara Hall, GAS; **Undergraduate:** Ari Alexander, COL; Tariq Remtulla, COL; one to be named; **PPSA:** Florence Halloran, acad support prog; Chad Leonard, benefits; **A-3:** John Hogan, Biddle Law Library; Lia LaVassaur, Ctr Profl Dev; Keith Martin, CGS; **Ex officio:** Jeanne Arnold, dir, African Amer Resource Ctr; Doug Berger, dir, residential living; Elena DiLapi, dir, Penn Women's Ctr; Joyce Randolph, dir, intl prog; Scott Reikofski, dir, fraternity/sorority affrs; Debra Smiley Koita, chair, A-3 Assembly; Terri White, chair, PPSA.

## Communications

August 9, 2000

Discussed at Council on April 19, 2000

### Background

The Committee met six times by itself during the academic year, held one joint meeting with the Library Committee, and was, as has become customary and should continue, invited to attend the Network Planning Task Force's (NPTF) annual "State of the Union" meeting. The major topics that have been addressed and our conclusions and/or recommendations concerning them are summarized in separate sections below. The first seven sections cover the specific charges given to the Committee by the Council Steering Committee this year, the next five reports on additional issues that came to our attention.

### Electronic Privacy

The subcommittee originally appointed in 1994-95 to draft an electronic privacy policy brought the then current version of the policy that had been agreed with the General Counsel's Office to the Committee in the fall, and, based largely on the prognosis that it would be difficult to win further improvements, it was approved unanimously. University Council at its meetings in January, February (an Open Forum then discussed the policy on the subject), March and April. Numerous suggestions, many already unsuccessfully sought by the drafting subcommittee, were made. Council's interest markedly accelerated the formerly glacial progress of negotiations on this issue and in the intervals between these meetings substantial improvements were made and circulated to the Committee for comment. The Vice President and General Counsel and the Vice Provost for Information Systems and Computing (ISC) are to be commended for their efforts in this process. The version of the policy presented in April was approved unanimously by Council, is now published For Comment, and should be promulgated, with any such further modifications that may be called for, in September.

### Pennsylvania Current

The Committee received a presentation on the genesis, goals and development of *Pennsylvania Current*. We agreed that it fulfills its intended function of presenting the official viewpoint on current issues, together with news items and personal sketches that show the University as an institution in a positive light, in an appropriate manner. Although originally aimed primarily at students, it does not appear to be widely read by them, and is probably more successful in reaching staff, its intended secondary audience. It was agreed that, unless a much more elaborate and expensive delivery mechanism is developed, this was to be expected, and that nonetheless *Current* plays a necessary role in the spectrum of internal University communications.

### NPTF and the PennNet Modem Pool

The issue that dominated the "State of the Union" meeting of the NPTF and was discussed at several other meetings, including that with the Library Committee, was the proposed phased elimination of the PennNet modem pool. There was general agreement, albeit somewhat grudgingly by some, that this was a necessary and appropriate development. Compelling arguments included: it is a rapidly escalating economic burden for ISC to provide state of the art services; a significant but unquantified fraction of modem pool usage is unrelated to the mission of the University; many current users could obtain better services at less overall cost from a commercial provider (ISP). However some who experimented with ISP's found their services, at least initially, to be less than fully responsive. General concerns included the impact that this transition might have on such desirable developments as telecommuting and the increasing use of

electronic communications in the educational process. Most reservations centered on those units, such as the Library, and individuals, such as graduate students and relatively junior staff who live within the city, who could be negatively impacted. The Library's concern derived from the need to authenticate those who access the proprietary databases that it makes available, and is contractually obligated to restrict, to members of the University community. A satisfactory solution has been devised and implemented by ISC. For those who live within the city access to the modem pool is a local telephone call. Thus use of an ISP would represent an additional cost to them, and for those for whom this is required, for example TAs who may need to be electronically available to students over extended hours, and are supported by stipends or salaries at the lower end of the scale, this may be an undue burden. ISC had wished, and the Committee encouraged them, to establish a University-wide solution for graduate students, but the deans decided to retain the authority for all decisions about reimbursement of PennNet access costs. Thus resolution of these cases will be the responsibility of the schools. Some accommodations by ISC, such as the continued maintenance of a free-access express modem pool with short session limits, should help to alleviate these and some other transitional problems. The Committee should continue to monitor the progress of and issues arising from the modem pool transition.

### Penn Web Site

The pilot version of a new Web design was released on a trial basis early in the year, but not launched due to a decidedly mixed reaction. The Committee was informed that the evolution of the site is dependent on decisions that relate more to organizational management than to technological or aesthetic questions. We agreed that design development should await the implementation of a management structure that confers appropriate "ownership", and that the Committee should take up the design issue again with whomever becomes responsible when that is resolved.

### Penntrex

The Committee received a presentation on Penntrex (= Penn Centrex) which provides telephone services for all those on campus, including students in the residences, for whom simplified ordering, installation and customer service are supplied. Some services are also available to off-campus students. As well as simplifying the interface with the local supplier for this audience, Telecommunications is able to leverage purchase of long distance services at highly favorable rates. Several members of the Committee wished that they could avail themselves of such economies. The growth of cellular and Internet telephony and the fierce competition between long distance carriers may however lead to a diminution of this advantage. The one aspect of Penntrex that is least well received is its billing. We believe that this is largely due to the unavoidable delay in collating information from the third party vendors and that, while this cannot be wholly eliminated, some electronic billing options under consideration could reduce its impact.

### Library Outreach to Students

The Committee met with the Library Committee to discuss the question of how to alert students to the Library services available in a timely fashion, to minimize the regular crush and consequent frustrations when the first term papers become imminently due. We agreed that in view of the torrent of information that overwhelms admitted students prior to matriculation (which is in itself is a matter for concern) it would be

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counterproductive to attempt to transmit this information before its need is apparent. We therefore recommended that use of the Library and direction towards the appropriate resources be incorporated into freshman writing courses and selected freshman seminars and coordinated with the residential Library Advisor program.

## Dissemination of Benefits Information

Time ran out before a meeting with the Personnel Benefits Committee to discuss this issue could be arranged, so it should be continued as a charge to the Committee.

## PennCard Services

We received an update from Campus Card Services on the development of PennCard services. The use of smart card technology had not achieved the gains that had been projected in the industry. Instead the off-line processing of the necessary information by as many as five different systems materially impeded the delivery of the help and problem resolution functions. Campus Card Services therefore plan to move towards the on-line processing of magnetic strip information by a single system, with an expectation of considerable simplification and enhancement of these customer service functions.

## Y2K

The Committee heard a brief report on the largely problem-free transition and the substantial effort that lay behind it.

## Faculty/Staff Telephone Directory

Business Services briefed the Committee on the significant delay in distribution of the directory this year. Outsourcing its production to a contractor unfamiliar with this kind of product and thus unaware of the process and complexity of the information to be collected and collated caused this. This attempt was motivated by the personnel-intensive nature of the process during a short time period and consequent staffing difficulties. These will be addressed by reorganizing the timetable and process for information gathering, in particular utilizing user-supplied updates to the on-line directory for the white page section, the most labor-intensive element. The production of the directory will be brought back in house and

its circulation is expected to be timely this fall. Meanwhile longer-term options for harnessing external resources for the production of the directory will be reviewed and considered.

## Almanac

The Committee met with the recently appointed Editor of *Almanac*, who presented information on the growth of electronic access to *Almanac* information and discussed her plans for developing this and assessing readership impact.

## Computer Disconnect Appeal Board

As required by the Computer Disconnect Policy, enacted upon the recommendation of the Committee the previous year, a group was appointed to hear the cases of those who wished to appeal their disconnection. The Committee Chair received notice of intent to appeal from one individual during the year and, as envisaged by the policy, attempted to resolve the case by mediation. This proved successful.

## Conclusion/Acknowledgments

The Committee thanks Ms. Tram Nguyen of the Office of the Secretary for her cheerful and efficient staffing, occasionally in the face of tribulations caused by the scarcity of space during the renovations to Houston Hall.

As has been our experience in the past we have enjoyed excellent support and responsiveness from University staff in ISC and elsewhere whom we have invited to discuss their areas of responsibility.

— Martin Pring, Chair

## 1999-2000 Council Committee on Communications

**Chair:** Martin Pring (physiol/med); **Faculty:** Gerald Faulhaber, pub pol & mgmt; Ellis Golub, biochem/dental; Steven Kimbrough, oper & info mgmt; P. David Mozley, radiol & psych; Russell Neuman, communication; David Smith anesthesia/med; Dana Tomlin, land arch; **Graduate/professional students:** Linda Rauscher GAS; Eric Zimmer, ASP; **Undergraduate students:** Nicole Baker, COL; **PPSA:** Gene N. Haldeman, ugrad admissions; David Millar, ISC; **A-3:** Donna Arthur, career plng & placement, law; Catherine Curtin, bioengineering; **Ex officio:** Paul Mosher, vice provost & dir, libraries; James O'Donnell, vice provost, info syst & comp; Ken Wildes, dir, communications; Marie Witt, assoc vp, bus svcs.

# Community Relations

September 3, 2000

Discussed at Council on April 26, 2000

## Meetings

The University Council Committee on Community Relations met eight times during the 1999-2000 academic year to hear reports and conduct discussions within the framework of the following charge:

## Charge

Over the past several years, the University has developed, with community input, a number of initiatives that seek to strengthen its relationship with its neighbors. Continue to maintain oversight of the University's impact on the community, giving special attention to real estate developments and transactions, the planned preK-8 school at the Divinity School, and the Center for Community Partnerships. Conduct meetings with selected neighborhood organizations and their leaders and other residents to determine their perception of the University's relationship with the community.

Expand the scope of the Committee's review to include the University's overall relationship with the City of Philadelphia.

## Caution

At the beginning of each year this committee faces the challenge of ensuring that its members are adequately informed on the University's various programs and activities before it can usefully address its mandate—possibly a greater challenge than for other committees because of the sheer number and diversity of the University's relations with the community and the complexity of its history. The challenge is made more difficult by the fact that many of the members of the committee, representing (as they should) the interests of residents of different specific neighborhoods of West Philadelphia, have to balance their personal interests with the larger concern of the committee. In order to meet this challenge the committee usually spends a significant proportion of its time listening to briefings, leaving most of its information—gathering in the community to informal sampling of members. The existence of "Penn Faculty and Staff for Neighborhood Issues" (PFSNI), with its active listserv, while providing a welcome source of information, makes it more difficult for the Committee assess public opinion at large in the community.

## Organization of Work

After discussing the charge the committee decided that since issues relating to University City and West Philadelphia were more immediate and information about them more accessible, and since much time would necessarily be taken up by briefing there would not be sufficient time to deal with the second paragraph. Briefings were organized in order to inform the members of the Committee on the following subjects:

- Programs of the Office of City and Community Relations (Glenn Bryan, Director)
- Programs of the Center for Community Partnerships (Professor Francis E. Johnston, Faculty Advisory Committee Co-chair)
- Programs of the University City District (Paul Steinke, Executive Director)
- Real estate programs (Leroy D. Nunery, Vice President, Business Services)
- Proposed preK-8 Penn-assisted school (Nancy Streim, Associate Dean, GSE, and Ann Kreidle)
- WXP (Vinnie Curren, Manager)
- University of Pennsylvania Museum for Archaeology and Anthropology (Brian Spooner, Curator)

Discussions arising from these briefings dealt with the following issues:

- Where the boundaries should be drawn to limit the extent of the interests of the Committee and of several of the various interests and projects of the University. This was a contentious issue, on which a variety of opinions were expressed, which was not reducible to a consensus.
- How to ensure the most useful and objective monitoring of perceptions in the community.
- How to deal constructively with the contentious issues relating to the decision on the boundaries of the catchment area for the prospective preK-8 school.
- How to diffuse the us-them image of the Penn Program for Public Service.
- The importance of University support for the outreach efforts of the School of Dental Medicine and the School of Nursing.
- How to capitalize on the success of WXP (which is based on a careful definition of listening communities) by relating it more directly to the local community, as well as using it to promote the image of the University in the

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community through well designed programs publicizing the various services the University offers to the community.

- The need to give the Office of Off-Campus Housing more direct input into the activities of school administrators working with new faculty and staff.
- What to do about the serious increase in helicopter noise, especially after hours.
- How to attract more attention to the state of West Philadelphia streets, especially those used for daily commuting through the community (since much improved).
- How to ensure more useful consultation on the part of public services, such as Septa, in the scheduling of projects that have a major impact on local businesses as well as residential life.
- How to promote safe bicycle use while protecting the rights of pedestrians.
- How to provide more green space.

One subcommittee met at intervals through the year for the purpose of working out better ways to monitor perceptions beyond the opinions that were readily available in the local neighborhood press, the *Inquirer* and the Penn Faculty and Staff for Neighborhood Issues (PFSNI) listserv. The subcommittee addressed both the problem of perception of West Philadelphia in the University and in Center City, and the problem of perceptions of the University in West Philadelphia.

## General Findings

Overall the Committee found that concern about crime and danger on the streets appears to have decreased markedly over recent years, specifically since the University program of investing in the community became known. Attention now is focused rather on what appears to be disregard of local interests on the part of both public services and business interests. Although these may have no relationship to the University, nevertheless the University's image tends to suffer, because of the general impression that the University is powerful enough to make a difference, and if it is not involved it should be. Although in many cases these may have nothing to do with the University, for understandable reasons the University tends to be implicated in local perceptions. Reasoning tends to follow the logic that even if the University is not behind a particular enterprise or project, since it is involved in so many things it could also take a hand in this for the better.

## Recommendations

The Committee was not able to attain closure on all of these issues but wishes to offer the following recommendations:

1. Efforts should be made to involve more Penn faculty and staff residing in West Philadelphia in the Penn Program for Public Service.

2. In the same way that representatives of the University administration are included ex officio on the Committee, representatives from the Committee should be routinely invited to meetings in the Administration that relate to the Committee's work, especially any involving representatives of the Community.

3. Since it is unlikely that future committees will have sufficient time to review the University's overall relations with the City of Philadelphia, it is recommended that this topic be referred to a separate committee.

4. A special committee should be appointed to work out ways to capitalize on the success of the University's public radio station, WXPB, for improved communication between the University and the Community, and especially publication of the University's various services.

5. There is a lack of good information in the Community about the University's policies, priorities, and activities. Next year's committee and perhaps other organs of the University should devote attention to devising ways to improve the interactive flow of information.

6. The Committee should be provided with data on the distribution of Penn employees and graduate students living in West Philadelphia.

7. In forming the committee attention should be given not only to including West Philadelphia residents, but also (where possible) to including residents from different areas of West Philadelphia.

8. The Committee should develop a strategic plan for a term longer than the eight months of an academic year in order to obviate the needed comprehensive annual repetition of briefings.

—Brian Spooner, Chair

## 1999-2000 Council Committee on Community Relations

**Chair:** Brian Spooner, anthro; **Faculty:** Janet Abraham, medicine; Peter Dodson, animal biology; Lois K. Evans, nursing; Klaus Krippendorff, communication; Christopher Looby, English; Lyn Harper Mozley, psychiatry; Richard Womer, pediatrics; **Graduate/professional students:** Kristina Baumli, GAS; Darin Toliver, SW; **Undergraduate students:** Paige Kollock, Col; Rashmi Bhat, Col; **PPSA:** Jody Kolodzey, Development and Alumni Relations; Karlene Burrell-McRae, Greenfield Intercultural Ctr; Namrata Narain, Population Studies Ctr.; Tchet Dereic Dorman, Educ Opportunity Ctr; **A-3:** Barbara Holmes, Off-Campus Living; Regina Cantave, ISC; **Ex officio:** Jeanne Arnold, African American Res Ctr; Glenn Bryan, community relations; Vinnie Curren, WXPB; Michael Diorka, recreation; Lee D. Nunery, bus svcs for exec vice president; Pam Robinson, College Houses; Michael Rose, Annenberg Center.

## Personnel Benefits

September 11, 2000

Discussed at Council on April 19, 2000

Four general areas have occupied the attention of the committee this year: Healthcare, Retirement, Privacy and Education/Communication.

### Healthcare

The closing of two Cardiac Rehabilitation Centers by the University of Pennsylvania Health System (UPHS) has caused great concern. It resulted in substantially reduced convenience and general availability of the services for those enrolled in PENNCare. It may also have resulted in a decrease in the quality of such care and, in some cases wherein enrollees have felt the need to go to out-of-network providers for the services, increased their costs. A concern was also expressed about those people in West Philadelphia who use the Presbyterian Center because they may face particular hardships in securing alternative treatment.

The first problem with such a decision is that it occurred in the middle of a contractual period, leaving enrollees locked into a plan until the new enrollment period that was several months away. Furthermore, there is concern that other in-year changes might take place in the future that could seriously erode the availability and quality, and increase the cost of services available to University employees with no recourse open to them. The committee recommends that if UPHS must make such changes it does so, if at all possible, only at the end of contractual periods and provide both ample notification and clarification prior to re-enrollment decisions. The committee further recommends that when this proves not to be feasible, that every effort be made to minimize the inconvenience, possible diminution in the quality of service and potential escalation in the costs of those services. It may also be desirable to enable enrollees to make changes in their enrollment decisions prior to the end of the contract period. In no case should cost savings be realized at the expense of enrollees. Enrollees

should be guaranteed comparable service at no added cost to them for the duration of the contract period.

Also, concerns have been raised about the quality of service offered by Independence Blue Cross (IBC) in support of several University Healthcare Plans. Apparently they have a near monopolistic control over healthcare administration in the Delaware Valley and that control has apparently led to a level of quality in the delivery of services that is substantially below that offered in other areas of the country. The PENNCare Coordinating Group is now evaluating the IBC and will be presenting its recommendations. A UPHS Coordinating Committee is likewise examining ways to improve access to PENNCare as well as investigating other operational and developmental issues.

The proposed new prescription drug plan will provide mental (behavioral) health parity with respect to prescription drugs as recommended by this committee. The committee welcomed this decision. The proposed plan will offer 90% reimbursement for all generic drugs as well as brand-name drugs for which there is no generic equivalent, or if the brand-name is specified by the physician, and 70% for brand-name drugs when a generic is available. The current plan offers 80% reimbursement for all drugs. Also, other options for bringing mental health into full parity with other illnesses are being given serious attention by the Administration and additional recommendations are expected soon. The Committee applauds these efforts and strongly encourages the University to push toward full parity as expeditiously as possible.

Caremark has been designated, as the new administrator of our prescription drug plan and the committee will monitor the performance of this

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organization over the 2000-2001 academic year.

A review of the performance of Hewitt Associates in administering the University's health and welfare programs was begun at the April (final) meeting of the committee. Anecdotally, there appears to be a high level of satisfaction with their performance but detailed, quantitative data were requested by the committee for review in the fall of 2000.

### Retirement

An option that has been requested for many years by the A3 Assembly has finally been approved by the University. A1s and A2s, who choose to do so, have had the option of enrolling in a Tax-Deferred Annuity Plan (TDA), which is seen, in many cases, to be more beneficial to its enrollees than the Retirement Allowance Plan (RAP) presently available to the A3 employees. Current A3 employees will now have a one-time option to switch to the TDA and all new employees will be automatically enrolled in a new plan that provides a choice between a non-contributory plan on the part of the employee with an age-based University contribution and an employee contributory plan with a University match.

Early withdrawal options from one's retirement plan as well as the use of retirement funds in a program of graded retirement continues to be examined by the committee.

### Employee Confidentiality

Concerns have been raised by this and other committees as to the confidentiality of employee information. The committee endorsed the need for a monitoring committee. If, for example, the University releases (or sells) contact information about University employees and/or students to a credit card company (or provides University endorsement of such a card), what special benefits accrue either to the University or to the employees/students as a consequence? How and by whom are such

decisions to be made? And under what guidelines? What might such information include? Is confidential information released? Who within and outside of the University has access to what kinds of information?

### Education and Communication

A recurring theme across the benefits issues is that of education and communication. Employee benefits in nearly all areas (but particularly with respect to healthcare and retirement) are becoming increasingly complex and difficult to understand. Making informed choices at enrollment time is becoming exceedingly challenging (perhaps impossible). Even those of us on the Benefits Committee, who probably spend more time with these issues than other employees and who have experts available to us, find much of the information confusing. Trying to discover what implications various plans, policies and practices have for implementation in our daily lives is, increasingly, demanding. It is hoped that new applications of technology may facilitate the flow of relevant information to employees, including the ability of each employee to view his/her personal account. We will be consulting with the Committee on Communications to determine what improvements might be brought about with respect to these issues.

—Charles E. Dwyer, Chair

### 1999-2000 Council committee on Personnel Benefits

**Chair:** Charles E. Dwyer, edu; **Faculty:** David Hackney, radiol/med; Hendrik Hameka, chemistry; John Hansen-Flaschen, med; Carl Polsky, acctg; Gerald F. Porter, math; Cynthia Scalzi, nursing; Ingrid Waldron, biology; **Graduate/professional students:** Donna Louizides, med; **PPSA:** Michelle Taylor, dental school; Jo-Ann Verrir, career plng & placement, law; Cathy DiBonaventura, ISC; **A-3:** Michael Wisniewski, library acquisitions; Louise Alexander, education; **Ex Officio:** Elenita Bader, dir, benefits; Kenneth Campbell, comptroller; John Heuer, vp, human resources.

## Quality of Student Life

(Formerly Committee on Student Affairs)  
September 22, 2000

Discussed at Council on April 26, 2000

The University Council Committee on Quality of Student Life (CQSL) met nine times during the academic year 1999-2000. It focused on five of the eight charges it was given by University Council: (1) review ways of measuring the success of the Working Group on Alcohol Abuse (WGAA) policy recommendations, (2) evaluate the progress of the College House System, (3) assess the quality of life of students who live off-campus, (4) assess the adequacy of space available for graduate student activities, and (5) review the orientation of transfer students.

### Alcohol Abuse

The committee met several times with Ms. Stephanie Ives, Alcohol Policy Coordinator for the University, to learn about the steps being taken to implement the WGAA policies, and to assist in the development of a survey instrument to measure student drug and alcohol usage on campus. The committee recommended reducing the length and complexity of the instrument, as well as changing the wording of some of the items. These suggestions were incorporated into a questionnaire that was well received by students and that provided a baseline of drug and alcohol usage rates at Penn. The committee concluded that surveying students anonymously was probably the best way to measure the effectiveness of social marketing and other strategies for reducing drug and alcohol abuse.

### College House System

The committee concluded that the College House System is gaining wide acceptance among students, faculty and administrators, and that it has had a clear positive impact on the quality of student life at Penn. The increased acceptance of the College House System appears to be leading to a greater demand for on-campus housing for students in the upper years. Moreover, the social, cultural, academic, communication and advising functions of the house system are widely seen as successful.

### Off-Campus Students

The committee devoted a major portion of its time to learning about the quality of life for students living off-campus. The availability of safe, affordable and conveniently located housing units has become a serious problem in recent years because of rapidly rising housing costs. Using data provided by Mihaela Farcas, Director of the Office of Off-Campus Living (OCL), the committee learned that:

- Housing prices near campus have risen 40% in the past two years

- Students must look for and secure off-campus housing in December of the previous academic year (three months before the availability of on-campus housing is known)

- Graduate and international students are squeezed out of the market by the time they begin looking for housing

- There are concerns about safety among students living in the more distant parts of Philadelphia. Off-campus students are also concerned about access to computers and to activities and services offered by the college houses.

In view of these facts, the committee recommends the University take the following steps:

- Increase funding to graduate students so they can afford to live near campus.

- Work with local realtors to guarantee that an adequate supply of housing units be kept available for students arriving in the spring and summer.

- Increase the number of available off-campus housing units and insure that these are available and affordable to undergraduate students.

- Assess the computing (IT) needs of students living off-campus and provide these students with easy access to on-campus computers.

- Assess the integration of off-campus students into the College House System.

### Graduate Student Space

The committee wrote a letter to the Provost supporting the Graduate and Professional Student Assembly (GAPSA) proposal for a graduate student center on Locust Walk. While the committee was pleased to see that the Locust Walk Committee allocated adequate space, there remains a concern that funding be provided to staff the center.

### Transfer Student Orientation

The committee is satisfied with changes made recently to include transfer students in the orientation program during August.

—Anthony L. Rostain, Chair

### 1999-2000 Council Committee on Quality of Student Life

**Chair:** Anthony Rostain, psychiatry; **Faculty:** Linda Brown, nursing; Helen C. Davies, microbiol/med; Dennis DeTurck, mathematics; Zoltan Domotor, philosophy; Alan Mann, anthropology; Karin McGowan, pediatrics; Michael Zuckerman, history; **Graduate/professional students:** Victor Calanog, WHG; Kendra Nicholson, SW; **Undergraduate students:** Gisela Glandt, COL; Vani Krishnamurthy, COL; Nishchay Maskay, COL; **PPSA:** Peggy Curchack, career svcs; Anne Mickle, college house prog; **Ex officio:** William Christian Gipson, University chaplain; Kendra Nicholson, interim chair, GAPSA; Michael Silver, chair, UA; Valarie Swain-Cade McCoullum, VPUL.

**EMPLOYEE PAYSTUB FORMAT:**

PAYMENT	AMOUNT	HOURS	AMOUNT	YR TO-DATE
<b>TOTALS</b>				
GROSS PAY	AMOUNT	YR-TO-DATE	-GROUP LF (12) -TIAA or VAN DED (13) -TIAA or VAN SD% or SD\$ (14) -DEP LIFE DED (15) -LONG TERM CARE (16) DED TOTAL (17)	
-HLTH SHL (1) -DEN SHL (2) -VISION CA (3) -DEP SHL (4) -MED REIMB (5) SHEL TOTAL (6) -TIAA or VAN RED (7) -TIAA SR% or SR\$ (8) -VAN SR% or SR\$ (9) -SRA R% or SRA R\$ (10) RED TOTAL (11) TAX TOTAL SUBTOTAL				

**What's in a Code?****Explaining the Benefits Codes Listed on Your Pay Stub**

The following is an explanation of the benefit codes which may appear on the pay stubs of faculty and staff. The categories are grouped as shelters, pre-tax reductions, and after-tax deductions (listed after taxes). Within each category, the individual items are listed below in the approximate order that they would appear on the stub.

Please note that any University contributions toward your Tax-Deferred Retirement Plan (i.e. University Basic and Matching contributions) are not shown on your pay stub. Rather, they will appear in the quarterly statements you receive from TIAA-CREF and/or Vanguard. If you have any questions, you may call the Retirement Call Center at 1-877-PENN-RET (1-877-736-6738).

—Human Resources

**Benefit Code Description****A. Pre-Tax Deductions/Shelters—Medical, Dental, Vision and Pre-Tax Expense Accounts**

(1) **HLTH SHL** Your contribution to your Health or Medical Plan. "SHL" indicates that this amount is sheltered from Social Security, federal and state income tax.

(2) **DEN SHL** Your contribution to your Dental coverage. This has the same shelter as the Medical plan contributions.

(3) **VISION CA** Your contribution to your Vision Care coverage. This has the same shelter as the Medical and Dental plan contributions.

(4) **DEP SHL** Your contribution to the Dependent Care Pre-Tax Expense Account. Although sheltered from Social Security and federal taxes, this is subject to state income taxes.

(5) **MED REIMB** Your contribution to the Health Care Pre-Tax Expense Account. This has the same shelter as the Dependent Care Pre-Tax Expense Account.

(6) **SHEL TOTAL** Total of your Medical, Dental, Vision, Dependent Care and Health Care Pre-Tax Expense Account contributions.

**B. Pre-Tax Reductions—Retirement**

(7) **TIAA or VAN RED** Your TIAA-CREF (TIAA) or Vanguard (VAN) pre-tax contribution to the Tax-Deferred Retirement Plan which is eligible for the University Match (up to 5% of base salary).

(8) **TIAA SR% or SR\$** Your pre-tax contribution to the Supplemental Retirement Annuity through TIAA-CREF's Additional Basic account. This is either a percentage of your base salary (SR%) or a flat dollar amount (SR\$).

(9) **VAN SR% or SR\$** Your pre-tax contribution to the Supplemental Retirement Annuity through Vanguard. This is either a percentage

of your base salary (SR%) or a flat dollar amount (SR\$).

(10) **SRA R% or SRA R\$** Your pre-tax contribution to the Supplemental Retirement Annuity through TIAA-CREF's Supplemental account. This is either a percentage of your base salary (SRA R%) or a flat dollar amount (SRA R\$).

(11) **RED TOTAL** Total of your pre-tax contributions to Vanguard and TIAA/CREF in both the Tax-Deferred Retirement Plan (Matching Component) and the Supplemental Retirement Annuity. (Note that if the total of these contributions by the end of December 2000 is \$10,500, you may have reached your maximum contribution limit for the year. You may call the Retirement Call Center at 1-877-736-6738 to verify your limit.)

**C. After-Tax Deductions**

(12) **GROUP LF** Your after-tax contribution to your Group Life Insurance coverage.

(13) **TIAA or VAN DED** Your TIAA-CREF (TIAA) or Vanguard (VAN) after-tax contribution to the Tax-Deferred Retirement Plan.

(14) **TIAA or VAN SD% or SD\$** Your TIAA-CREF (TIAA) or Vanguard (VAN) after-tax contribution to the Supplemental Retirement Annuity.

(15) **DEP LIFE DED** Your after-tax contribution to your Dependent Life Insurance coverage.

(16) **LONG TERM CARE** Your after-tax contribution to your Long-Term Care coverage.

(17) **DED TOTAL** Total of your after-tax contributions for Group Life, the Tax-Deferred Retirement Plan, the Supplemental Retirement Annuity, Dependent Life Insurance, and Long-Term Care coverage.

**EHRs Training: October**

The following training programs are required by the Occupational Safety & Health Administration (OSHA), the Nuclear Regulatory Commission (NRC), and The Commonwealth of Pennsylvania (DEP), for all employees who work with hazardous substances including: chemicals, human blood, blood products, fluids, and human tissue specimens and radioactive materials. These programs are presented by the Office of Environmental Health & Radiation Safety (EHRS). Attendance is required at one or more session, depending upon the employee's potential exposures.

**Introduction to Laboratory Safety at Penn (Chemical Hygiene Training);** provides a comprehensive introduction to laboratory safety practices and procedures and familiarizes the laboratory employee with the Chemical Hygiene Plan. For employees who have not previously attended *Laboratory Safety* at Penn. Required for all University employees who work in laboratories. October 3, 9:30 a.m., BRB II, Auditorium.

**Introduction to Occupational Exposure to Bloodborne Pathogens;** significant information for employees who have not previously attended *Bloodborne Pathogens* training at Penn. Required for all Penn employees potentially exposed to human blood or blood products, human body fluids, and/or human tissue. October 11, 9:30 a.m., BRB II, Auditorium.

**Occupational Exposure to Bloodborne Pathogens (In a clinical setting);** required for all Penn faculty and staff who have potential clinical exposures to blood and other human source material. It is intended for employees with direct patient contact, or those who handle clinical specimens, and administrators who routinely work in a clinical environment. For employees who have not previously attended *Bloodborne Pathogens* training at Penn. It is available on-line at [www.ehrs.upenn.edu](http://www.ehrs.upenn.edu).

**Laboratory Safety—Annual Update;** required annually for all laboratory employees who have previously attended *Chemical Hygiene Training*. Those who work with human source materials, HIV or hepatitis viruses must attend the *Laboratory Safety and Bloodborne Pathogens—Annual Update*. October 5, 9:30 a.m., BRBII, Room 252, Laboratory.

**Safety and Bloodborne Pathogens—Annual Update;** required annually for all who work with human source material, HIV or hepatitis viruses and have previously attended *Occupational Exposure to Bloodborne Pathogens*. General laboratory safety and bloodborne pathogens are discussed. Participation in *Laboratory Safety—Annual Update* is not required if this program is attended. October 13, 9:30 a.m., BRBII, Auditorium.

**Radiation Safety Training—New Worker;** provides information on fundamental radiation concepts and requirements for the use, storage and disposal of radioactive materials at Penn. Personnel working in laboratories where radioactive materials are present are required to attend this training before beginning their work followed by annual attendance at the training program. Updates radioisotope users on current Radiation safety issues and practices. Required of all personnel who work in areas where radioisotopes are used or stored. Training can be completed on-line at [www.ehrs.upenn.edu](http://www.ehrs.upenn.edu) under *Radiation Safety*.

**Radiation Safety Training—Irradiator Users;** individuals interested in becoming authorized to use an irradiator must first receive operational training from the irradiator licensee and radiation safety training from EHRS. Training can be completed on-line at [www.ehrs.upenn.edu](http://www.ehrs.upenn.edu) under *Radiation Safety*.

Check EHRS web site [www.ehrs.upenn.edu](http://www.ehrs.upenn.edu) for additional programs, dates and time or call Bob Leonzio at (215) 898-4453.

**All Aboard Express Almanac**

Want to be apprised of late-breaking news and time-sensitive information that is published only on *Almanac's* website? We will inform you as soon as we post such items if you are on board *Express Almanac*. A free electronic service, *Express Almanac* is sent whenever we add something significant to our website: *Between Issues* news, the latest issue or At Penn calendar.

To register, send an e-mail message with "subscribe" as the Subject to [almanac@pobox.upenn.edu](mailto:almanac@pobox.upenn.edu) and include your name, e-mail address, and mailing address.

—Ed.

**OPPORTUNITIES**

All open positions at Penn are posted on the Human Resources web site at [www.hr.upenn.edu](http://www.hr.upenn.edu). *Today's Penn* Partnership provides services to Penn hiring officers for the hire of permanent and temporary office support staff. *Today's* is also managing the Penn Job Application Center, 3550 Market Street, Suite 110. Contact them at (215) 222-3400. The Center is open 8 a.m.-5 p.m. weekdays where computer stations are available for you to browse the openings and/or apply on-line.



## 8th Annual Penn Family Day: Saturday, October 14

The President, Provost and Executive Vice President invite all Penn faculty and staff, their family and friends to come enjoy food, fun, football and special University Museum family activities at the eighth annual Penn Family Day, which will be held on Saturday, October 14. Tickets are required for the picnic and the football game. See the recently mailed Penn Family Day brochure or the HR web site at [www.hr.upenn.edu/quality](http://www.hr.upenn.edu/quality) for further details.

Complimentary parking will be available at the 34th & Chestnut Streets garage with PENNCARD.

The schedule is as follows:

11 a.m. Picnic and fun on Hill Field,

34th and Walnut (tickets required, see brochure)

- Free for faculty, staff, family and friends
- Menu: Grilled Chicken or all-beef Hotdog, Pasta Salad, Caesar Salad, Dessert, Assorted Beverages
- Entertainment: Penn Glee Club, Penn Marching Band, Penn Cheerleaders, Face Painting, Inflatable Moon Bounce Slide, Cliffhanger, and Balloon Clown

In the event of rain, check: [www.hr.upenn.edu/quality](http://www.hr.upenn.edu/quality) website or Penn MeltLine (215) 898-6358.

12:30 p.m. Penn vs. Columbia Football Game

on Franklin Field, 33rd & Spruce (tickets required, see brochure)

- Free for faculty and staff
- \$2 each for family and friends.

12:30-3 p.m. Special Penn Family Day Activities at the University Museum

University of Pennsylvania Museum, 34th and Spruce (Open 10 a.m. - 4:30 p.m.)

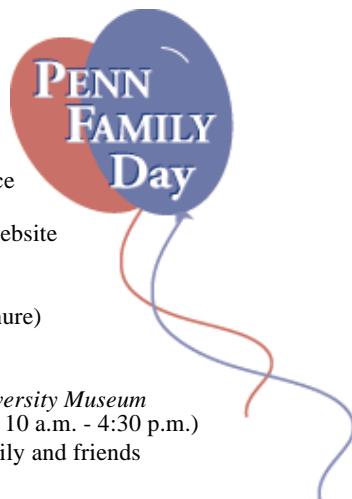
- Free with PENNCARD for faculty and staff, and their family and friends (No advance ticket is required)
- What in the World? (12:30-3 p.m.)  
12:30-2:30 p.m. Games, gallery hunt, coloring station
- 1 & 2 p.m. hour program: Ancient Sumerian School
- 1:30 & 2:30 p.m. Mini gallery tours – Children in the Southwest

Tickets are required for the picnic and the football game. Prior to October 6, tickets may be requested by returning the recently mailed brochure form or the form available on the HR website

[www.hr.upenn.edu/quality](http://www.hr.upenn.edu/quality) to:

Penn Athletic Ticket Office  
Weightman Hall/6322

Tickets may also be picked up in person at Weightman Hall, until October 9.



## CLASSIFIEDS

### RESEARCH

**Shoulder Study:** Do you have shoulder pain or tendinitis? You may qualify for Free therapy. We are studying the effectiveness of a new, scientifically based shoulder exercise program. Testing and treatment are Free and will be performed by a Physical Therapist experienced with managing shoulder problems. Call Jason Bialker MPT at Penn Therapy and Fitness to arrange an appointment for initial testing to see if you qualify. 215-614-0680.

To place a classified ad, call (215) 898-5274.

## 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 11 through September 17, 2000. Also reported were 42 Crimes Against Property: total 35 thefts (including 29 thefts, 2 retail thefts, 4 burglaries, 4 frauds, and 2 vandalism), 1 disorderly conduct. Full reports on the Web ([www.upenn.edu/almanac/v47/n05/crimes.html](http://www.upenn.edu/almanac/v47/n05/crimes.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 September 11 and September 17, 2000. 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 (215) 898-4482.

09/11/00	2:45 PM	4004 Spruce St	Complainant robbed of currency
09/12/00	5:31 PM	3600 Chestnut St	Harassing calls received
09/12/00	8:30 PM	200 blk 38th St	Suspicious male in area/wanted on warrant/Arrest
09/13/00	10:56 PM	4200 blk Walnut St	Arrested for driving intoxicated
09/14/00	3:37 AM	4300 Locust St.	Stop for investigation/wanted on warrant/Arrest
09/14/00	11:28 PM	300 blk 41st St.	Stopped for investigation/wanted on warrant
09/15/00	11:29 PM	38th & Chestnut St.	Suspect fled from vehicle accident/Arrest
09/17/00	3:32 AM	4223 Baltimore Av.	Complainant robbed by unknown person

### 18th District Report

10 incidents and 4 arrests (8 robberies, and 2 aggravated assaults) were reported between September 11 and September 17, 2000 by the 18th District covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

09/11/00	7:09 AM	4702 Cedar Ave.	Robbery
09/11/00	2:40 PM	4004 Spruce St.	Robbery
09/12/00	9:22 AM	3800 Woodland Ave.	Aggravated Assault/Arrest
09/12/00	10:50 PM	4524 Walnut St.	Robbery
09/15/00	12:15 AM	4600 Chester Ave.	Robbery
09/15/00	1:38 PM	4500 Baltimore Ave.	Robbery
09/15/00	6:10 PM	4300 Ludlow Ave.	Robbery/Arrest
09/15/00	7:45 PM	4900 Market St.	Robbery/Arrest
09/16/00	2:30 AM	4612 Walnut St.	Aggravated Assault/Arrest
09/17/00	3:15 AM	4223 Baltimore Ave.	Robbery

## Update

SEPTEMBER AT PENN

### SPECIAL EVENTS

**27 Inaugural Reception: Center for Policy Practice and Research;** a celebration of the new interdisciplinary center; 5 p.m.; Tanenbaum Hall, Law School; Info.: Rae diBlasi (215) 898-7484 (Law School; School of Social Work; School of Medicine).

### TALKS

**27 Homeowner's Insurance;** noon-1 and 1-2 p.m.; 4046 Walnut; registration required: e-mail [bramsey@pobox.upenn.edu](mailto:bramsey@pobox.upenn.edu) (Office of Community Housing).

**AIDS in Philadelphia and its Impact Upon the African American and Latino Community;** 4:30-6:30 p.m.; rm 110, School of Nursing; (Penn Center for AIDS Research).

**28 Credit Counseling and Repair;** noon-1 and 1-2 p.m.; 4046 Walnut; registration required: e-mail [bramsey@pobox.upenn.edu](mailto:bramsey@pobox.upenn.edu) (Office of Community Housing).

**Interface Between Genetics and the Environment;** John W. Walsh, Alpha One Foundation; noon-1:30 p.m.; Suite 320, 3401 Market St. (Center for Bioethics).

**HIV Pathogenesis in Human Lymphoid Tissue Ex Vivo;** Leonid Margolis, NIH; 12:30-1:30 p.m.; Auditorium, BRB II/III (Penn Center for AIDS Research).

**How Wild was the West? Religious and Cultural Identity in Roman North Africa;** James Rives, York University; 7-9 p.m.; 2nd Floor Lounge, Logan Hall; Info.: William Gruen: [gruen@sas.upenn.edu](mailto:gruen@sas.upenn.edu) (Philadelphia Seminar on Christian Origins).

**29 e-Regulation and Public Health: FDA in the Information Age;** Jane E. Henney, Food and Drug Administration, DHHS; 1-2:30 p.m.; Austrian Auditorium, LDI (Leonard Davis Institute of Health Economics).

**Creating a Museum in France: Cultural and Political Perspective;** Stéphane Martin, Museum of Primitive Arts, Paris; 3 p.m.; Lynch Room, Chemistry Building (French Institute for Culture and Technology; History of Art).

**Deadlines:** The deadline for the weekly update is each Monday for the following week's issue; for the November At Penn calendar it is October 17.



*Almanac*

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3600 Chestnut Street, Philadelphia, PA 19104-6106  
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URL: [www.upenn.edu/almanac/](http://www.upenn.edu/almanac/)

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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*During the discussions of the Policy on Privacy in the Electronic Environment (Almanac, September 19) in University Council January through April, frequent mention was made of an article to accompany the policy. The purpose of this article is to provide explanations, suggestions, interpretations and best practices that do not belong in the policy itself, but are important to members of the University community who use or provide electronic communications services in seeking to protect their own or others' privacy. The following was approved by the 1999-2000 University Council Committee on Communications, who thank David Millar, University Information Security Officer, for significant contributions to its drafting.*

—Martin Pring Chair, 1999-2000 Committee on Communications



## Electronic Privacy in Practice

### E-mail Privacy

Despite the best intentions of users and the University or other system operators, it is difficult, if not impossible, to assure the privacy of e-mail. E-mail is not a good medium to use for sensitive matters that you would not want disclosed. There are numerous ways that plain text e-mail may be disclosed to persons other than the addressee, including:

- Sender inadvertently replies to an entire list, rather than just to one individual.
- Recipient's address is mistyped; message is sent to someone else.
- Recipient forwards e-mail to someone else.
- Intruders break into e-mail system and read/disclose messages.
- Despite owner's belief that s/he deleted it, e-mail continues to exist on computer hard drive or a copy is archived on tape backup; disclosure of such copies may be required in connection with judicial or administrative proceedings or government investigations.
- E-mail is observed as it travels over public networks like PennNet and the Internet.

E-mail users concerned about privacy may wish to take some of the following steps:

- Check with your mail system administrator about e-mail backup policies. Find out how long backup copies are retained and where they are stored.
- Use a POP3 mail client like Eudora and configure it to not leave e-mail on your mail server. (Remember, though, that e-mail on your desktop computer could be backed up if your desktop computer is part of a computer backup plan. Check with your computing support provider to learn more.)
- Use a tool like Pretty Good Privacy (PGP) to encrypt e-mail messages. PGP is a powerful cryptographic product that allows you to securely exchange messages with both privacy and strong authentication. PGP is freely available from <http://web.mit.edu/network/pgp.html>
- If you are especially concerned about your e-mail being read by someone within the University, consider obtaining an account with an outside Internet Service Provider. For details, see [www.upenn.edu/computing/remot/index.html](http://www.upenn.edu/computing/remot/index.html).
- Check with your Internet Service Provider to learn more about their privacy policy.

### Access to Private Files

There may be times when managers need access to an employee's files during periods of absence or vacation. For paper documents stored in locked desks, the manager would reasonably require that copies of keys be securely stored in the office. Similarly, for emergency access to electronically stored documents, the manager may require that employee passwords be securely stored in the office. A good practice is to store critical passwords in a sealed envelope, kept in a locked cabinet. Critical passwords might include screen saver passwords for desktop computers or passwords for file server accounts. If emergency access is needed during a period of employee absence, then the employee should be notified of the access on return, so that he or she can choose a new password and store it in the sealed envelope. This preserves accountability by keeping shared use of the employee's account and password by the manager to a minimum.

Such problems can be avoided if critical documents are stored on a file server with permissions allowing shared access to a document from both the employee's account and the supervisor's account.

### Role of System Administrators

Those responsible for maintaining Penn computers and networks have a special responsibility to be familiar with the Electronic Privacy policy. Since their privileges may afford access to private files they must make sure that their activities comply with this policy.

Systems administrators' access to e-mail and other private files must be for the sole purpose of conducting official duties. The supervisor/advisor must indicate whether the nature of the job requires access to

private information. The use of privileged access for personal or other purposes unrelated to official responsibilities is prohibited. Those with privileged access must maintain in strictest confidence the information to which they have access and not share it in any manner with others who are not authorized.

Situations in which it may be necessary for systems administrators to view private files or directories as part of their official duties include, but are not limited to:

- Mis-addressed e-mail delivered to the e-mail administrator.
- System security problems or performance problems that appear to be the result of unusual processes run by a user.
- Helping users with technical problems.
- Helping users to back up/copy their data.

Systems administrators with privileged access should keep in mind the following guidelines:

- Where feasible, ask the user's permission before viewing private files. In cases where there is suspected violation of law or policy, this will probably not be feasible, but in situations where a user requests technical assistance it is always a good idea to first ask permission before viewing private files or directories. It is also best to explicitly ask if there are any materials of a private or personal nature that they would rather not be viewed.
- Remember that viewing private files without the user's consent and without higher authorization should be carried out only when the function or integrity of your system or the rights of other users are threatened. If you suspect inappropriate activity that does not pose such a threat inform your supervisor, the University Information Security Officer or the Office of General Counsel.
- It may be necessary at times to view user access logs. If the user of the account believes that someone else has had improper access to the account then surely he/she will consent to the system administrator viewing the logs. If so it is consensual and not constrained by the policy. The causes for viewing access logs without the user's consent would then be either "serious infraction of University policy" or "needed to maintain the integrity of University computing systems." If the latter, the system administrator would need no special authorization. If the former, then the intent is disciplinary rather than protective and the system administrator, if he/she is the person doing the looking, should first consult with Information Security or seek higher authorization from the disciplinary authority.
- If in doubt about the appropriateness of viewing private material, consult with a supervisor first. If a supervisor is not available, make a backup copy of the material without viewing it until a supervisor can be consulted.
- Minimize the amount of private information that must be viewed. A keyword search of a user's home directory is less intrusive than manually searching all filenames and directories, and may be just as effective. Viewing message headers is usually sufficient to re-route mis-directed e-mail.
- Avoid viewing any materials not clearly related to the purpose of the investigation, and immediately stop viewing any such materials once it is apparent that they are not related to the purpose of the investigation.
- Keep confidential the content of any private materials viewed inadvertently.
- Keep records of any private files viewed, the date, time and purpose of access.

### Legal Obligations

In the course of their duties, computing support staff may inadvertently view materials that they suspect could be evidence of violations of University policies or laws. Computing support staff must realize that their job is not to monitor or actively search for misuse or violations by their users. However, when illegal activity is observed there may be a legal obligation to report it. In such situations the person viewing the material should promptly notify a supervisor and consult Penn's Office of General Counsel.



# October

## AT PENN



Whenever there is more than meets the eye, see our web site,  
[www.upenn.edu/almanac/](http://www.upenn.edu/almanac/).

### ACADEMIC CALENDAR

- 13** *Drop Period Ends.*  
*Fall Break. Through October 15.*
- 27** *Family Weekend. Through October 29.*

### CHILDREN'S ACTIVITIES

- 1** *Fall Family Festival;* 11 a.m.-3 p.m.; Morris Arboretum. *See Special Events* (Arboretum).
- Penn Bookstore**  
3601 Walnut Street. All events free and open to the public. Info.: (215) 898-5965.
- 3** *Story Hour; Cat in the Hat, Corduroy, Clifford the Big Red Dog, Little Bill* and other favorites; 11 a.m. *Also October 10, 17 & 24.*
- 31** *Special Halloween Story Hour;* with Kathy O'Connell, host of WXPN's *Kid's Corner*; costumes welcome; 11 a.m.

#### University Museum

Free with PENNCard. Info.: (215) 898-4015 or [www.upenn.edu/museum](http://www.upenn.edu/museum).

**14** *Children's Workshop: Shake, Shake, Shake Your Sekere;* children 8-12 explore African rhythm; 10 a.m.-noon; Rainey Auditorium.

*Special Penn Family Activities;* 12-2:30 p.m.—play *What in the World* artifacts game; take a CAT Walk gallery hunt; stop at the *Color the World* coloring station; 1-2 p.m.—*Ancient Mesopotamian School;* learn to write ancient Sumerian on cuneiform clay tablets; 1:30-2:30 p.m.—*Children in the Southwest* mini gallery tours; learn about Native American cultures.

**28** *Halloween at the Museum;* treats for children. *See Special Events.*

### CONFERENCES

- 19** *Structure and Meaning in Human Settlements;* focusing on the common ground between architectural theories about place and dwelling and current research in anthropology about settlements and cultural landscapes; original contributions from anthropologists, archaeologists, architects, planners, and theorists; auditorium, Christian Association Bldg.; free & open to public. Info./registration: [www.upenn.edu/gsf/arch/news/human\\_settle.htm](http://www.upenn.edu/gsf/arch/news/human_settle.htm), (215) 898-5728 or [atkgfsa@pobox.upenn.edu](mailto:atkgfsa@pobox.upenn.edu). *Through October 21* (Graham Foundation for Advanced Studies in the Fine Arts; Samuel H. Kress Foundation; Center for Ancient Studies; Architecture; Anthropology; University Museum).
- 20** *New Perspectives on Franz Kafka;* presentation of papers by: Stanley Corngold, Princeton and author of *Kafka* translation used in the Penn Reading Project; Mark Anderson, Columbia; Peter Beicken, Maryland; and Judith Ryan, Harvard; 2-6 p.m.; Lynch Room, Chemistry Bldg.; free. Info./registration: [mehrhart@ccat.sas.upenn.edu](mailto:mehrhart@ccat.sas.upenn.edu) or (215) 898-7332. *Also October 21, see below* (Germanic Languages & Literatures).
- 21** *Kafkafest 2000;* for undergraduate and graduate students; two workshop periods—participants select from a range of topics taught by prominent Kafka scholars, Penn faculty, and graduate students. Penn premiere screening of short film *Kafka's It's a Wonderful Life* with a full screening of Steven Soderberg's *Kafka*. Panel (*see above*) discussion on *Kafka and Film* will follow; 12:30-6

p.m.; rm. 17, Logan Hall; free. Info./registration: [mehrhart@ccat.sas.upenn.edu](mailto:mehrhart@ccat.sas.upenn.edu) or (215) 898-7332 (Germanic Languages & Literatures; SAS Film Studies Program).

**Modernist Studies Association**  
Writers House/ 3805 Locust Walk. Info: call (215) 573-WRIT or e-mail [wh@english.upenn.edu](mailto:wh@english.upenn.edu).

**12** *Ron Silliman on W.C. Williams; Joan Retallack on TBA; and Lyn Hejinian on Stein;* 9:30 p.m.

**13** *Charles Bernstein on W. Benjamin; Rachel Blau DuPlessis on Woolf; and Erica Hunt on TBA;* 9:30 p.m.

**14** *Bob Perelman on Zukofsky; Jena Osman on Reznikoff; and Rae Armantrout on Dickinson;* 9:30 p.m.

### EXHIBITS

#### Admission donations and hours

*Arthur Ross Gallery, Fisher Fine Arts Library;* free, Tues.-Fri., 10 a.m.-5 p.m., Sat. & Sun., noon-5 p.m.

*Burrison Gallery, Faculty Club, Inn at Penn;* free, Mon.-Fri. 8 a.m.-6 p.m.

*Esther Klein Gallery, 3600 Market;* free, Mon.-Sat., 9 a.m.-5 p.m.

*Institute of Contemporary Art;* \$3, \$2/ students, artists, seniors, free/members, children under 12, with PENNCard, and on Sundays 11 a.m.-1 p.m.; open: Wed.-Fri., noon-8 p.m.; Sat. & Sun., 11 a.m.-5 p.m.; tours available by appointment.

*Morris Arboretum;* \$6, \$5/seniors, \$4/ students, free with PENNCard, children under 6; Mon.-Fri., 10 a.m.-4 p.m.; Sat. & Sun., 10 a.m.-5 p.m.

*Rosenwald Gallery;* free; 6th floor, Van Pelt-Dietrich Library Center; open: Mon.-Fri., 9 a.m.-5 p.m., Sat., 10 a.m.-1:45 p.m.

*University Museum;* \$5, \$2.50/seniors and students w/ID, free/members, with PENNCard, children under 6; Tues.-Sat., 10 a.m.-4:30 p.m., Sunday (free), 1-5 p.m.

#### Upcoming

- 1** *Ed Lusk: Paintings; and Sean Gannon: Sculpture & Paintings;* both artists Wharton affiliates; Lusk's works are reflections of China & Thailand; Gannon, a design student at the Academy of Fine Arts, shows his paintings & stone sculpture. Opening Reception: *October 3*, 4:30-6:30 p.m.; Burrison Gallery. *Through October 27.*
- 10** *About Face: Portraits at Writers House;* photographs by Peter C. Cook; opening reception: *October 21*, 6-8 p.m.; Writers House. *Through November 30.*

#### Now

*Linda Stojak: Works with Paper;* paintings explore physical & spiritual dynamics of the human form; Esther M. Klein Art Gallery. *Through October 14.*

*Manual Memory: Collecting & Recording Practical Knowledge, 1300-1800;* Rosenwald Gallery. *Through October 15.*

*Garden Railway Display;* miniatures made from natural materials, including "Houses of the Presidents." Morris Arboretum. *Through October 29.*

*REPROS: Photographs by Sylvia Plachy;* Hungarian-born photographer, captures the many ways humans impose and reflect style and styles on the world around us; curated by Wendy Steiner, Humanities Forum; Arthur Ross Gallery. *Through October 29.*

*Cornelia Parker;* British artist's installations, slide projections, sculptures and photographs; ICA. *Through November 12.*

*James Mills: Please Thank You;* Phila. artist creates installations composed of donation receptacles in their myriad forms; ICA. *Through November 12.*

*Kristen Lucas: Temporary Housing for the Despondent Virtual Citizen;* Brooklyn artist uses interactive video installation, performance and the web to explore automation and the psychological effects of new technologies; ICA. *Through November 12.*

*44 Celebrity Eyes in a Museum Storeroom;* artifacts chosen by celebrities from Museum collections. University Museum. *Through December 30.*

"King Midas" Display; remains of the funerary feast of the Phrygian "King Midas"; Main Entrance, University Museum. *Through December.*

*Heads of State;* Kamin Gallery, 1st fl., Van Pelt-Dietrich Library Center. *Through January 15, 2001.*

*Pomo Indian Basket Weavers: Their Baskets and the Art Market;* text, video and photos of 120 turn-of-the-century Native American baskets; 2nd fl., Dietrich Gallery, University Museum. *Through February 25, 2001.*

#### Ongoing

*Ancient Greek World; Canaan and Ancient Israel; Living in Balance: Universe of the Hopi, Zuni, Navajo and Apache; Ancient Mesopotamia: Royal Tombs of Ur; The Egyptian Mummy: Secrets and Science; Raven's Journey: World of Alaska's Native People; Buddhism: History and Diversity of a Great Tradition;* University Museum.

*Healing Plants: Medicine Across Time and Cultures; Works by Harry Gordon;* massive sculpture in wood, small pieces in granite; Butcher Sculpture Garden, Morris Arboretum.

#### University Museum Tours

Meet at the main entrance; 1:30 p.m. Free with Museum admission donation. Info: [www.upenn.edu/museum/](http://www.upenn.edu/museum/).

- 1** *Ancient Egypt*
- 7** *Mesoamerica*
- 8** *American Southwest*
- 14** *North America*
- 15** *Classical World*
- 21** *Canaan and Ancient Israel*
- 22** *Highlights*
- 28** *Mini Mummy Tours*

### FILMS

- 10** *Anna* (N. Mikhalkov; 1996; Russia); 5 p.m.; TV Lounge, Modern Language House. Info.: (215) 898-8704 (Slavic Languages).
- 11** *The Ladies' Man* (2000; U.S.A.); 9-11 p.m.; Hall of Flags, Houston Hall (SPEC).
- 24** *Barber of Siberia* (N. Mikhalkov; 1999; Russia); 5 p.m.; TV Lounge, Modern Language House. Info.: (215) 898-8704 (Slavic Languages).

### MEETINGS

- 4** *University Council;* 4-6 p.m.; Bodek Lounge, Houston Hall. Call (215) 898-7005.

### MUSIC

- 4** *Concert of North Indian Classical Dhrupad Vocal Music;* Umakant and Ramakant Gundecha perform dhrupad duet accompanied by the pakhawaj barrel drum; 7 p.m.; Prince Auditorium, Annenberg Center; \$15; \$10/ with PENNCard. Tickets/info.: (215) 898-6791 (South Asia Regional Studies).
- 6** *Penn Flute Ensemble;* 5 p.m.; Penn Bookstore (Bookstore).
- 14** *Herbie Hancock & Wayne Shorter;* legendary masters of jazz; 8 p.m.; Irvine Auditorium; \$38, \$32, \$26. Info/tickets (215) 898-3900 or [PENNPresents.org](http://PENNPresents.org) (Penn Presents).

**15** *Bambazo con los Cepeda;* competitive dance tradition of fast steps and faster percussion. Cepeda family will perform; 8 p.m.; International House; \$15; tickets/info.: (215) 895-6537 (I-House).

**21** *Greater Philadelphia Blues Fest;* Koko Taylor, Bernard Allison and Sista Monica Parker; dance party-seating is not reserved and limited for the concert; 9p.m.-2 a.m.; International House; Tickets: \$40. Call (215) 895-6537 (International House; The Partnership CDC).

**28** *The Philharmonia of the Nations;* Justus Frantz, conductor; Alban Gerhardt, cello; 82 piece international orchestra made up of virtuosi from 40 countries; 8 p.m.; Irvine Auditorium; \$29, \$24, \$15. Info/tickets: (215) 898-3900 or [www.PENNPresents.org](http://www.PENNPresents.org) (Penn Presents).

### ON STAGE

#### Penn Presents 2000/2001 Season

Info.: (215) 898-9300 or [www.PennPresents.org](http://www.PennPresents.org).

#### Vagina Monologues

8 p.m., Tues.-Fri.; 2&8 p.m., Sat.; 3&7 p.m., Sun.; Zellerbach Theatre, Annenberg Center; matinees: \$29, \$25, \$21; evenings: \$32, \$28, \$24.

**3** *Carol Kane;* film and TV actress. *Through October 8.*

**10** *Marty Moss-Coane;* host and executive producer of WHYY's *Radio Times*. *Through October 15.*

**15** *Gail Shister;* TV columnist for *The Philadelphia Inquirer*; 7 p.m. only.

#### Dance Celebration/Next Move

Harold Prince Theatre, Annenberg Center. Tickets: \$26, discounts available.

**24** *TangoMujer;* five women weave modern dance with traditional tango; 7:30 p.m. *Also October 25-28*, 8 p.m.

#### World Discovery Series

**26** *Veriovka Ukrainian National Dance;* 75 dancers, a chorus and musicians performing folk dances and song; 8 p.m.; Irvine Auditorium; \$32, \$28, \$24.

**29** *The Whirling Dervishes of Turkey;* Hafiz Kani Karaca and twelve of Turkey's most accomplished musicians and singers; 7 p.m.; Zellerbach Theatre, Annenberg Center; \$30, \$25, \$20.

### SPECIAL EVENTS

- 1** *Fall Family Festival;* pumpkin painting; mother-son violin duo, *Neiman Players*, performer; *Ronny the Clown;* make your own scarecrow (extra \$10/per scarecrow); 11 a.m.-3 p.m.; Morris Arboretum; \$6/adults; \$5/seniors; \$4/students; free/ages under 6. Info.: (215) 247-5777 (Arboretum).
- 4** *Wednesdays with Morrie;* free van ride to the Philadelphia Museum of Art for Wednesday night events. PENNCard required. See [www.upenn.edu/resliv/chas/programs/van.html](http://www.upenn.edu/resliv/chas/programs/van.html) for route; 5-9 p.m.; info.: (215) 898-5551. *Also October 11, 18 & 25.*
- 14** *Penn Family Day;* picnic, entertainment and children's activities for Penn faculty and staff and their family and friends; 12:30 p.m.; Hill Field; free with ticket; see [www.hr.upenn.edu/quality](http://www.hr.upenn.edu/quality) for reservations (Human Resources).
- 19** *Go West, 3rd Thursdays: Meet Over a Different Menu;* 2-for-1 dinner specials; see [www.universitycitydistrict.org](http://www.universitycitydistrict.org) or call 1-888-GOWEST-7 for participating restaurants (UCD).
- 21** *SPEC-TRUM DJ Party;* 10 p.m.-midnight; Hall of Flags, Houston Hall (SPEC-TRUM).
- 23** *The High Social Cost of Military Spending;* day-long multi-media event with giant puppets, guest speakers, musicians; evening speaker: Jack Shanahan, Vice Admiral, USN (ret.); Newman Ctr. Info.: (215) 898-7575 (Newman Center).
- 26** *Crafts Fair;* over 60 artisans exhibit goods sold at fair prices; 10 a.m.-6 p.m.; Locust Walk. *Through October 28* (SPEC).

*Young Friend Kick-Off Event: Wines of Antiquity;* a wine tasting event; 6:30-9:30 p.m.; Upper Egyptian Gallery, University Museum; \$35/advance (by *October 19*); \$45/door; Info.: (215) 898-5093. (Young Friends of the Museum).

**27** *Family Weekend Comedy Show; Comedy Sportz* perform; 8-10 p.m.; Hall of Flags, Houston Hall (SPEC).

**28** *Halloween at the Museum;* explore the origins of Halloween with tours, crafts, storytelling, and a lecture; 2-4 p.m.; Upper Egyptian Gallery, University Museum; free with Museum admission; 10% discount at Museum Shop and Pyramid Shop if in costume; info: (215) 898-4890 (Museum).

**31** *SPEC Halloween Party;* 8 p.m.-midnight; Hall of Flags, Houston Hall (SPEC).

#### Faculty Club

Inn at Penn. Reservations: (215) 898-4618

**14** *Pre-Game Brunch;* before Penn/ Columbia football game; 9:30 a.m.-noon; \$15.95/person.

**18** *Oktoberfest Dinner Buffet;* 5-8 p.m.; \$18.95/person.

**28** *Pre-Game Brunch;* before Penn/ Brown football game; 9:30 a.m.-noon; \$15.95/person.

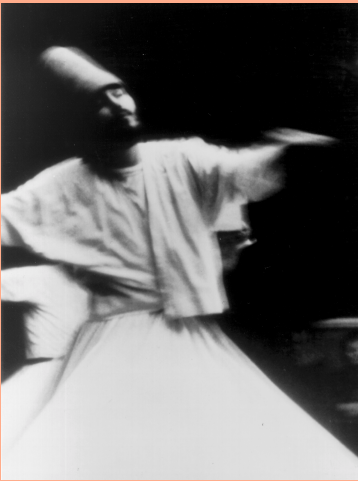
### SPORTS

Info/tickets: (215) 898-4519 or [www.pennathletics.com](http://www.pennathletics.com).

- 4** (M) *Soccer vs. Lafayette;* 3:30 p.m.
- 7** (M) *Soccer vs. La Salle;* 1 p.m.
- 10** *Volleyball vs. Villanova;* 7 p.m.  
*Field Hockey vs. Temple;* 7 p.m.
- 11** (W) *Soccer vs. American;* 3:30 p.m.
- 13** *Volleyball vs. Brown;* 7 p.m.
- 14** (M) *Soccer vs. Columbia;* 2:30 p.m.  
(W) *Soccer vs. Columbia;* noon  
*Football vs. Columbia;* 12:30 p.m.  
*Volleyball vs. Yale;* 4 p.m.  
*Lightweight Rowing—Navy Day Regatta;* All Day  
*Heavyweight Rowing—Navy Day Regatta;* All Day  
(W) *Rowing—Navy Day Regatta;* All Day
- 17** (M) *Soccer vs. Lehigh;* 2:30 p.m.  
*Volleyball vs. Lafayette;* 7 p.m.
- 25** (W) *Soccer vs. Villanova;* 3:30 p.m.  
*Field Hockey vs. Penn State;* 7 p.m.
- 27** *Volleyball vs. Cornell;* 7 p.m.  
*Field Hockey vs. Columbia;* 7 p.m.
- 28** (M) *Soccer vs. Brown;* noon  
(W) *Soccer vs. Brown;* 2:30 p.m.  
*Football vs. Brown;* 12:30 p.m.  
*Volleyball vs. Columbia;* 4 p.m.  
*Lightweight Rowing—Head of the Schuylkill;* All Day  
*Heavyweight Rowing—Head of the Schuylkill;* All Day  
(W) *Rowing—Head of the Schuylkill;* All Day
- 29** *Field Hockey vs. Brown;* noon

#### Intramural and Club Sports

Info.: see [www.upenn.edu/recreation](http://www.upenn.edu/recreation) or call (215) 898-6100.



#### Penn Presents 2000/2001 Season

**Above:** *The Whirling Dervishes of Turkey* express spirituality in art and meditation in movement as they recreate *The Whirling Ceremony of Sema*, featuring Sufi music and chants. *See World Discovery Series (On Stage, above).*

**At left:** *Tango Mujer—*Fabienne Bongard (Switzerland), Angelika Fischer (Germany), Rebecca Shulman (USA), Valeria Solomonoff (Argentina), and Brigitta Winkler (Germany)—"flirt with images of femme, of macho, of androgeny" and create "something new of an old dance." *See Dance Celebration/Next Move (On Stage, above).*

## Almanac

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URL: [www.upenn.edu/almanac](http://www.upenn.edu/almanac)

Unless otherwise noted all events are open to the general public as well as to members of the University. For building locations, call (215) 898-5000 between 9 a.m. and 5 p.m. Listing of a phone number normally means tickets, reservations or registration required. This October calendar is a pull-out for posting. *Almanac* carries an *Update* with additions, changes and cancellations if received by Monday noon prior to the week of publication. Members of the University may send notices for the *Update* or *November At Penn* calendar. Deadlines can be found online at [www.upenn.edu/almanac/calendar/caldead.html](http://www.upenn.edu/almanac/calendar/caldead.html).





TALKS

**2** *Colloidal Scale Engineering*; Eric W. Kaler, University of Delaware; 3:30 p.m.; rm. 337, Towne Bldg. (Chemical Engineering).

*Moral Communities in Medical Science: Early Rules for Human Experimentation*; Sydney Halpern, University of Illinois; 4 p.m.; rm. 337, Logan Hall (History & Sociology of Science).

*Nature's Secrets to Enhanced Cardiac Performance*; Joseph Metzger, Univ. of Michigan Medical School; 4 p.m.; B-400, Richards Bldg. (Pennsylvania Muscle Institute).

*Mao's China: A Necessary Evil?*; Philip Short, BBC Correspondent; 4:30-6:30 p.m.; rm. 402, Logan Hall (East Asian Social Sciences).

**3** *Structural Basis for Phosphoserine-proline Recognition by Group IV WW Domains*; Joseph P. Noel, Salk Institute for Biological Studies; noon; Austrian Auditorium, CRB (Biochemistry & Biophysics).

*Virtualized Reality: Digitizing a 3D Time-Varying Real Event As Is and in Real Time*; Takeo Kanade, Carnegie Mellon University; 3 p.m.; rm. 337, Towne Bldg. (Computer & Information Science)

*Hermeneutics Here and There: Thoughts on Shostakovich's Fourth String Quarter*; Patrick McCreless, Yale University; 5 p.m.; rm. 302, Music Bldg. (Music).

*SlideLecture*; James Andrew Brown, sculptor; 5 p.m.; White Room, Morgan Bldg. Info.: (215) 898-8374, [fine-art@pobox.upenn.edu](mailto:fine-art@pobox.upenn.edu) or [www.upenn.edu/gsf](http://www.upenn.edu/gsf) (GSFA).

*Election 2000—Who Will Win? What Do the Current Polls Predict?*; Ken Smukler, VoterLink; 6:30 p.m.; Sweeten Alumni Center (Association of Alumnae).

**4** *From Infertility to Function: the RBM and Dazl Gene Families/Proteins*; CRRWH Seminar Series; Howard Cooke, United Kingdom; noon; rm. 253, BRB II/III (Center for Research on Reproduction & Women's Health).

*Roles of Histone Acetylases in Transcription, DNA Repair and Apoptosis*; Yoshihiro Nakatani, Dana-Farber Cancer Institute; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

*Philadelphia Architecture*; David Brownlee and George Thomas, co-authors of *Building America's First University*; walking tour; 5-7:30 p.m.; Penn Humanities Forum, 3619 Locust Walk; Registration: [humanities@sas.upenn.edu](mailto:humanities@sas.upenn.edu) or (215) 898-8220 (Penn Humanities Forum).

*Black Profiles in Courage: The Untold History of America*; Kareem Abdul-Jabbar, NBA Hall of Famer; 8 p.m.; Irvine Auditorium (Connaisance).

**5** *End of Life Issues Behind Prison Bars*; the Emanuel and Robert Hart Lecture Series; Phyllis Taylor, Hospice Consultant, Philadelphia Prison System; noon-1:30 p.m.; rm. 320, 3401 Market (Center for Bioethics).

*Information Regulation: Does Anyone Pay Attention?* Felix Oberholzer-Gee, Wharton; 12:15-1:45 p.m.; Grossman Auditorium, Wistar Institute (Institute for Environmental Studies).

*Housing Finance: Private Profit and Public Purpose*; Bruce A. Morrison, GPC/O'Neill Associates; 4:30-6 p.m.; 215, Steinberg Hall-Dietrich Hall (Public Policy & Management; Wharton).

**6** *Sensitive Skin as Part of Information Technology Revolution*; Lumelsky Vladimir, National Science Foundation; 11 a.m.; rm. 318-C, 3401 Walnut St. (GRASP Laboratory; SEAS).

*Provost's Interdisciplinary Seminar on Health Informatics—Data Mining for Predicting Birth Outcomes*; Linda K. Goodwin, Duke University; noon-1:30 p.m.; CPC Auditorium, 3641 Locust Walk (LDI; Nursing).

READINGS/SIGNINGS

**Kelly Writers House**  
3805 Locust Walk.  
Info: call (215) 573-WRIT or e-mail [wh@english.upenn.edu](mailto:wh@english.upenn.edu).

**2** *Live at the Writers House*; spoken word and music radio show; 6-10 p.m.

**3** *PhillyTalks*; with poets Steve McCaffery and Lisa Robertson; 6 p.m.; dinner to follow. RSVP required.

**4** *Reading & Conversation with Brian Peterson*; Alumni Visitors Series presents author of *Move Over, Girl*; 7 p.m.

**11** *Speakeasy: Poetry, Prose, and Anything Goes*; open mic session; 8 p.m. *Also October 25.*

**15** *Live at the Writers House*; 11 p.m.; airs on 88.5 FM WXPN.

**18** *Reading and Conversation*; with Stacey D'Erasmus, novelist and essayist; 4:30 p.m.; hosted by Pete Rock's English 415 class (Writers House; Creative Writing; CGS).

**21** *The Laughing Hermit Reading Series*; Paul Martin, author of two collections of poetry, *Green Tomatoes* and *Walking Away Waving* (Yarrow 1998); and Jerry Wemple, Bloomsburg University; 4 p.m.

**Penn Bookstore**  
3601 Walnut St. All events free and open to the public. Info.: (215) 898-5965.

**5** *The First American: Benjamin Franklin*; H.W. Brands, author; with Brian Lockman of the Pennsylvania Cable Network (Taping); 2 p.m.

TALKS

*Welfare Children & Families: The Impact of Welfare Reform in the New Economy*; 23rd Annual Sackler Lecture; William Julius Wilson, Harvard University; 4 p.m.; rm. 17, Logan Hall (Sociology).

**9** *Muscles of a Different Color: Novel Properties and Disease Responsiveness*; John Porter, Univ. Hospitals of Cleveland & Case Western Reserve Univ.; 4 p.m.; rm. 251, BRB II/III (Pennsylvania Muscle Institute).

**10** *Regulated Refolding and Assembly of Membrane Fusion Proteins*; Frederick M. Hughson, Princeton University; noon; Austrian Auditorium, CRB (Biochemistry & Biophysics).

*Organizing DNA Synthesis in Mammalian Cells*; Edward E. Harlow, Harvard Medical School; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar 2000 George Khoury Memorial Lecture).

**11** *Aromatase Inhibitors in the Treatment of Breast Cancer*; CRRWH Seminar Series; Angela Brodie, University of Maryland; noon; rm. 253, BRB II/III (Center for Research on Reproduction & Women's Health).

**12** *Framing Genetic Disease*; Emanuel & Robert Hart Lecture Series; Catherine Magid, Bioethics; noon-1:30 p.m.; rm. 320, 3401 Market (Center for Bioethics).

*Managing Data Electronically: The Future and Environmental Regulation*; Izak Maitin, N.J. Dept. of Environmental Protection; and Anthony Kahaly, U.S. EPA; 12:15-1:45 p.m.; Grossman Auditorium, Wistar Institute (Institute for Environmental Studies).

*Dynamically Detecting Relevant Program Invariants*; David Notkin, University of Washington; 3 p.m.; Amado Hall, Irvine Auditorium (Computer & Information Science).

*Reflections on Late Style*; Edward Said, Columbia University; 8-9:30 p.m.; Hall of Flags, Houston Hall (Penn Humanities Forum; Modernist Studies Assoc.).

**13** *Towards a National Nanotechnology Initiative*; Mike Roco, National Science Foundation; 11 a.m.; rm. 318-C, 3401 Walnut St. (GRASP Laboratory; SEAS).

*Provost's Interdisciplinary Seminar on Health Informatics—Title TBA*; Don Rucker, Shared Medical Systems; noon-1:30 p.m.; CPC Auditorium, 3641 Locust Walk (LDI; Nursing).

**16** *The Way and the Word: The Emergence of Science and Medicine in Early Greece and China*; Nathan Sivin, History & Sociology of Science; 4 p.m.; rm. 337, Logan Hall (History & Sociology of Science).

*Interactive Event*; Maren Hassinger, sculptor; 5 p.m.; White Room, Morgan Bldg. Info.: (215) 898-8374, [fine-art@pobox.upenn.edu](mailto:fine-art@pobox.upenn.edu) or [www.upenn.edu/gsf](http://www.upenn.edu/gsf) (GSFA).

**17** *Recognition of DNA Space and Curvature by a Family of Eukaryotic Transcription Factors*; Fraydoon Rastinejad, University of Virginia; noon; Austrian Auditorium, CRB (Biochemistry & Biophysics).

*Automated Verification=Graphs, Automata, and Logic*; Moshe Vardi, Rice University; 3 p.m.; Amado Hall, Irvine Auditorium (Computer & Information Science).

**18** *Genes Required for Sperm-Egg Interactions in C. Elegans*; Andrew Singson, Rutgers University; noon; rm. 253, BRB II/III (Center for Research on Reproduction & Women's Health).

*Adhesion and Growth Factor Signaling during Angiogenesis*; David A. Cheresh, Scripps Research Institute; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

**19** *Can Moore's Law Apply To Prescription Drugs: Balancing Innovation and Access After the Genomics Revolution?*; Arti Rai, Law School; noon-1:30; rm. 320, 3401 Market St. (Center for Bioethics).

**13** *Got It Goin' On II: Power Tools for Girls!*; Janice Ferebee, Social Work alumnus, signs and discusses her book of advice to teenaged African-American girls; noon (African-American Resource Center; Bookstore).

**17** *The Business of Bliss: Special Networking Night*; for *Victoria* magazine readers; with Philadelphia-based entrepreneurs Marianne Boston, Nickie Boston and Desie Boston of Ma Jolie and Michelle Golding of M. Golding Custom Textiles; 7:30 p.m.

**20** *Money: RX For Physicians*; Stephen Camp, alumnus and author, signs and discusses his book addressing concerns about money, planning for retirement, education funding, estate planning and managing investments; noon.

**25** *I Feel Great And You Will Too!*; *An Inspiring Journey of Success with Practical Tips on How to Score Big in Life*; Pat Croce, president and part owner of the Philadelphia 76ers basketball team signs and discusses his book following his rise from a Philadelphia working-class neighborhood to founder of a chain of sports therapy centers that catered to elite athletes to owner of the 76ers. Introduction by Bill Lyon, co-author and sports columnist for *The Philadelphia Inquirer*. 11:30 a.m.

**26** *Blanche Passes Go*; Barbara Neely, mystery author, signs and discusses her fourth novel featuring amateur sleuth, Blanche White, a middle-aged African-American domestic; 1 p.m.

TALKS

*Sustainable Development: What It Is and Why It Matters*; John Dernbach, Widener University; 12:15-1:45 p.m.; Grossman Auditorium, Wistar Institute (Institute for Environmental Studies).

*Genomic Approaches to Cell Adhesion and Metastasis*; Richard O. Hynes, Howard Hughes Medical Institute; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

*The Trinity of Love in Modern Russian Theology*; Fr. Michael Meerson, Christ the Saviour Orthodox Church; 7:30 p.m.; 3720 Chestnut St. (Newman Center).



*The Library's 250th Anniversary Celebration events in October include:*

**The 2000 Ben Lieberman Memorial Lecture**  
**2** *Ink, Type, and Serendipity*; John Randle, The Whittington Press; 5:30 p.m.; Rosenwald Gallery, Van Pelt-Dietrich Library.

**Rosenbach Lecture Series: Unveiled Faces of Medieval Hebrew Books**  
Malachi Beit-Arié, Hebrew University of Jerusalem; 5:30 p.m.; Class of '55 Room, Van Pelt-Dietrich Library.  
RSVP/info.: <http://celebrate250.library.upenn.edu/celebrate/rsvp-rosenbach.html>.

**18** *Technical Evolution: Ruling Manuscripts*  
**19** *Copying Dynamics: Line Management*  
**23** *Structural Transparency of Copied Texts*

FITNESS/LEARNING

*Jazzercise*; 5:30-6:30 p.m.; Tuesday and Thursday; Newman Center; first class free; \$4.50/class, \$3.50/students; Carolyn Hamilton, (215) 662-3293 (days) or (610) 446-1983 (evenings).

*Class of 1923 Ice Rink Public Skating Sessions: Mon. & Wed., 1:30-3 p.m.\*; Tues., noon-1:30 p.m.\*; Thurs., noon-1:30 p.m.\* & 7-9 p.m.; Fri., 8-10 p.m. & midnight-2 a.m.; Sat., 12:30-2:30 p.m., 8-10 p.m. & midnight-2 a.m.; and Sun., 12:30-2:30 p.m.* Class of '23 Ice Rink, 3130 Walnut St. Admission: \$5.50; \$4.50/PENNCard; (\* indicates \$1-off admission); skate rental: \$1.50/per session (Class of '23 Ice Rink).

**2** *Strictly Speaking—Toastmasters Club*; helps develop public speaking, listening and leadership skills; open to all; 6 p.m.; Penn Bookstore (Bookstore).

**14** *Poetry Workshop*; Ruene! Bradford, local poet; noon; Penn Bookstore. *Also October 28* (Bookstore).

**19** *PPSA Brown Bag Lunch*; learn from success stories of others; Leroy Nunery, VP Business Services; noon-1 p.m.; Café 58, Irvine Auditorium. Info: [ppsa@pobox.upenn.edu](mailto:ppsa@pobox.upenn.edu) or [www.upenn.edu/ppsa](http://www.upenn.edu/ppsa) (PPSA).

**CGS Credit Programs**  
Non-credit, adult programs. Registration/info.: (215) 898-6479. See [www.sas.upenn.edu/CGS/](http://www.sas.upenn.edu/CGS/) for October courses.

**Kelly Writers House**  
3805 Locust Walk. Info: call (215) 573-WRIT or e-mail [wh@english.upenn.edu](mailto:wh@english.upenn.edu).

**2** *Penn and Pencil Club*; a creative writing workshop for Penn staff; 5:15-7 p.m.; rm. 202.

**5** *The Reading Behind the Writing*; poet Myung Mi-Kim talks about the writing process for her book-length poem, *Dura*; bring a work of your own; 4:30 p.m.; size limited, RSVP required (Temple University Creative Writing Program; Writers House).

**9** *Theorizing in Particular*; Dorothea Olkowski, University of Colorado, Colorado Springs; on film, feminism, and architecture; 2 p.m.

*The Fish Writing Group*; 7:30-10 p.m.; rm. 209.



TALKS

**20** *A Complexity Argument for the Superiority of Feedback Over Open Loop Control*; Magnus Egerstedt, Harvard University; 11 a.m.; rm. 318-C, 3401 Walnut St. (GRASP Laboratory; SEAS).

*Academic Health Centers: Behind the Rhetoric*; Research Seminar Series; David Blumenthal, Harvard University; noon-1:30 p.m.; 1st fl. auditorium, Colonial Penn Center (Leonard Davis Institute of Health Economics).

**23** *The Incredibly Shrinking World of Biochemical Engineering: From CombiChem to Microscale Metabolic Pathway Manipulation*; Jonathan S. Dordick, Rensselaer Polytechnic Institute; 3:30 p.m.; rm.337, Towne Bldg. (Chemical Engineering).

*Technological Choice and Social Property Relations: Sugar Manufacturing in South China, ca. 1600-1900*; Sucheta Mazumdar, Duke University; 4 p.m.; rm. 337, Logan Hall (History & Sociology of Science).

**24** *I-Domain Allosteric Regulation of Integrin Binding*; Donald E. Staunton, ICOS Corporation; noon; Austrian Auditorium, CRB (Biochemistry & Biophysics).

*The Gender Gap in Political Knowledge: Are Women Less Knowledgeable Than Men?* Kate Kenski, communications; 1 p.m.; Faculty Club (Women's Club).

*Teaching Young Children Well: Implications for 21st Century Educational Policies*; Third Annual Constance E. Clayton Lecture; Barbara Bowman, president & co-founder, Erikson Institute for Advanced Study in Child Development; 4 p.m.; Bodek Lounge, Houston Hall (GSE).

*Style in Personal Writing*; Phillip Lopate, Lila Wallace Foundation writer-in-residence at Evansville, Indiana; 5-6:30 p.m.; 3619 Locust Walk (Penn Humanities Forum; Writers House).

*Archaeology of Cult—New Evidence from Middle Bronze Age Canaan*; discussion of Tel Haror discoveries and book signing of *The Sea Peoples and Their World: A Reassessment*; Eliezer Oren, Ben Gurion University; 6 p.m.; Rainey Auditorium, University Museum. Info. & registration: (215) 898-4890 (Hagop Kevorkian Visiting Lectureship Fund; Museum).

**25** *Cyclic ADP-ribose and NAADP: A Story of Two Calcium Messengers*; CRRWH Seminar Series; Hon Cheung Lee, University of Minnesota; noon; rm. 253, BRB II/III (Center for Research on Reproduction and Women's Health).

*Chaos and Complexity: Nonlinear Dynamics and Nursing Research* ; Pamela Mitchell, University of Wash-

**11** *Creative Writing Workshop*; for undergraduate & graduate students; Jeff Knorr, Clackamas Community College, Oregon; noon-1:30 p.m., brown bag lunch; followed by a lecture on the teaching of creative writing. RSVP required (designed for local teachers).

**16** *Theorizing in Particular: The Corpse Inaction*; Louis Schwartz, University of Iowa, on the action movie and a genealogy of recent writing on cinema's bodies; 5-7 p.m.

**18** *How To Do Your Thing At Writers House*; a workshop & discussion; 7 p.m. *Lacanian Reading and Writing Group*; all are welcome; topics: nationalism, identity, integration, and globalization; 7-8:30 p.m.; rm. 209. Info.: contact Patricia Gherovici at [PGHEROVICI@aol.com](mailto:PGHEROVICI@aol.com) (Phila. Lacan Study Group).

**20** *Suppose An Eyes, A Poetry Working Group*; open to all. Bring copies of your poem for discussion; 4 p.m.; rm. 209.

**24** *Visit from Philip Lopate*; two workshops and a lecture; Info./registration: (215) 573-WRIT. *See Talks, above* (Penn Humanities Forum; Writers House).

**26** *Grant Application Seminar for Women Poets*; informational seminar for prospective applicants to The Leeway Foundation. 4-5 p.m.; Arts Café. Info.: (215) 545-4078 or [www.leeway.org](http://www.leeway.org).

**Morris Arboretum**  
Call (215) 247-5777, ext. 125 for registration and additional information.

**2** *Constructing the Landscape*; 7-9 p.m.; \$120; \$108/members; *Also October 16, 23 & 30.*

**4** *Landscape Design Studio*; 7-9:30 p.m.; \$175; \$157.50/members; *Also October 11, 18 & 25.*

**5** *Orchids—Fascinating Plants for Home or Greenhouse*; 7-9 p.m.; \$36; \$34/members.

**8** *Creating Miniature Houses: A Master Class*; 1-3 p.m.; \$20; \$18/members.

**10** *Mosses and Liverworts*; 7-8:30 p.m.; \$40; \$36/members; *Also October*

TALKS

ington; 4 p.m.; location TBA (Nursing).

*The Immunological Synapse and Sustained T-Cell Signaling*; Michael L. Dustin, Washington University; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

*Philadelphia Decorative Arts*; Helen W. Drutt, English; 5-6:30 p.m.; 3619 Locust Walk; registration: [humanities@sas.upenn.edu](mailto:humanities@sas.upenn.edu) or (215) 898-8220 (Penn Humanities Forum).

*Slide Lecture*; Anne Harris, painter; 5 p.m.; White Room, Morgan Bldg. Info.: (215) 898-8374, [fine-art@pobox.upenn.edu](mailto:fine-art@pobox.upenn.edu) or [www.upenn.edu/gsf](http://www.upenn.edu/gsf) (GSFA).

**26** *Design-in-Reliability for Gigascale System-on-a-Chip (SOC) Integration*; Sung-mo Kang, University of Illinois-Urbana Champaign; 11-noon; rm. 337, Towne Bldg. (SEAS).

*Component Based OS's for Embedded and Real-Time Systems*; Jack Stankovic, University of Virginia; 3 p.m.; Amado Hall, Irvine Auditorium (Computer & Information Science).

**27** *Model Checking: Accomplishments and Opportunities*; Rajeev Alur, Computer and Information Science; 11 a.m.; rm. 318C, 3401 Walnut St. (GRASP Laboratory; SEAS).

*Rising Pharmaceutical Costs and Cost Containment Strategies*; Health Policy Seminar Series; Barrett A. Toan, ExpressScripts.com, Inc.; noon-1:30 p.m.; 1st fl. auditorium, Colonial Penn Center (Leonard Davis Institute of Health Economics).

**30** *Scale-up and Intensification of Slurry Hydrogenation Slurry*; Reinaldo Machado, Air Products & Chemicals, Inc.; 3:30 p.m.; rm. 337, Towne Bldg. (Chemical Engineering).

*How Actin and Myosin V Orchestrate Polarized Secretion and Organelle Segregation During the Yeast Cell Cycle*; Anthony P. Bretscher, Cornell University; 4 p.m.; B-400, Richards Bldg. (Pennsylvania Muscle Institute).

*Isaiah Bowman and the Geography of the American Century*; Neil Smith, CUNY; 4 p.m.; rm. 337, Logan Hall (History & Sociology of Science).

**30** *Slide Lecture*; Graham Nickson, painter; 5 p.m.; White Room, Morgan Bldg. Info.: (215) 898-8374, [fine-art@pobox.upenn.edu](mailto:fine-art@pobox.upenn.edu) or [www.upenn.edu/gsf](http://www.upenn.edu/gsf) (GSFA).

**31** *The Regulatory Particle of the Proteasome*; Daniel Finley, Harvard Medical School; noon; Austrian Auditorium, CRB (Biochemistry & Biophysics).

*End-to End Quality of Service Management*; Jane W. S. Liu, Microsoft Corporation; 3 p.m.; Amado Hall, Irvine Aud. (Computer & Information Science).

**The Office of Community Housing**  
4046 Walnut St., unless otherwise noted. Info./RSVP: call (215) 898-7422 or e-mail [bramsey@pobox.upenn.edu](mailto:bramsey@pobox.upenn.edu).

**5** *Home Inspection*; noon-1 p.m. & 1-2 p.m.

**11** *Obtaining a Mortgage*; noon-1 p.m. & 1-2 p.m.

**12** *Community Housing 101*; 8-9 a.m. & 1-2 p.m. *Also October 25*, noon-1 p.m. & 1-2 p.m., rm. 720 Franklin Bldg.

**19** *Start Smart—First Time Buyers*; noon-1 p.m. & 1-2 p.m.

**Quality of Worklife Workshops**  
To RSVP, contact Orna Rosenthal at (215) 898-5116 or [rosenthal@hr.upenn.edu](mailto:rosenthal@hr.upenn.edu).

**4** *Home Alone*; 11:30 a.m.-12:30 p.m.; rm. 223, Houston Hall.

**18** *Handling the Difficult and Angry Customer*; 11:30 a.m.-12:30 p.m.; rm. 303, Lauder-Fischer Hall.

# October

## AT PENN