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Dr. Lerman: Associate Director for Cancer Control and Population Science at Cancer Center



Caryn E. Lerman

Dr. Caryn E. Lerman has been named Associate Director for Cancer Control and Population Science at the Penn Cancer Center and Director of the Tobacco Research Program at the Leonard & Madlyn Abramson Family Cancer Research Institute. Dr. Lerman, a professor of psychiatry at the School of Medicine, will also have an appointment at Annenberg Public Policy Center.

"Dr. Lerman's recruitment is such a vital component to realizing our overall mission," said Dr. John H. Glick, director of the Penn

Cancer Center and the Abramson Institute. "Caryn is a preeminent cancer control researcher with recognized expertise in tobacco control research. She's an exceptional scientific leader who will significantly elevate the level of research productivity and collaboration throughout the Cancer Center."

Dr. Lerman's research explores the relationships between genetics and cancer-related behaviors. As the leader of Penn's cancer control research effort, she applies molecular genetic technologies to the development of new cancer prevention and control strategies. One area of her research explores patient decision-making and outcomes of breast and colon cancer genetic testing for high-risk families. In addition, as part of a Transdisciplinary Tobacco Use Research Center Grant from the National Cancer Institute and the National Institute on Drug Abuse, her team investigates the contribution of genetic factors to nicotine addiction through basic, clini-

cal and population research. Recently, Dr. Lerman and her colleagues have linked genetic variants in the brain's dopamine and serotonin pathways with smoking behaviors.

"Advances in molecular genetics provide unprecedented opportunities for identifying susceptible individuals and targeting disease prevention and treatment strategies to them," said Dr. Lerman. "However, until such time as disease susceptibility can be modified at the molecular level, reductions in morbidity and mortality are most likely to be achieved by changes in individuals' behaviors. This work has the potential to alter standard public health approaches to disease prevention by leading to interventions that are individually tailored to a patient's genetic profile," explained Dr. Lerman.

Prior to coming to Penn in July of this year, Dr. Lerman was a professor of oncology, psychiatry, and pharmacology and associate director for Cancer Control and Population Science at the Lombardi Cancer Center at Georgetown University Medical Center.

Dr. Lerman earned her undergraduate degree in psychology from Pennsylvania State University in 1981. She received a master's in psychology in 1982 and a doctorate in clinical psychology in 1984, both from the University of Southern California. Prior to going to Georgetown in 1993, she was director of behavioral oncology research at Fox Chase Cancer Center.

Dr. Lerman has been the recipient of the New Investigator Award from the Society of Behavioral Medicine, the Preventive Oncology Academic Award from the National Cancer Institute/National Institutes of Health, and the Award for Outstanding Contributions to Health Psychology from the American Psychological Association. She currently serves on the Board of Scientific Advisors of the National Cancer Institute (NCI) and has co-chaired the NCI Tobacco Research Implementation Group.

\$2.1 Million: Integrate Security Features into Computers

Penn computer scientists have received a two-year, \$2,125,000 grant to introduce advanced security features used in special-purpose government computers into standard office PCs.

"The funding, from the Defense Advanced Research Projects Agency (DARPA), represents a change in the federal government's approach to procuring highly secure computers," said principal investigator Dr. Jonathan M. Smith. "Endlessly besieged by individuals seeking to break into federal web sites and classified files, government computers require security mechanisms and assurances far more stringent than those ordinarily engineered into the computers available to the general public."

"During the last few decades, the government's approach has been to contract researchers to develop high-security workstations specifically for its own uses, outside of the mainstream computer industry," said Dr. Smith, professor of computer and information science at Penn. "The problem is that development of these special-purpose computers has generally progressed so slowly that the machines, while indeed secure, are technically obsolete by the time they are put into service."

Smith and colleagues at Penn, the software development consortium OpenBSD, and the Apache Software Foundation and OpenSSL Group propose to use the open-source movement—where programmers openly share incremental advances—to try to engineer better security features into mainstream computers, not only those developed just for the military and other high-security organizations. The government then benefits by purchasing more affordable, standardized computers with security features.

"Computers developed for consumer use have focused on user-friendliness, not security con-

cerns," Dr. Smith said. "Users generally only care about security when they've had a failure."

Working through OpenBSD, the computing world's most secure forum for the development of open-source software, the team hopes to integrate stronger security features into mainstream software as it progresses through development. Individuals worldwide who are interested in software can download and examine open-source code and suggest revisions. This collaborative approach leads to more robust software more quickly, Dr. Smith said.

By auditing the security weaknesses of conventional software as it is developed, Smith's team will try to foster the development of mainstream systems secure enough to meet the government's needs. The team will share its security advances with the open-source software community via OpenBSD, whose machines have proven impervious to break-ins for many years. The team will work on an audit of OpenSSL, the widely used software for e-commerce security found in the Apache web server. Apache software is widely used in web applications.

"We expect our work will represent a serious contribution to all computer manufacturers, not just the government," Dr. Smith said. "The source code we develop will be freely available to everyone, and no manufacturers want to deliver an insecure system when they know how to do better."

Dr. Smith's colleagues on the DARPA-funded work include Theo de Raadt, project founder and leader of OpenBSD; Michael B. Greenwald, assistant professor of computer and information science at Penn; Ben Laurie, technical director of A.L. Digital Ltd., a director of the Apache Software Foundation and core team member of the Open SSL Group; and Angelos Keromytis, assistant professor of computer science at Columbia University.

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Van Pelt Director for Public Services: Ms. Kerbel



Sandra Kerbel

Sandra Kerbel has been appointed Director for Public Services at the University Library. Ms. Kerbel comes to Penn from the University of Virginia, where she was the Director of Engineering and Science Libraries. Her responsibilities at Penn include system-wide coordination of information, instruction, and reader services and oversight of services in the Van Pelt-Dietrich Library, Fine Arts, and Music Libraries, and the Engineering and Physical Sciences Libraries.

At the University of Virginia Library Ms. Kerbel was involved in strategic planning for digital services and collections, major library renovation and construction projects, and received the Mac Wade Award for Outstanding Service to the School of Engineering and Applied Science.

Vice Provost and Director of Libraries, Paul Mosher said, "Sandra has the right experience and the values necessary to make the Library a vital part of the academic experience of students and faculty. Her record at UVa. underscores my confidence that Library service quality—already high at Penn—will rise further under her leadership."

Prior to being at UVa., Ms. Kerbel held a number of positions in business, engineering, and science at the University of Pittsburgh Libraries. She has published articles on collection development in the digital age, use of Japanese scientific and technical information, library instruction, use of financial ratios, and gender in historical criminal arrest trends. She holds a masters in library science from the University of Pittsburgh and a masters and bachelors in sociology from Bowling Green State University.

Death

Mr. Izenour: GSFA

Steven Izenour, a lecturer in architecture at GSFA, died on August 21, at the age of 61.

Mr. Izenour worked with the firm of Venturi Scott Brown & Associates. He received his bachelors of architecture from Penn in 1965 and a masters from Yale in 1969. He had been a lecturer in GSFA since 1972. Mr. Izenour was the coauthor of the landmark study *Learning From Las Vegas*, a book that changed the way people thought about the architecture of the commercial strip. Among his designs are the Children's Garden in Camden and the George D. Widener Memorial Treehouse at the Philadelphia Zoo. Mr. Izenour also developed an innovative lighting system used in the Sainsbury Wing of the National Gallery in London that gave the effect of the paintings having been restored.

He is survived by his wife, Elisabeth; daughters Ann Stuart and Tessa Izenour; a son, John; and his parents George and Hildegard Izenour. Donations may be made to the Wagner Free Institute of Science, 1700 W. Montgomery Ave., Philadelphia, PA, 19121 or the Tenney Memorial Library, P.O. Box 85, Newbury, VT, 05051.

More College House Appointments

Just as fall signals both tradition and change on campus, the College Houses undergo their annual ritual of renewing commitments and creating new ones. According to Director David B. Brownlee, 10 of the 12 current Faculty Masters and House Deans are returning.



Dennis DeTurck

Dr. Dennis DeTurck, chair of the math department, will serve for one year as interim Faculty Master of Stouffer College House for Dr. Philip Nichols who is on academic leave. Dr. DeTurck is a nationally recognized leader in interdisciplinary math/science programs with an integrated calculus/physics course to his credit in addition to being the principal investigator of the major NSF-funded project, the Middle Atlantic Consortium of Mathematics and its Applications throughout the Curriculum, which EPADEL featured at its 1998 spring meeting at Villanova. In addition to his traditional teaching responsibilities, Dr. DeTurck has taught in the pre-freshman Penn Summer Science Academy, he has been a pioneer in web-based distance learning, and he has spearheaded two major partnerships with public schools in West Philadelphia. He completed his undergraduate degree at Drexel and his Ph.D. at Penn.



Srilata Gangulee

Dr. Srilata Gangulee, currently an Assistant Dean for Academic Advising in the College of Arts and Sciences, is appointed to Harrison College House as a Senior Fellow. Dr. Brownlee also noted the addition of Alton C. Strange, a longtime graduate associate in DuBois. Mr. Strange is now the House Dean of Spruce College House.

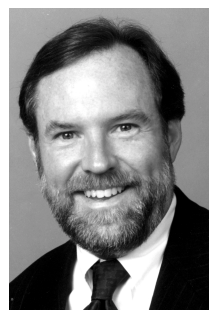
Dr. Srilata Gangulee has been at Penn since 1994, serving first as an advisor in the Office of International Programs and then as an Assistant Dean for Advising in the College of Arts and Sciences. Before coming to Penn, she was a financial program coordinator at Bryn Mawr College (1985-1994). Dr. Gangulee holds an M.A. in economics from the Fletcher School of Law & Diplomacy, Tufts University, and a Ph.D. in economics from New York University. She has taught economics at the Ecole Active Bi-langue in Paris and New York University, and served as a reader for a research project on international communism at MIT. Her academic interests focus on welfare economics and sustainable development. Each fall for the last six years at Penn, she has taught a course on the economics of immigration that analyzes the impact of transnational Asians on the economies of their home/old and host/new countries. Her publications include articles in the *Tata Energy Research Institute (TERI) Journal* and *Journal of Comparative Economics*. She has participated in several conferences, among them the TERI Conference on Sustainable Development in February, 2001 in New Delhi, India; the 1999 Conference of the Association for Asian American Studies in Philadelphia; and one at the United Nations on economic development in New York in 1997. She works closely with Penn's Puente Group for Crossing the Digital Divide, and she is a founder of The Bengali School of Philadelphia.



Alton Strange

Alton C. Strange has been a member of the Penn community since 1994. He received a B.A. in history from Morehouse College in 1991 and is currently a doctoral candidate at GSE where his primary research focus is in career development for non-college-bound high school students. Most recently, Mr. Strange has coordinated the Penn Pre-Freshman summer program within the Department of Academic and Support Services. He has also been a Graduate Associate at the W.E.B. DuBois College House since 1997. Mr. Strange has taught under many programs and served as a presenter at the 1999-2000 Urban Ethnography Conference at Penn. For the past three years, he has been a co-coordinator of the Coca-Cola Mentorship Project which assists University City High School seniors in developing career and educational goals after graduation. Also at Penn, Mr. Strange was a facilitator for the Coping Skills program at Shaw Middle School (1998); for the Multicultural Project on Diversity and Race Relations (1996); and a career consultant for the Center for Community Partnerships from 1996-97. In 1994, he taught for Project C.A.R.E.S. at Georgia State University and the Clifton Child Care Center at Emory University's Center for Disease Control. Mr. Strange also served as a student leader in GSE's Association of African-American Graduate Students from 1994-96.

Wharton External Affairs: Steven Oliveira



Steven Oliveira

The Wharton School has announced the appointment of Steven Oliveira as associate dean for External Affairs. Mr. Oliveira will lead and manage development, communications and alumni affairs programming, including comprehensive activities for Wharton's \$425-million Campaign for Sustained Leadership.

Mr. Oliveira previously served as vice president for Development and Alumni Relations at the University of Virginia's Darden School, where he was successful in rebuilding and revitalizing the school's advancement program. Under his leadership, the Campaign for Darden surpassed its goal by over 100 percent, raised the largest single gift in the history of any business school, and had the first graduating class in the history of higher education to achieve 100 percent participation in its class gift.

Prior to his position at Darden, Mr. Oliveira served as associate vice president and co-director of Development at Brown University, where he was responsible for several of the largest gifts in Brown's history. During his career, Mr. Oliveira has worked closely with some of the world's leading philanthropists.

He earned a bachelor's degree from Brown and a J.D. from Suffolk University Law School. He is also a member of the bar in Rhode Island and Massachusetts.

UCD Executive Director: Mr. Goldstein



Eric Goldstein

Eric T. Goldstein, RLA, has been named executive director of University City District (UCD) by the Board of Directors Executive Committee. Mr. Goldstein succeeds Paul Steinke, who resigned in April. Mr. Steinke had been executive director of UCD since its inception in 1997.

Mr. Goldstein is a registered landscape architect who joined UCD in 1998. As director of Capital Programs and Planning, he has managed planning, design, construction and fundraising for improvements through University City neighborhoods.

"Eric has been a key leader and innovator at the UCD," said John A. Fry, UCD board chairman and acting executive director since May. "He has led our highly successful Capital programs and Planning group. We are highly confident that Eric's superior abilities and leadership will carry the UCD forward to even greater achievements and long-lasting contributions to the City and region."

As executive director, Mr. Goldstein will be primarily responsible for renewing the UCD's financial support for FY 2002-03 and beyond from the area's businesses, institutions and individuals. Unlike other Philadelphia area special services districts, UCD is not funded by mandatory property tax assessment but by voluntary contributions. The organization's present annual operating budget is \$4.5 million, the majority of it funding its core programs of public safety and public space maintenance.

Mr. Goldstein also serves as vice-president of The Woodlands Cemetery Company board, an organization that oversees the historic grounds and mansion in University City.

Penn Contributes

Over \$11,000 in donations was collected from September 13 through September 20 at Houston Hall for relief efforts after the attacks on New York and Washington.

Luce Scholars Program

The Luce Scholars Program (www.hluce.org) provides career opportunities for outstanding young Americans who have no previous experience of Asia. These one-year internships are for people in academic and professional fields who would not, during the course of their careers, expect to go to Asia. Applicants must be U.S. citizens under the age of 30. This year Penn may nominate three applicants for this prestigious award. The Penn deadline is November 7.

Please contact Clare Cowen (ccowen@pobox.upenn.edu) at the Center for Undergraduate Research and Fellowships for further information.

Availability of Pilot and Feasibility Grants

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

Young investigators who are starting their laboratories, or established investigators who wish to take a new direction to their studies, are encouraged to submit applications to the Diabetes Endocrinology Research Center, 501 Stemmler Hall, by Tuesday, January 8, 2002.

An original and 12 copies of the DERC Application form must be used. The Application form can be picked up in the DERC office in 501 Stemmler or faxed (call (215) 898-4365 to request a copy); or it can be downloaded from DERC website www.med.upenn.edu/pdc.

If human subjects will be participating in the proposed research, it will be necessary to submit NIH Human Subject forms with the application; if animal research is being proposed, we will need an original and 3 copies of the Institutional Animal Care and Use Committee (IACUC) protocol forms.

Grants will be reviewed by the Diabetes Research Center's Pilot and Feasibility Review Committee and by extramural consultants. Based on the outstanding evaluation of the recent competitive renewal of the Diabetes Research Center, we anticipate that awards of up to \$50,000 will be made (equipment and travel fund requests are not permitted) and will be funded for one year.

Investigators who are currently in the 01 year of support through this Pilot and Feasibility Program may reapply for an additional year of funding. Such continuation requests need to be carefully justified, however, and will be considered as a competing renewal application. Notification of an award will be made in April of 2002. For further information, please contact Dr. Bryan Wolf, Pathology and Laboratory Medicine, Room 5435, Main Building CHOP (215) 590-4446, e-mail: wolfb@mail.med.upenn.edu.

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

Trustees' Council Grants

The Trustees' Council of Penn Women invites members of the University community to apply to its 2001 Grant Program. Grants in amounts ranging from \$1,000 - \$5,000 will be made to individuals or organizations selected by The Council's Grant Committee.

The Trustees' Council Grant Program is available to an individual who, or organization that, promotes the following:

- women's issues
- the quality of undergraduate and graduate life for women
- the institutional advancement of women
- the physical, emotional and psychological well-being of women

The Trustees' Council Grant Committee is inclined to give favorable consideration to projects that:

- affect a broad segment of the University population
- move the University community to a higher awareness of women's issues
- provide seed money for pilot programs that show potential for becoming ongoing self-supporting programs

For applications, please contact Jeannie Williams at (215) 898-7811 or stop by the Sweeten Alumni House, 3533 Locust Walk, 2nd floor. Applications must be submitted no later than November 30, 2001. Awards will be announced during the first quarter of 2002 and funds will be distributed thereafter.

Robert Bosch Fellowships to Germany

As the countries of the world become more interdependent, the Robert Bosch Foundation recognized the importance of familiarizing American professionals with the political, economic, and cultural environment of Europe in general and of the Federal Republic of Germany in particular. To further this goal and to strengthen the ties of friendship and understanding between the United States and Germany, the Foundation is sponsoring a Fellowship Program which enables young American professionals to participate in an intensive work and study program in Germany. Although a prime goal of this program is the advancement of American-German/European relations, it, in addition, contributes to the participants' professional competence and expertise, and broadens their cultural horizons.

The Robert Bosch Foundation Fellows receive internships in such key German institutions as the Federal Government, the Federal Parliament, headquarters of private corporations, mass communications, and other governmental or business entities. They normally work at a high executive level. The Foundation will make every reasonable effort to secure positions for fellows related to their professional goals. Candidates for the program are competitively chosen from the fields of Business Administration, Economics, Journalism and Mass Communications, Law, Political Science and Public Affairs/Public Policy. The program runs from September to May.

Application deadline: October 15, 2001

Number of Participants: 20

Citizenship: U.S. citizen

Age: 23-34 at the time of application

Language: German fluency required at start of program. If needed, language training will be provided by the Bosch Foundation.

More information can be obtained from the U.S. representative for the Robert Bosch Foundation, CDS International, Inc. at www.cdsintl.org, (212) 497 3500, or by e-mail to info@cdsintl.org.

Wharton-Omnicom Communication Fellows Program

The Wharton School has announced the creation of the Wharton-Omnicom Communication Fellows Program. The initiative will support the training of 40 MBA and other Penn graduate students to serve as written and verbal communications coaches for Management Communication, a core course taken by all Wharton MBA students during their first year of study. A second component of the gift will be used to support the development of a technology-enhanced distance-writing program that will be implemented by Wharton-Omnicom Communication Fellows.

"This gift to the Wharton Communication Program underscores our commitment to prepare business leaders who are able not only to formulate vision and strategy, but also to communicate them to employees, shareholders and the public," said Wharton Dean Patrick T. Harker. "Omnicom shares Wharton's relentless focus on innovation and global leadership, and we are proud to partner with the School to build the world's premier communication program in a business school," said Randall J. Weisenburger, Omnicom Group's executive vice president and chief financial officer. Mr. Weisenburger, a 1987 Wharton MBA graduate, is a member of the School's Graduate Executive Board.

The Wharton Communication Program is among the first of the leading business schools teaching students to deal effectively with the media. According to the Program's director, Lisa Warshaw, "Wharton prepares business leaders; dealing effectively with the media is integral to our students' success." Omnicom Group Inc. (NYSE:OMC) www.omnicomgroup.com is a leading global marketing and corporate communications company. Omnicom's branded networks and numerous specialty firms provide advertising, strategic media planning and buying, direct and promotional marketing, public relations, and other specialty communications services to over 5,000 clients in more than 100 countries.

Surveys of Wharton alumni explicitly show that clear and persuasive communication is critical in business. The retooled Wharton Communication Program is a valuable resource helping students avoid the scenario above. The program's cornerstone, Management Communication (WHCP 653), is a class required of all first-year MBA students. With six classes over the course of a quarter, students learn and practice effective oral presentation skills, polish these skills in front of a critical audience, and try new communication techniques in a non-threatening

situation. Critical skills covered include persuasion, professional PowerPoint presentations, the graphical display of data, ad hoc elevator speeches, and handling media relations. The program also offers an array of non-credit communication workshops during pre-term and throughout the year.

"As an investment banker, I saw very bright people whose careers were derailed because they couldn't communicate well. I don't want that to ever happen to our students," said program director Lisa Warshaw. "My goal is for an employer to assume: 'If I hire a Wharton grad, I'll have hired an effective communicator.'"

Student presentations, which occur five times during the course, are videotaped and critiqued by instructors and peers. The program plans to expand the presentation media to include written communications. The initiative will support the training of 40 second-year MBA and other Penn graduate students to serve as written and verbal communications coaches for Management Communication. A second component of the gift will be used to support the development of a technology-enhanced distance-writing program. To learn more about communications at Wharton, visit the Wharton-Omnicom Communication Fellows Program, at <http://rider.wharton.upenn.edu/~commprog/>.

Alumni Affairs and Wharton Fund Restructuring

The Wharton School's Associate Dean for External Affairs, Steven Oliveira, recently announced the restructuring of two departments within the School's Division of External Affairs. As of August, Alumni Affairs and the Wharton Fund have been merged to form one new department—Alumni Affairs and Annual Giving. Mr. Oliveira appointed Leslie Arbuthnot, former director of the Wharton Fund, to head the new department. Before joining Wharton, Ms. Arbuthnot served in a number of leadership positions in alumni relations and annual giving at Tulane University.

The restructuring unites approximately 20 employees in the new department. Five additional staff will be added to work closely with alumni. Mr. Oliveira stated, "With a united group, we are better positioned to develop a

culture of lifetime engagement and participation for all Wharton alumni. We have one of the largest business school alumni networks in the world. This organizational change is the first step in the process to become the best."

Along with increasing efficiency and consistency in alumni outreach, the goals of the new Alumni Affairs and Annual Giving Department include:

- promoting greater class identification and class-based networks;
- creating a stronger and more effective reunion program;
- improving regional and global outreach through a strengthened alumni club network;
- building alumni participation in the Wharton Fund;
- increasing Web-based alumni outreach and communication;

- developing new virtual and affinity-based alumni networks; and
- building processes to capture and enhance alumni data.

The new structure will enable the staff to better assess methods of improving connectivity to alumni. "Our objectives here are long-term, not short-term," Mr. Oliveira stated. "We are fundamentally changing the way we relate to our alumni while also increasing the number of staff working with alumni in these areas."

For current and matriculating students, the new department will seek to promote a culture in which their relationship with Wharton is life-long and the transition from student to alumnus is seamless. The new department also will begin to develop a new generation of volunteer leadership for the future of the School.

Speaking Out

On Staying Open to the World

After coping with strong, sometimes contradictory emotions and thoughts during the last two weeks, many Americans are now seeking a return to a normal routine, albeit with an altered sense of what is normal. Mayor Rudolph Giuliani said in a televised interview on Saturday that New Yorkers would be foolish and unrealistic not to take extra security precautions and that everyone will continue to grieve over the innocent lives lost on September 11th. At the same time Mayor Giuliani drew an analogy to the citizens of London under siege during World War II. When the air raid sirens sounded, they went to the bomb shelters. With the all-clear signal, they returned to their normal lives—they went to work, they went to school, they went to concerts and sports events. They were not paralyzed.

Today, we must not be paralyzed, either

physically or mentally. Not only must daily routines be taken up again, but we should also unlock our thinking—to realize that, now more than ever, it is important, indeed essential, to remain open to the world. Americans and citizens of other countries would be foolish and unrealistic not to remain "on alert." But, in the long run, to reach the goals of security and peace and prosperity, an absolutely essential factor is increased international understanding, greater tolerance for other cultures and beliefs, and enhanced familiarity with people who may initially seem uncomfortably foreign. This unlocking of our minds, this opening up to the world will take great effort. Our world has changed drastically since Mahatma Gandhi wrote: "I do not want my house to be walled in on all sides, and my windows to be closed. I want the cultures of all lands to be blown about my house as freely as possible. But I refuse to be blown off my feet by any."

Two years ago, Thomas Friedman wrote a book dramatizing the conflict of "the Lexus and the olive tree"—the tension between globalization and ancient forces of local culture, geography, tradition and community. Two weeks ago, globalization was callously used as one of the tools in a complex plan to destroy lives, shake public confidence and destabilize systems. The trust and apparent naiveté of Gandhi's words have been blown away. It will be hard to keep our windows open, we can no longer let strong threatening winds blow "about [our] house as freely as possible," but we cannot close ourselves off from the terrible complexities of the world. It is time for universities to do what we do best—learn and keep learning, unlock our minds and open, carefully, very carefully, the windows of our understanding.

—Joyce M. Randolph, Executive Director,
Office of International Programs

Speaking Out welcomes reader contributions. Short, timely letters on University issues will be accepted by Thursday at noon for the following Tuesday's issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated. —Eds.

COUNCIL 2000-2001 Year-end Committee Reports

Most of the following reports were presented at Council last spring. Final reports for Community Relations, Facilities, Personnel Benefits, Pluralism, Quality of Student Life (Interim), and Safety and Security, were given to Almanac recently for publication.

Community Relations

*May 11, 2001
Discussed at Council, April 25, 2001*

Overview

The University Council Committee on Community Relations met eight times during the academic year 2000-2001. These meetings focused largely on the Charges, both general and specific, under which the Committee had been asked to conduct its work. Those charges were:

Standing Charge from the Council Bylaws (amended April 26, 2000): The Committee on Community Relations shall advise on the relationship of the University to the surrounding community. It shall advise the Council and help make policy with respect to the community. It shall work with the Office of Community Relations to assure that the University develops and maintains a constructive relationship with the community. The chair of the committee shall have cognizance of pending real estate activities of concern to the community. The chair along with the director of community relations shall meet quarterly or more often, if needed, with the executive vice president or his or her designee for real estate to be informed of impending real estate activities that affect the community. They shall, with discretion, discuss relevant cases with the Committee, and may inform the community as the need arises. The Committee shall consist of eight faculty members, four A-1 staff members, two A-3 staff members, two graduate/professional students, and two undergraduates. At least three members shall reside in West Philadelphia. The executive vice president or his or her designee, the directors of recreation, community relations, the Annenberg Center, and the African-American Resource Center, the manager of WXPB-FM, and the directors of the Center for Community Partnerships, Civic House, and Community Housing shall be non-voting ex officio members of the Committee.

Specific Charges for 2000-2001 (June 20, 2000):

1. Develop more formal relationships between this committee and Penn Faculty and Staff for Neighborhood Issues (PFSNI), making use of the PFSNI listserv.
2. Explore making a joint effort with the Office of Vice President for Government, Community, and Public Affairs to share information and resources.
3. Continue to maintain oversight of the University's impact on the community, giving special attention to real estate developments and transactions, and the planned preK-8 school at the former Divinity School site.
4. Assess formal contacts with the Center for Community Partnerships and the Office of City and Community Relations.

Members agreed that the broadness of the charges and the lack of direction about what constitutes "Community" seriously hamper the Committee. Over the year, we gained considerable clarity about what this Committee can and cannot reasonably do. We also determined that a number of the charges have been, or are being, addressed by other organizations on campus, thus making our attention to them a duplication of effort. The Committee was, however, able to identify a core problem that none of the existing mechanisms on campus is able to address adequately. That problem is communication, broadly speaking. From the first meeting, when many members raised concerns about this issue, until the last general discussion, in which we proposed scenarios for prompting actual solutions, we became ever clearer about our role as a recommending and coordinating body that can intervene best in advisory fashion, rather than a body that takes on the work of orchestrating and assessing the University's many relations with and impacts upon the Community. We believe that the Committee needs either to have a much more limited focus in subsequent years, with a new and reduced charge as suggested below, or needs to be eliminated, as per the suggestions in the Subcommittee on Charges report here appended.

Our Discussions

Each year the committee struggles with the question of its own make-up and mission (see annual reports for 1995-96, 1997-98, and recommendation #6, 1998-99) and this year was no different. A Subcommittee on Charges, established in December with Chair Daniel Bogen and members Jeanne Arnold and Richard Womer, attempted to craft new charges, but concluded that specific charges would not alleviate the underlying problem of the standing charge. The Subcommittee recommended elimination of the Committee with such conviction that we urge due attention be given to this matter.

At the first meeting, Committee members discussed the state of affairs with respect to community relations. Special attention was drawn to student, particularly undergraduate, perceptions of the West Philadelphia Community. Students may hold stereotypes about the neighborhood and its residents, which need to be countered both by better dissemination of information and by increased student involvement in community-based academics and service. At later meetings, we noted the fact that the University is not necessarily even successful at apprising the faculty of the range of community relations activities in which it is engaged. Multiple activities of academically-based community service, traditional direct service programs, and community development, including the disposition of real estate, all go on, but when an individual has a concrete question about who is providing which services, or where specific links to the Community are located, the answer is often hard to find.

At its earliest meeting, the Committee also raised the question of how the activities of the University are perceived by various Communities. Members of the Committee who reside locally are well aware that suspicion of the University's motives, however unfounded, continues to exist in the broader Community. The Subcommittee on Perceptions, instituted last year with members Karlene Burrell-McRae, Jody Kolodzey, Klaus Krippendorff, and Brian Spooner, was empowered to continue its efforts (see the appended Subcommittee on Perceptions report).

Early on, the Committee determined that it would not attempt to arrange briefings on various programs and projects in which the University is involved, as has been done in the past. While a series of briefings would leave the Committee better informed, it would not of itself produce any improvement in the basic issue of how faculty and students at large become aware either of what is happening with respect to various community initiatives, or the perceptions of different constituencies.

Similarly, after consideration of the possibility of inviting community representatives to this Committee to air their concerns, it was decided that such invitations would potentially raise more problems than they could solve. First, such hearings would never be more than partial introductions to community concerns and perceptions. In addition, the representatives so invited might misconstrue the role of this Committee.

The Committee did receive an update on the Five Neighborhood Initiatives (Clean and Safe; Retail; Community Economic Development; Housing; Schools and Public Education) from Director Glenn Bryan of the Office of City and Community Relations, who subsequently kept the Committee apprised of developing situations in the University-Community relationship. A briefing on the Partnership for Quality Housing Choices in University City was given by Managing Director for Institutional Real Estate Tom Lussenhop, at which members raised the question of whether Section Eight residents would be able to reside in rental units acquired by the Partnership. The answer was positive. The Chair attended monthly

(continued, next page)

(continued from page 5)

the new Community Service Directory being produced by the Center for Community Partnerships. The third meeting of spring was held in conjunction with the Center for Community Partnership's International Conference on Higher Education Civic Engagement.

A major theme of deliberations in the Committee was the process and protocol of University-Community relations. The Committee is extremely interested in the question of how things are done at the University: who is consulted when a new Community-based initiative is proposed, how the needs and interests of the Community are gauged, how the University ensures positive engagement, and how the impact on the Community is finally assessed. Similar questions have been raised in 1995-96 and 1996-97. The fact that this Committee itself is not always consulted when appropriate was raised in the 1997-98 report. A suggestion that we investigate any recent engagement that has run into bumpy patches, such as the Neighborhood PreK-8 Penn-assisted School, never got off the ground. A proposal was made instead to focus on successful engagements, with an eye toward discovering what participants did right, resulting in the passage of this motion, offered by Professor Lois Evans:

I move that the Community Relations Committee identify, describe, analyze and publicize for possible emulation 'successful models of community-academic partnerships' from among the schools, institutes, centers and other organizational units at Penn.

The Subcommittee on Successful Models of University-Community Initiatives, authorized upon passage of the motion, gathered information and met to determine procedures for this review. Their focus was on establishing principles for community-academic partnerships and university-community initiatives. This effort led to an understanding that the Committee itself is not able to accomplish such a task, nor is its proper role to do so. The groundwork this Subcommittee laid can be the basis for work that we will recommend. (Similar recommendations were made in 1996-97 and 1997-98). Subcommittee members were Lisa Lord (Chair), Glenn Bryan, Lois Evans, David Grossman, Michael Rose, Joann Weeks, and Stefany Williams-Jones.

Progress on Last Year's Recommendations

Last year's Committee report suggested that ties with Penn Faculty and Staff for Neighborhood Issues be strengthened. We planned to bring in a representative of the PFSNI group, but this did not occur. PFSNI is undergoing its own restructuring at present.

The report suggested that the role of WXP in conveying information about Community Relations initiatives be explored. The Chair had a meeting with WXP Manager Vinnie Curren and Al Fireis, Chair of the WXP Policy Board, and learned of the constitutional constraints that make it inappropriate and counterproductive for WXP to do more in this area than it presently is.

Progress on all other recommendations—several of which in essence have been recommended before, and which come up again in this report—was hindered by the need to discuss the charges.

Summary

The important issues for future attention that the Committee identified are the flow of communication (comprehensibility), the flow of consultation (protocol), and the principles of interaction that govern Community-University relations. We urge that next year's charges be limited in a manner that will allow action.

Recommendations to University Council:

1. We recommend that the presently formulated Committee on Community Relations, as defined by the Standing Charge to that committee, be eliminated.

2. The Committee wishes to state for the record that the vast number of projects through which the University works with Communities is currently beyond the comprehension of anyone. This *incomprehensibility* is the basic issue that has to be addressed by any Committee on Community Relations.

3. There is also no adequate means by which the perceptions of the Community concerning the University can be judged, nor by which any misperceptions that arise can be countered. *Incomprehensibility* reigns here as well. The University should attend seriously to this issue; before conducting any survey or focus groups, however, we should explore the perception of these tools, which are themselves sometimes viewed negatively.

4. The Committee on Community Relations should be restructured to focus on *communication* about community relations between and among the University, Communities, faculty, and students. It should deal with the manner in which projects get started, reviewing them prospectively and monitoring compliance with established principles. The Committee should no longer be asked to evaluate large-scale situations, although the Committee should recommend evaluations be undertaken by groups with appropriate skills and resources as necessary.

5. At present, it is entirely possible for different organs of the University to operate on projects that involve Community independently of each other, without cognizance of other ongoing contacts with the Community. The Committee should develop *protocols* for communication across the University on all projects that involve outreach from campus or that have an impact on the Community. These protocols should mandate the avenues of consultation to be followed by all University representatives, whether administration, faculty, or students, when interacting with the Community, so as to ensure mutually beneficial interactions. Said protocols should also clarify when this Committee is to be consulted in the course of such endeavors. Council should consider making monitoring of compliance with these protocols a function of this committee.

6. The Committee recommends the establishment of a group with appropriate professional skills to continue the work of the Subcommittee on Successful Models of University-Community Initiatives. Such a group would establish *principles* for the conduct of Community-University partnerships, based on an analysis of past successful efforts. These principles will be reviewed by the Committee and disseminated to the University. The group may also wish to recommend the establishment of an award to recognize excellence in this area.

Recommendations for Next Year's Committee:

The Committee has to be mindful of the difference between suggesting work and doing the work they suggest. The Committee does not have to do each thing it asks for, since it is empowered to advise the Council and the Office of City and Community Relations.

1. The Committee should review the new Community Service Directory being produced by the Center for Community Partnerships. This should not require much effort, since it has been done before (1996-1997).

2. Documents in place and systems of notification regarding Community projects need to be reviewed by this Committee as part of the development of protocols. Existing protocols should be collected from relevant offices. Protocols should be top priority, and every effort should be made to complete them in 2001-2002. Monitoring compliance with various standards has been suggested by the Committee in the past, and should be recommended again.

3. A six-month timeline is suggested for the study of successful models by a newly created entity. Based on their report to the Committee, principles should be presented at the end of 2002-2003.

4. The office of the General Counsel of the University should be consulted as the protocols and principles take shape.

— Linda H. Chance, Chair

2000-2001 Council Committee on Community Relations

Chair: Linda Chance (Asian & Middle Eastern Studies). **Faculty:** Lois Evans (Nursing), Daniel Bogen (Bioengineering), Ann Farnsworth-Alvear (History), Lyn Harper-Mozley (Psychiatry), Richard Womer (Pediatrics). **Graduate/Professional Students:** Sharon Etenberg, Kyle Farley, John Barrett. **Undergraduate Students:** Alexandra Minkovich, Beth Rapaport. **PPSA:** Karlene Burrell-McRae (Greenfield Intercultural Center), Jody Kolodzey (Development and Alumni Relations), Lisa Lord (Wharton Real Estate). **A-3:** Karen Pickney (Medical School Facilities). **Ex-officio:** Jeanne Arnold (African American Resource Center), Glenn Bryan (City and Community Relations), Vincent Curren (WXP), Michael Diorka (Recreation), David Grossman (Civic House), Michael Rose (Annenberg Center for Performing Arts), Stefany Williams-Jones (Office of Community Housing), Tram Nguyen (Secretary), Leah Glickman. **(New) Non-attending members:** Namrata Narain (Biomedical Graduate Studies), Regina Cantave

See page 7 for the reports of the subcommittees of the Community Relations Committee.

Report by the Subcommittee on Perceptions of the Community Relations Committee

May 4, 2001

The Community Relations Committee/Perceptions Subcommittee, 1999-2000/2000-2001, consisted of: Karlene Burrell-McRae, Jody Kolodzey, Klaus Krippendorff and Brian Spooner.

Our focus has been on symbiotic perceptions. We have been concerned, that is, not just with how Penn is perceived by the West Philadelphia Community, but with how the West Philadelphia Community is perceived by Penn.

We have observed how certain practices and policies of the University serve to create perceptions by its students, faculty, and staff that the surrounding community is hostile and unsafe; at the same time, these and other University practices and policies foster perceptions by West Philadelphia residents and business owners that the University considers them a nuisance and an obstacle to its perceived notion of manifest destiny. There is mutual distrust, and mutual feeling that each regards the other as something of a "feeding ground."

Some of the things we looked at were concrete: i.e., the perceptions of people who walked their dogs on the site of the planned pre-K-8 school, and had come to consider themselves a "community" whose members looked out for and supported one another. This group of West Philadelphians further cemented its sense of *communitas* by banding together against a perceived enemy—not just to its habit of dog-walking, but to its actual existence as a community—and that enemy is Penn. The threat, as these people perceived it, was not just individual, but collective, and as such, it proved very motivating.

Other things we observed were more subtle and abstract: i.e., the perception that the subtext of the "Go West" campaign promoting Thursday night activities on campus indicated that the community was not welcome. For West Philadelphians, coming to campus means going *East*. The perceived implication was that only Center City residents were invited.

History

The idea for this subcommittee grew out of some remarks made at the first Community Relations Committee meeting of 1999-2000. At that time, a representative from Residential Life told the committee that her office had initiated van service to take students from the College Houses to the University Museum on Thursday evenings. Several of us immediately thought, "It's not very far. Why can't they walk?" A founding member of our subcommittee said she was reminded of the first apartment she looked at in University City when she initially came here as a graduate student. That apartment had bars on the windows. Rather than feeling more secure because of the bars, she was terrified: "My God," she wondered, "What are they keeping out?" Likewise, having such a van suggests it is not safe to walk three blocks here after dark. We recalled that a *DP* guest columnist had written in 1998 that the University's Escort Service was originally a walking service; the columnist noted that turning it into a van service not only increased the perception that the streets were unsafe, but actually contributed to making them unsafe by removing pedestrian traffic.

We were also intrigued by a comment made by a member of GAPSA—that ten years ago, 100% of Penn's grad students lived in West Philadelphia. Now, 70% of them live in Center City. Our subcommittee wanted to know: How is this fact related to the concept of perceptions? Do grad students perceive the West Philly neighborhood as undesirable? Do West Philly residents perceive grad students as undesirable neighbors? What role do Penn's own real estate and business practices in the community play in the grad students' perceptions of West Philadelphia as an undesirable place to live?

We decided it would be useful to offer a series of focus groups aimed at getting a handle on exactly what some of these perceptions are. One member of our subcommittee is very proficient and experienced in focus group design, organization, and management. The problem our subcommittee faced, however, was the same one that addles the Community Relations Committee as a whole and was discussed in our last couple of general committee meetings: not enough time or manpower.

It was too much for us to do ourselves. We lost momentum. We lost heart.

Conclusion

We are uncomfortable with the perception that our role is to be cheerleaders and apologists for the University's expansion policies. Rather, as one member of our subcommittee put it, we "want to make sure that people who are not Penn staffers are not shafted."

We believe that perceptions are important and that more attempts should be made to examine and to heed them. They should never be dismissed as "wrong." They create their own reality.

—Jody Kolodzey

Report by the Subcommittee on Charges of the Committee on Community Relations

April 18, 2001

Summary

In recent years the Committee on Community Relations has struggled to define a purpose or manageable task for each academic year. This struggle for definition was particularly difficult over the 2000-2001 year, and generated considerable discussion and analysis. From this we have concluded:

1) The Committee lacks a specific purpose or role, in large part because it has been supplanted by other organizations and committees.

2) There are serious, structural problems contained within the Charges to the Committee, that make it difficult for the Committee to perform effectively.

3) There remain aspects of community relations and Penn-Community projects that are not adequately addressed by existing committees or organizations within the University.

We therefore recommend:

1) That the presently formulated Committee on Community Relations, as defined by the Charges to that committee, be eliminated.

2) That consideration be given to devising sharply focused committees or organizations to address issues not already addressed by other entities, with particular consideration for committees or organizations that would *prospectively* review/comment-on/react-to/evaluate Penn-Community projects *before* these projects are underway.

3) That consideration be given to developing structures for evaluating the long-term "success" of major University/Community projects and relations, as well as the total integrated activity of the University with respect to the Community. Such an evaluation would require personnel with appropriate time, skills, and resources.

Finally, leaving aside the recommendations listed above, we draw your attention to some of the specific structural problems faced by the Committee, which severely limit its effectiveness:

1) The charge to the Committee is vague. It speaks of assuring that "the University maintains a constructive relationship with the community", but does not specify what constitutes the "community". Nor does it specify what "constructive relationship" is.

2) The charge to the Committee is overly broad. It includes issues such as housing, real estate development, economic development, beautification, safety, policing, health and wellness programs, educational programs for residents, and educational programs for University students. No committee with its attention so divided can be expected carry out its charge.

3) The Committee does not have the expertise to carry out its charge. For instance, for the Specific Charges for 2000-2001 the Committee is called to "maintain oversight of the University's impact on the community, giving special attention to real estate developments and transactions, and the planned preK-8 school." Impact "assessment" is a job for experienced professionals—with the requisite education, training, and resources—in this case, urban planners, sociologists, real estate specialists, and educational specialists. The University places a high value on excellence; the Committee should not be asked to render judgments it is unqualified to make.

4) Three of the four Specific Charges for 2000-2001 deal with information sharing or making "contacts" and "relationships" with other organizations for unspecified goals and purposes. This suggests that the Committee no longer has a specific purpose, or that its original purpose has been supplanted by other organizations.

The Subcommittee consisted of Daniel Bogen, author of this report, Jeanne Arnold, and Richard Womer.

Facilities

April 2, 2001

Interim Report published November 7, 2000; Discussed at Council November 15, 2000

The committee met five times this academic year. The committee was charged with the following responsibilities:

- To review the Campus Development Plan
- To review the University's relationship with Trammell Crow
- To appoint a Transportation sub-committee
- Classrooms

Report on Campus Development

The committee's first two meetings were devoted to the Campus Development Plan, and the committee reported its comments on that plan to Council in November. We shall not review that matter here.

Report on Trammell Crow

Some years ago the University out-sourced much of its facilities management to Trammell Crow. At that time about 140 employees were "outsourced". But last year most of the outsourcing was reversed. Now there are only 30 to 40 "outsourced" employees. These are registered engineers or architects involved in facilities planning, for the most part off-campus facilities planning. These professional employees are needed at the moment because the University is in the midst of a very vigorous building phase, a phase which will pass. By outsourcing facilities planning the University can accomplish its planning goals during such a phase without having to fire employees when the pace of construction slows. Vice President for Facilities Management Omar Blaik allowed as how the University had no intention of reversing itself again and once again outsourcing the other aspects of Facilities Management.

Transportation and Traffic

The Committee has reviewed a number of issues and problems relating to transportation, traffic and parking in the campus area. This is a summary of events, Committee's analyses and recommendations for actions.

Transportation System and Policy

Two major events concerning the overall transportation system in the campus area took place this year.

A Campus Master Plan including transportation policy and infrastructure has been completed by the Olin Partnership. Its implementation is now the next task for the University.

Following recommendations of this, Facilities Committee from the last two years, the University has appointed Mr. Charles Newman as a coordinator for all transportation activities on the Campus. Mr. Newman has established a Transportation Coordinating Committee to coordinate all actions and external relations with respect to transportation. The Committee has already been meeting. It has defined its mission and domain of activity. We hope and expect that the existence of this Committee will greatly improve coordination of activities, increase efficiency and avoid uncoordinated actions and contacts with external bodies dealing with transportation, such as the City's Department of Streets and SEPTA.

Streets and Traffic

The recent resurfacing, new pavement markings, bike lanes, and introduction of curb parking on Walnut and 33rd Streets have resulted in significant improvements, particularly in the reduction of traffic speed and the safety hazard that high speeds had represented.

The city's introduction of pedestrian signals at the intersections of Chestnut and Walnut Streets has improved pedestrian convenience and safety. However, this job should be completed by installing pedestrian signals also on cross streets, rather than only for crossing Chestnut and Walnut Streets.

The "Right Turn on Red" allowance is hazardous for pedestrians, and it should be discontinued in the campus area (just as it is being eliminated in Center City). Signs saying "No Turns on Red" should be installed at all intersections and on the existing signs with this message and an added note "6 a.m. to 6 p.m." this note on time limit should be eliminated.

The intersection of Spruce Street and Convention Boulevard, which has many pedestrians, has no visible pedestrian crossings across Spruce Street on either side of the intersection. Hazardous conditions for pedestrians are a daily phenomenon and a serious accident may happen at any time. It is the responsibility of the City's Streets Department as well as the University to correct this situation at once by painting the pedestrian crossings and posting the "No Turn on Red" signs at appropriate locations.

Three major pedestrian crossings in the campus area are not only inconvenient for pedestrians, but also directly dangerous for both pedestrians and motorists. They are on 33rd and 34th Streets, and on Convention

Boulevard at SEPTA's station, where over 400 pedestrians cross the 40-foot wide street every day without any protection or markings.

It is urgent that these crossings be designed as pedestrian crossings with "Yield to pedestrians" signs for vehicular traffic. They should be slightly raised and marked accordingly, as specified in numerous traffic engineering manuals.

Spruce Street between 34th and 38th Streets has been carefully redesigned with cooperation between the City and University. Implementation of this design is scheduled for this summer.

Parking Garages

Based on the recommendations of the Campus Master Plan, a thorough reevaluation of the policy toward off-street parking facilities should be made. In particular, there should be an examination of the question of whether any additional parking garages should be built in the campus area. Allocation of the existing capacities among faculty, employees, students and visitors should be carefully reconsidered and revised.

Specifically the Committee considers it to be inappropriate (as has been suggested) to build a new garage on the northwest corner of Chestnut and 34th Streets for several reasons. First, the traffic it would generate would increase already congested 34th Street. Second, that location is immediately next to the SEPTA's Market Street Line Station. It would be contrary to sound transportation policies to encourage driving to the campus by car where public transportation access is very good and convenient. And third, the garage across the street from this location already has major backups for cars exiting during peak hours; that condition would deteriorate further.

Public Transportation

The Transportation Coordinating Committee should prepare a program for increasing the use of transit, specifically, SEPTA services for access to and from the campus, as well as in the campus area (such as LUCY service). This would increase accessibility and attractiveness of the campus and decrease pressures of street congestion and excessive parking facilities.

Examples of measures to increase use of transit include, from short- to long-term ones:

- Discuss with SEPTA and arrange inclusion of student SEPTA passes with PENN ID cards.
- Better information about services, particularly rail lines not visible on the streets: such as Blue and Green lines.
- Open up a large stairway and plaza for the Green Line station at Sansom Common to make it more attractive for the excellent service provided: trolleys every few minutes to Center City and to four long lines serving the entire West Philadelphia.
- Adopt 34th Street Station of the Blue Line to make it an attractive access point to the University; change its name to the University of Pennsylvania station.

Pedestrian Traffic

Increase safety for pedestrians at all intersections by improving pavement markings, signing, signals and police supervision to control discipline of both vehicles and pedestrians.

Upgrade pedestrian crossings midblock on 33rd, 34th Street and Convention Boulevard to well marked, raised crosswalks with "Stop for pedestrians" signs, as mentioned above.

Design the pedestrian path from 33rd and Chestnut to 34th and Walnut Streets so that it can be built as soon as the Blau House is torn down.

Bicycles

Paint bicycle lanes on Spruce Street sidewalk under the Franklin Field arches for westbound travel and on the south sidewalk of Walnut Street for eastbound travel. These will be demonstration installations for improving bicycle traffic and reduce its conflicts with pedestrians. The City is agreeable to their installation.

Relocate bicycle storage racks so that they are better utilized. A plan for such reallocation exists and the task is rather simple.

3.6.3 Systematically educate bicyclists about traffic laws and then introduce enforcement of bicycle regulations by direct police actions and fines. Without enforcement, no bicycle regulations will be effective.

Classrooms

The Committee on Facilities has begun to look into the state of classrooms. About a decade ago, the Provost created the Provost's classroom committee and funded it at \$1M. Its charge was to upgrade the technology in the Provost's central pool classrooms to make them state of the art.

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But unfortunately, funding was not provided to improve or even maintain the infrastructure of the buildings of which these classrooms are a part. Thus one faces the prospect of wading through floodwaters in Williams Hall's basement in order to get to the thoroughly modern media center. Or, one is unable to take advantage of the technology in Classrooms in Williams or Stiteler Hall because the excessive heat in the rooms has driven the class out of doors. In response to this lack of adequate funding for infrastructure, the Provost's Classroom Committee has been diverting approximately 20% of its \$1M to infrastructure improvements. But, a) this 20% is woefully inadequate, and b) using the technology funds in this manner leaves much too little for the original purpose of the fund—especially since it remains at the same \$1M with which it started uncorrected for cost-of-living increases over the last decade. The Classroom Committee cannot meet the recent SCUE report's call for increased technology in the classrooms, while paying to have the windows replaced so they no longer leak on the equipment.

One hopes that in the near future the Committee on Facilities will, a) Investigate the magnitude of the classroom infrastructure problem, and, b) With the help of the Central Administration, find a way to fund the necessary work.

— John Sabini, Chair

2000-2001 Council Committee on Facilities

Chair: John Sabini (Psychology). **Faculty:** Eugenie Birch (City & Regional Planning), Dawn Bonnell (Materials Science & Engineering), David Brownlee (History of Art), Susan Gennaro (Nursing), Melvyn Hammarberg (Anthropology), James Larkin (Education), Vukan Vuchic (Systems Engineering). **Graduate/professional students:** Alan Chun, Laurie Dougherty. **Undergraduate students:** Robert Pyne, Josh Seeherman. **PPSA:** Helene Lee (Facilities Planning), Thomas McCoy (Telecommunications), Laura Peller, (Environmental Health & Radiation Safety). **A-3:** Paul R. Marchesano (Chemistry). **Ex officio:** Omar Blaik (Facilities Services), Alice Nagle (Committee for an Accessible University), Ronald Sanders (Registrar).

Personnel Benefits

July 3, 2001

Discussed at Council, April 25, 2001

We have held six meetings this academic year. The following issues have been our foci: Health Benefits, Retirement Issues, Disability 'Gap' Coverage, Passive Enrollment Changes, Evaluation of Hewitt Administrative Services and Privacy/Confidentiality of Employee Records.

Health Benefits

Parity in Mental Health—We are continuing to monitor the progress of the administration in moving toward parity in mental health. Last year parity was established in prescription drugs and this year there have been substantial improvements in the coverage for both in-patient and out-patient days. We welcome these improvements and urge the administration to continue to move toward parity. In support of this we have forwarded, with our endorsement, the recommendations made by Professor Ingrid Waldron of this committee and Dr. John Hansen-Flaschen, formerly of this committee. Specifically, we have requested the Human Resources-Benefits Office and Associate Provost's Office to provide their evaluation of the advantages, costs and specific options for implementing these two proposals for moving toward parity of coverage for mental health to this committee early in the fall semester, 2001.

The University Health Care System—We have continuing concerns about the future of the University Health Care System and the implications this may have for the availability, quality and cost of health care services to the University employees whose health care benefits include use of those services. At one point there was discussion of a possible sale of some portions of the system and we believe such an action could have had a dramatic effect on the services available. While such a sale does not now seem a likely outcome for the foreseeable future, we are concerned that substantive changes may be made in the system and we urge the administration to carefully consider the effects of any action regarding the health care system on those whose health care coverage includes access to those services before making any decisions. We note, for example, that the closing of two cardiac rehabilitation units last year in mid-contract caused serious difficulties for several patients and no adequate recourse was afforded them. In support of more collaborative decision-making, we urge the administration to keep an open line of communication with this committee including periodic reports about any proposed changes in the system. In that way we can ensure that the interests of the employees have a voice in any decisions to be made.

Long Term Health Insurance—In looking into the use of long term health insurance as offered through university options, we have discovered that a very small percentage of those eligible make use of it (3.7%). It is also noted that the majority of those opting for it are those nearing retirement when, of course, the premiums are highest. We have asked the Human Resources-Benefits Office to continue to review additional plans as they become available in the market, to ensure that our employees have access to the most cost effective plans. While we do not take a position on the desirability of such insurance we do note that a portion of the premiums for such insurance are given favorable tax treatment by the federal government and legislation is pending to improve that favorable tax treatment. We should ensure that our employees are fully aware of these developments in making their decisions. This is a part of our continuing concern about the complexity of the benefits issues facing our employees and our recommendation that a continuous search be made

for better ways of providing relevant information that is easily accessible to them.

Dental Benefits—We had requested that the administration look into the feasibility of increasing the maximum annual benefit of the MetLife dental program from \$1,000 to \$1,100 or \$1,200. The report we received back indicated that such an increase would (based on present trend information) increase the cost to the University by an additional 10% and therefore at this time such an increase is not deemed feasible. The increased costs of dental care and its impact on employees and their families are being monitored and we anticipate that this will be a part of the charge for next year's committee. We also intend to examine the alternative of offering a different kind of dental policy with a deductible for routine examinations and procedures and a much higher limit for more serious and complex dental care procedures requiring large (catastrophic) expenditures.

Vision Care—Some 33% of eligible employees have elected the Clarity Vision Care plan. Anecdotally, the plan has had mixed reviews and we believe next year's committee should provide a more thorough examination of the levels of satisfaction with it.

Costs of Health Care—The University's health care costs rose 13% in the last year and, based on national data and projections, such increases can be anticipated for at least the next five years. The prescription portion of those costs alone has risen by 25%. Clearly, such substantial increases in costs will have serious implications for both the University and its employees. Once again, as the administration grapples with these issues, we urge them to keep in close communication with this committee in determining the ways in which they intend to respond to what many see as a crisis in health care costs. In several cases we are aware that employers have both reduced benefits and passed added costs on to their employees. While these measures may be considered within the University we are hopeful that the voice of the employees, through this committee, will be solicited before final decisions are taken.

Defibrillators—We urge the administration to make a study of the desirability and feasibility of placing defibrillators at strategic locations across campus and having trained personnel available to use them in the event of an emergency. We note that many organizations, including high schools, have taken this action and that such action has saved lives. We also note that the cost of such equipment has decreased in recent years as their use has spread more widely and the user-friendliness of defibrillators has improved significantly.

Retirement Issues

The A3 Option—Approximately 50% of the eligible A3 employees who were offered the choice of remaining with their current retirement plan or switching to the TDR plan (which had previously been available only to faculty and A1 employees), switched to the TDR plan. The transition appears to have been smooth. Approximately 1600 individual counseling sessions were held prior to the cutoff date for the decision and we applaud the Human Resources-Benefits Office for their fine work.

TIAA-CREF—Due to changes in plan design approved by this Committee and in order to allow more flexibility to the participants, TIAA-CREF and Vanguard modified the participants' statements to reflect the

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appropriate sections of the Internal Revenue Code. In addition, because of insurance regulations, TIAA-CREF had to issue new contracts to all current enrollees; Vanguard was not affected by these regulations. TIAA-CREF is urging anyone with questions to call their regional office in Philadelphia. They also reminded us that individual counseling sessions are available two days per month. The Retirement Call Center is another resource open to our employees. We have also urged Vanguard to offer more counseling sessions to our employees. Once again, the complexity and importance of these benefits issues requires us to do everything possible to make relevant information conveniently accessible.

Other Issues

Disability 'Gap' Coverage—There continues to be a gap in the disability coverage for our employees. When short-term disability coverage ends there is a waiting period before the long-term coverage becomes applicable and therefore a 'gap' occurs. We have asked the Human Resources-Benefits Office to investigate options from various carriers and we expect a report next year.

Evaluation of Hewitt Administrative Services—As an initial step in evaluating the quality of the administrative services provided by Hewitt in support of our benefits packages, we asked Hewitt to have an independent survey made by an outside firm. We aided in the design of the questionnaire and the process to be used in the implementation of the questionnaire. A phone survey is currently being conducted and is to be completed this month. The survey covers the medical, dental, life insurance and the pre-tax expense accounts programs along with responses concerning the satisfaction by users of the services provided by Hewitt. A report is expected in June of this year.

Passive Open Enrollment Changes—The Human Resources-Benefits Office, in the interest of efficiency, proposed a more streamlined approach to the open enrollment process. It consists in reducing the amount of what they believe to be redundant information sent to the enrollees. Members of the committee have expressed concerns that critical and timely information might be omitted if the general rule guide to benefits is sent only

to new employees and not the current employees. Although more detailed information will be made available on the web site, many current employees do not yet have web site access. We recommend that monitoring procedures be in place if a new process is implemented to ensure that it does not purchase efficiency at the cost of effectiveness. The Human Resources-Benefits Office has made additional modifications in the process in response to the suggestions of the committee.

Privacy/Confidentiality of Employee Information—There are ongoing concerns across campus about issues of the privacy of employee information and we have coordinated with the Committee on Communications in examining some of the key areas of concern. A Privacy Issues Task Force has just issued a report by Professor Porter, who is with the Communications Committee and that report highlights the particular need to replace social security numbers as the primary identifiers on printed materials. We support the careful examination of the desirability of appointing a Chief Privacy Officer for the University to monitor these critical issues of privacy and identity theft. Of particular concern is the use of social security numbers in the outside labels of the mailings made by Keystone. Flo Stopper of IBC and Keystone will look into the feasibility of using an alternative identifier and report back to the Committee in the early fall term of 2001-2002. Likewise, the replacement of social security numbers on payroll stubs and materials used by various vendors (e.g. Clarity Vision) is being investigated and a report on suggestions for action and actions taken will be made to the committee in the fall.

— Charles E. Dwyer, Chair

2000-2001 Council Committee on Personnel Benefits

Chair: Charles Dwyer (Education). **Faculty:** David B. Freiman (Radiology/Medicine), Hendrik Hameka (Chemistry), Carl Polsky (Accounting), Gerald F. Porter (Math), Cynthia Scalzi (Nursing), Ingrid Waldron (Biology). **Graduate/Professional student:** John Nemec; **A-1 staff:** Cathy DiBonaventura (ISC), Michelle Taylor (Dental School), Jo-Ann Verrier (Law School Career Planning & Placement). **A-3:** Susan Russoniello (Career Services), Michael Wisniewski (Library Acquisitions). **Ex officio:** Elenita Bader (Benefits), Kenneth Campbell (Comptroller), John Heuer (Human Resources).

Pluralism

April 23, 2001,

Discussed at Council, April 25, 2001

Committee Charges, 2000-2001

During the academic year, the Committee met six times and divided into three subcommittees, which met independently throughout the year. The Pluralism Committee was asked to focus on three specific charges:

- Begin an investigation of religious pluralism at the University by gathering information about the presence and acceptance of different religious traditions at the University.
- Assess the impact of the new resource centers and religious space.
- Consult with the Committee on Admissions and Financial Aid (CAFA) regarding minority admission and retention.

The Pluralism Committee members amended the charges as follows:

- The religious pluralism charge remained unchanged.
- The Committee determined that it was premature to assess the impact of the resource centers on campus, since they have either: a) been operating for too short a time (PAASCH), b) been operating without a fulltime director (Casa Latina), or c) have not been created yet (the religious groups hub in the Veranda).
- After consultation with the Chairman of the CAFA, it was decided that CAFA would focus on Minority Recruitment, and one subcommittee of the Pluralism Committee would focus on Minority Retention.
- A group of committee members decided to create a separate subcommittee focused on the interaction of diverse student groups.

Therefore, the three subcommittees of the Pluralism Committee for 2000-2001 were as follows: Religious Pluralism, Minority Retention, and Social Interaction. The individual reports of each subcommittee follow.

Religious Pluralism Subcommittee

The Religious Pluralism Subcommittee met six times during the academic year, and also held a special meeting with the campus chaplains. The subcommittee was also asked to address an issue outside of its meetings, namely, the distress South Asian American students felt at the way South Asians were portrayed in an issue of *Punch Bowl*. University Chaplain Gipson arranged for a meeting between students and the *Punch Bowl* editors, during which the editors apologized. (They also sent a note after the meeting, thanking the students for meeting with them.) From all re-

ports, the meeting was successful.

The Subcommittee also addressed the issue of religious holidays. After a review of the existing policy, the subcommittee and Committee found that the policy is satisfactory and requires no changes. There is a need, however, for greater education of faculty and students alike about their responsibilities. Students need to be more effectively informed that the onus is on them to notify professors of any conflicts during the first two weeks of a semester. Faculty members also need more information about religious holidays. A start would be to distribute *Jewish Holy Days: 1998-2008*, a pamphlet published by the Jewish Community Relations Council, to all faculty and lecturers. It would also be advisable to call attention to the University Chaplain's website, which includes a comprehensive list of holidays as well.

By far the major question for the Religious Pluralism Subcommittee was religious discrimination on campus. During the Fall, members of this Subcommittee informally surveyed many departments and centers, and the general finding was that positive experiences at Penn vastly outnumber negative experiences where religious questions are concerned. Some students express reluctance to state their religious beliefs in class, due to fear of being ridiculed; others believe that Jewish students are favored over other groups. On the faculty level, one reported witnessing discrimination against a (Jesuit) Ph.D. applicant, and another said he had just received a death threat with the subject line "for israel." He reported it to the campus police and has not, to our knowledge, received any more communications of this sort.

In February, Chaplain Gipson hosted a meeting for the Subcommittee with a large number of the campus chaplains. They, too, reported little in the way of individual discrimination due to religious affiliation. An area of greater concern was the Student Activities Council (SAC) funding policy, which embraces freedom of speech while denying funding to religious groups. This is clearly an important issue, and has resulted in a recommendation by the Pluralism Committee that an ad hoc committee on SAC funding be formed in Fall 2001, with the charge of examining the SAC policy on funding and making recommendations for possible

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revision. (See the Committee's recommendations at the end of this report for additional details.)

Minority Retention Subcommittee

The Minority Retention Subcommittee initially needed to determine what efforts were underway on campus regarding retention of minority students. They had planned to gather relevant data from campus sources and organizations (i.e., Affirmative Action focus groups, the admissions office, and CAFA). They then intended to supplement the findings with both quantitative and qualitative data, culled from an online survey and possibly a town meeting and/or focus groups. Data were to be compiled by the end of March.

Subcommittee members were in communication with the major umbrella organizations for students of color, and reported that they were eager to work with the Subcommittee in their endeavor. Groups contacted include: United Minorities Council, Umoja, Latino Coalition, and Asian Pacific Student Coalition.

To date, part of the survey creation was completed, but the data has not been compiled, and the efforts will need to be carried out by next year's Pluralism Committee.

Social Interaction Subcommittee

The Social Interaction Subcommittee's charge was to examine social interaction among students across various aspects of diversity, including racial/cultural/ethnic backgrounds, religion, and sexual orientation. The specific objectives set by the Subcommittee were:

- Explore and describe student experiences regarding social interaction;
- Benchmark in this regard with other institutions, if time permits; and
- Report changes students suggest and discuss what might be done institutionally to accomplish these changes.

To achieve these objectives, the Subcommittee collaborated with several groups who had already explored or were exploring social interaction on campus, who generously agreed to share their findings with the subcommittee, and who allowed the subcommittee to develop recommendations based on their findings.

These groups were:

- A seminar on the improvement of undergraduate education offered by Drs. Ira Harkavy and Lee Benson; one of the projects in the class involved students developing a survey that would ask Penn students to evaluate their interactions across groups;
- Cross-campus research and a set of on-campus focus groups conducted through the "Seeking Common Ground Project" (co-sponsored by the Greenfield Intercultural Center and the Lesbian Gay Bisexual Transgender Center [LGBT]), that looked at the way that student organizations at Penn address diversity; and explored how to use these data to create opportunities to bring the communities on campus together;
- A pilot study done by Drs. Douglas Massey and Camille Charles (Sociology) that explored college experiences among first-year undergraduate students at Penn in 1998;
- A survey of international students by the Office of International Programs (OIP) regarding the quality of services and programs delivered by OIP that offered some tangential information on students' experiences with interaction on campus.

Some key findings from these groups:

Seminar Survey on Social Interaction

- Students' perceptions/opinions regarding diverse interaction on campus change from their time as freshmen to their senior year. Students had stronger opinions the more time they spent on campus. They offered more specific examples of tensions on campus, held stronger views about how administration responds to students, and identified more opportunities to interact but less realization of those opportunities, as they moved through their four years.
- There is a divide between Jewish and non-Jewish students. Many non-Jewish Whites, Blacks, Asians, and Latinos perceived Jewish students to be more favored by Penn's administration. Many for example, believe that Jewish students receive preferential treatment for holidays, speakers, events, and funding.
- There is also a perceived divide between South Asian and Eastern Asian students. When asked to check racial identity, a fair number of South Asian students refused to check the racial category as Asian for themselves, and checked "other" and wrote in South Asian as their race. This also speaks to an interesting dynamic on Penn's campus, which should be explored more extensively.

Seeking Common Ground Project

- Most colleges and universities researched had some form of resource for LGBT students and/or students of color and/or multicultural/diversity affairs; however, very few offered programs that were designed to unite the communities and to discuss overlapping issues of discrimination/prejudice.

- When such a program did exist on other campuses, lack of institutional support made it difficult to sustain the program, and there was little continuity in programs designed to unite communities.
- While it was recognized by Penn students of color organizations that there are LGBT students of color on campus, the issues of LGBT students were seen as totally separate from their own.
- Some student of color organizations function through a "safe space" framework. Therefore, while they welcomed the support of members from outside their own community and interaction at public events, they felt that to include in their organizations any student interested in joining might be detrimental to their goals and undermine the "safe space" framework that helped them build community and find support on a predominantly white campus.
- All organizations participating in focus groups expressed the importance of alliances among minorities on campus, but they were unable to articulate how those alliances should be built. Many groups expressed desire for more mechanisms to be in place to foster cross-cultural social interaction. Examples of existing mechanisms mentioned were the Office of Student Life Leadership Training retreats offered twice a year, the PACE class, the Seeking Common Ground program, the United Minorities Council, The Alliance and Understanding program, and the Interfaith Council. However, students felt that such programs currently reach only a small number of students.

Pilot Study of First-Year Undergraduate Students

For the pilot, a total of 336 students were interviewed. A wide variety of questions were asked related to both their lives leading up to college, and about their experiences during the first year of college. Questions about cross-race friendships, interracial dating habits, and the number of professors of different racial groups that students had during their first year yielded some interesting insights regarding cross-race social interaction.

- Whites are most likely to report that all of their closest friends are of the same race (22.2%), followed by blacks (17% have all same-race friends). Fewer than 10% of both Hispanics and Asians say that all of their friends are same-race.
- On average, non-whites have between 2 and 5 white friends, non-blacks have fewer than one black friend, non-Hispanics have fewer than one Hispanic friend, and non-Asians have between 0.6 and 1.5 Asian friends.
- Hispanics—the only group that is not racially distinct—are the only group for which more than half report ever dating across racial lines. Whites, blacks, and Asians are least likely to date interracially, in that order. Overall, these students appear open to the idea of interracial dating; however, they may be selective regarding who an appropriate non-same-race date is.
- As expected, white professors are the norm. Overall, it is clear that the average Penn freshman is not being taught by non-white faculty, since the mean for non-white professors were always below 1.
- Both black and white students seem to view Penn as a segregated place, and think that the source of the segregation is institutional, not the result of personal preference. Moreover, many of these students believe that the way that they select housing is a major source of the problem. In the end, while this is seen as hindering interaction, neither whites nor blacks think that the housing process should be changed to random assignment in the freshman year.

Survey of International Students

In Fall 2000, approximately 4700 questionnaires were distributed to all international students and scholars at Penn. Given the specific purpose of the survey (it was part of OIP's self-study, in preparation for an external review in Fall 2002), it is not surprising that the open-ended comments in the responses include virtually nothing about social interaction with American students or professors.

- Some students found helpful programs such as the campus hosting and mentoring program (CHAMP) that fostered interaction with American students and asked for more such activities and programs.
- Some graduate students found graduate housing, i.e. Sansom Place, to be very unsociable.

Subcommittee Conclusions and Recommendations:

- The explorations of the Subcommittee document perceptions as well as actual experiences that social interaction among diverse groups at Penn is limited.
- There needs to be institutional discussion and agreement that social interaction among diverse groups is a worthy goal at Penn.
- Research in progress should continue, and additional research could be undertaken to understand the issues involved in social interaction among diverse groups, and to formulate specific programmatic steps to increase social interaction.
- The University should increase financial resources to support further research and recommended programs to increase social interaction among diverse groups on campus.

(continued, next page)

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Examples of possible programmatic efforts:

- A mechanism and related resources could be created to encourage and support student leaders in cosponsoring events (social and educational) that foster interaction across groups.
- More programs and opportunities could be created for students interested in cross-cultural collaborations.
- Produce a New Student Orientation (NSO) brochure that focuses on how students can maximize their experiences of diversity at Penn. The brochure would outline different venues and give suggestions on how to explore beyond one's comfort zone.
- Develop a research-oriented course on multiculturalism. The course could teach students how to create a strong bibliography, conduct a survey, and explore ethnographic information related to diversity on campus.
- Explore additional opportunities to foster interaction between international students and their American peers.

Recommendations for Council and the University Community

- The Committee recommends that the Director of Affirmative Action and the Director of the Greenfield Intercultural Center be reinstated as ex officio members. Their participation as "invited guests" this year was critical to the Committee's work.
- The Committee recommends that both students and faculty be better informed of the obligations of the religious holidays policy.
- The Committee recommends that an ad hoc committee be formed in Fall 2001 to examine SAC funding policies, and make recommendations for possible revisions. This ad hoc committee should have representatives from a variety of student religious and political groups, as well as at least two representatives from the executive committees of both SAC and GSAC. It should also be advised to seek help from the campus chaplains,

especially Newman Center, on benchmarking funding policy statements at other universities.

- The Committee recommends that the recommendations provided by the Social Interaction Subcommittee be pursued aggressively, including the encouragement and financial support of all programs which encourage interaction across student groups.

Recommendations of Charges for 2001-2002 Committee

- Minority Retention: complete the work begun by this year's Minority Retention Subcommittee: gather relevant data, hold focus groups, etc., and determine what is being (or should be) done to strengthen minority retention.
- Social Interaction: encourage and monitor follow-up on the 2000-2001 Social Interaction Subcommittee's recommendations regarding interaction across student groups.

— Stephen N. Dunning, Chair

2000-2001 Council Committee on Pluralism

Chair: Steve Dunning (Religious Studies). **Faculty:** Camille Charles (Sociology), Julie Fairman (Nursing), Nabil Farhat (Electrical Engineering), Howard Goldfine (Microbiology/Medicine), Mitchell Marcus (CIS), Thomas Ricketts (Philosophy), Louis Thomas (Management). **Graduate Students:** Kimberly Harrington. **Undergraduate Students:** Eric Chen, Sarah Feuer, Raymond Valerio. **PPSA:** Erin Cross (LGBT center), Rhonda Minyard (Center for Clinical Epidemiology & Biostatistics). **A-3:** Loretta Hauber (Health Education), John Hogan (Biddle Law Library), Audrey Smith-Bey (African American Studies). **Ex officio:** Jeanne Arnold-Mann (African American Resource center), Elena DiLapi (Penn Women's Center), William Gipson (Chaplain), Joyce Randolph (International Programs), Scott Reikofski (Fraternity/Sorority Affairs), Robert Schoenberg (LGBT center), Terri White (Academic Support Programs). **Invited Guests:** Valerie DeCruz, Valerie Hayes. **Staff:** Judi Rogers

Quality of Student Life

July 25, 2001

Interim report discussed at Council, April 25, 2001

The Quality of Student Life (QSL) Committee met nine times throughout the academic year 2000-01 with an average attendance of eight members. Its primary tasks included reviewing the progress of the college house system, assessing the University's efforts to expand off-campus housing, and examining the role of fraternities and sororities at Penn.

College House System

Overall, the college house system is doing extremely well. Governance structures are functioning well, faculty and administrative resources to improve the quality of life in the college houses are expanding, and students seem generally satisfied with the college system. Indicators of positive change include the increased programming of social, cultural and intellectual activities in the colleges; and the growing demand among upperclassmen to remain on campus. Efforts to renovate the dormitories in the Quad are moving forward, as are improvements to the high rises. The committee is duly impressed with the leadership of Professor David Brownlee who has skillfully guided the process of introducing the college house system to Penn. We recommend that additional resources continue to be made available so as to guarantee the continued success of this program.

Off Campus Housing

The QSL Committee was pleased to learn about new efforts underway to purchase housing units off campus through the Partnership for Quality Housing Choices in University City. The Committee also supports efforts to increase the number of beds on campus. Financial aid, especially for graduate students, needs to be re-calculated to include the rising costs of housing near campus. We urge that University Council make this a priority issue for the coming academic year.

Fraternities

The QSL Committee met several times with leaders of the Inter-Fraternity Council and the staff of Office of Fraternity and Sorority Affairs (OFSA), as well as with the Director of the Office of Student Conduct and the Alcohol Policy Coordinator. We learned about the changing picture of Greek life at Penn including the growing commitment of these organizations to community service, leadership development and health education. Penn Greek organizations see themselves as more than social clubs, and this is a positive development. On the other hand, there remain serious concerns about rates of excessive drinking (and the behavioral disturbances associated with this) that are also a feature of many Greek organizations. In addition, pledging and hazing practices, the impact of Greek life on student academic performance, and the exclusionary practices of fraternities and sororities in member selection and social activities are concerns

for the entire Penn community. Last but not least, the University incurs significant financial costs for overseeing the activities of Greek organizations.

Recommendations:

1. A grading system should be instituted to evaluate the performance of each social organization. This type of system has been instituted in other schools and allows the University to monitor the practices of Greek organizations including pledging practices, leadership training activities, community service activities, registration vs. non-registration of parties, attendance at regular meetings of the Inter-Fraternity Council, minor rule violations, etc.

2. The grading system should be part of any ongoing accreditation process and should be used to place organizations on probation if they are consistently receiving failing grades. Probationary status could carry with it requirements that the organization demonstrate it is remedying cited deficiencies.

3. Greek organizations at Penn need to have more consistent interactions with their national chapters. While many groups have functional advisor relationships, many do not. Increased interaction with the national chapters will facilitate the monitoring of Greek life at Penn, and will provide added impetus to reform efforts the University is interested in promoting.

4. The OFSA should separate out its two primary roles: accreditation and program support. The accrediting role is largely one of enforcing rules, and as such, places OFSA staff in a supervisory and evaluative role. Program support is more collaborative in nature and requires a collegial relationship. The conflict between these roles leads to less-than-optimal performance of each set of obligations.

5. University Council should recommend that the administration carry out a comprehensive review of current policies regarding Greek organizations at Penn. This could be an opportunity to solicit input from key constituencies regarding several proposed reforms including banning alcohol from all parties on campus, insisting that resident advisers be assigned to live in fraternities, requiring all Greek organizations to perform community service, etc. This review should also include cost estimates for the University maintaining its administrative oversight of the Greek system.

— Anthony L. Rostain, Chair

2000-2001 Council Committee on Quality of Student Life

Chair: Anthony Rostain (Psychiatry). **Faculty:** Helen Davies (Microbiology/Medicine), Dennis DeTurck (Math), Zoltan Domotor (Philosophy), Daniel Perlmuter (Chemical Engineering), Diane Spatz (Nursing), Michael Zuckerman (History). **Graduate/Professional students:** Cassandre Creswell, Eric Eisenstein, Chris Leahy. **Undergraduate students:** Nishchay Maskay, Kristen Miller, Brendon Taga. **PPSA:** Lisa Felix, Anne Mickle. **Ex officio:** Michael Bassik (Undergraduate Assembly), David Brownlee (College Houses & Academic Services), Terry Conn (Vice Provost for University Life designee), Kyle Farley (GAPSA), William Gipson (University chaplain).

Safety and Security

April 19, 2001

Discussed at Council, April 18, 2001

Activity

The Committee on Safety and Security met three times and held an open forum on women's safety issues. The Committee also interviewed the five finalists for the position of Vice President for Public Safety and submitted a memorandum on the candidates to Executive Vice President John Fry.

The Committee was charged with giving special attention to the safety concerns of women on campus, monitoring the University's fire safety policies, and responding to safety issues as they arise on campus. The Committee placed on its agenda issues associated with the policing of our diverse community, issues stemming from the Chair's prior service on the Committee on Pluralism. The activity undertaken by the Committee with regard to each item in its charge is described below.

Women's Safety

On January 31, 2001, the Committee held an open forum on women's safety issues. A number of points of concern were raised that the Committee endeavored to address without definitive resolution. These items should continue on the Committee's agenda for the coming year.

1. *The safety of academic buildings after normal work hours.* The Committee continued its investigation of the feasibility and efficacy of bathroom alarms in academic buildings. Before making a recommendation, the Committee is seeking to acquire more information regarding, *inter alia*, the commitments that were made by the University in the past regarding such alarms, the policies and practices pursued by similarly-situated academic institutions, and the impact of alarms on the perception of risk by bathroom users. It was noted that some users find the lack of uniformity throughout the campus somewhat disconcerting.

The Committee took the interest in bathroom alarms to be an indication of a larger concern with the safety of academic buildings in general, particularly as to times other than the normal working hours and as to buildings housing schools or programs where women predominate. One of the participants at the forum brought home to the Committee the problems of women who are engaged in scientific research in laboratory buildings that are somewhat remote and not heavily used at night. We were told of female students who arrange their work schedules so that they will have male companions to walk home with at the end of the evening. It has also been suggested that some female researchers prefer to work in isolation so as to avoid harassment from peers. The Committee agreed that in the coming year it would investigate the problems of female researchers (whether they be students, staff or faculty) who engage in late night work. We will target a few buildings and with Public Safety conduct site visits and make special inquiries of administrators, faculty and constituent associations with the hope of insuring a safer environment for female researchers. This approach will also enable us to investigate the relationship between gender equity and the allocation of expenditures for public safety, a subject raised at our first meeting and repeatedly voiced throughout the year. Furthermore, the Committee is pursuing with Public Safety the possibility of mounting a "Propper Stoppers" campaign to curb the propping open of unalarmed doors which decreases the safety of buildings after normal work hours and of developing a protocol for the Special Check program by which persons working in isolated offices and labs after normal working hours can alert Public Safety to their presence.

2. *Escort service response times.* The Committee will receive next year a full report regarding waiting times and delays, publicity used to advertise the service, and the extent of its utilization.

3. *Building Lighting and Construction Sites.* To address the public safety problems associated with construction sites, Public Safety has created a task force that will work with contractors before construction begins to assure that public safety concerns (such as access to blue light phones and accommodation of pedestrian traffic) will be addressed from the outset.

4. *Shopping Shuttles.* The students indicated that they had experienced some anxiety shopping at area convenience stores in the evening. There was also some concern that the Tuesday and Wednesday night Shopping Shuttles would cease once the Fresh Grocer opened. The shuttles have operated for twelve years. Given that the Fresh Grocer has opened, the Transportation Office indicated that the shuttles would operate through the end of the semester and cease thereafter. The Committee will monitor the situation to see if the female students' shopping transportation needs are being adequately addressed.

5. *Parking Equity.* An A-3 representative voiced concern about the inability of lower paid staff members to acquire relatively affordable parking spaces that are close to their work sites and therefore safer. The Committee will investigate their concerns to the extent that they fall within our jurisdiction.

6. *International Students' Safety.* The one international student in

attendance at the open forum brought to the attention of the committee the fact that programs and services that fulfill the needs of the majority of our students may not be reaching the University's international students because of their language and cultural diversity. Either the Committee or some appropriate body should investigate the matter.

Fire Safety

The Committee was primarily interested in the pace of the installation of sprinklers, the use of fire-retardant furniture and the adequacy of the response to noncompliance with fire drills and fire alarms by occupants of the residence halls. The Committee met with Harry Cusick and John Cook of the Office of Fire and Occupational Safety of the Division of Public Safety and Pamela Robinson, Associate Director of College Houses and Academic Services with regard to these topics. It also received a written statement from Alan Zuino concerning the purchase of fire retardant furniture for use in residence halls. The Committee was fully satisfied with their reports and commends their efforts. The Committee suggested ways in which compliance with drills and alarms might be increased. It also suggested changes in the literature distributed to students regarding the lamps and furniture residents may bring into the residence halls. Monitoring fire safety should remain on the Committee's agenda.

Diversity

The Committee was interested in determining whether there were any measures it might recommend to assure that street-level interactions between officers of the Penn Police force and members of our diverse university community are warranted and respectful. To do that we need data regarding (1) the experiences of members of the community with the Penn Police, (2) any efforts members of the community might have made to complain about their treatment, (3) the impact such encounters have on the quality of community life and (4) suggestions about measures that might be taken to improve street-level interactions between the Penn Police and members of our diverse community. We solicited written comments and opinions on these topics from a diverse array of constituencies, including student associations, faculty of color and administrators who work closely with members of our diverse community at various levels. The effort was not successful. More direct outreach is required. It was agreed that next year the Committee should hold an open forum on diversity similar to the open forum on women's safety.

The Committee also focused some attention on the Penn Police complaint process. It obtained from the Division of Public Safety a description of the complaint process, the form utilized, statistics on complaints filed between 1998 and 2000 and statistics regarding contacts between the Penn Police and the public. Some changes have been made in the discussion of the complaint process on Public Safety's web page; more changes are likely as the web page undergoes revision. Moreover, Public Safety is considering the development of a form that will be supplied to members of the public after encounters with Penn Police that will indicate the incident report number and the badge number of the officer involved as well as specify the various University offices to which they might address their concerns and complaints about the encounter. The Committee will continue its discussions with Public Safety regarding the accessibility and transparency of the complaint process, as well as its actual mechanics.

Acknowledgment: The Chair wishes to personally thank Allison Cannady-Smith, Associate Director of Overseer Affairs in the Secretary's Office, whose knowledge of the workings of the University and the recent history of the Committee provided much needed continuity.

—Regina Austin, Chair

2000-2001 Council Committee on Safety and Security

Chair: Regina Austin (Law). **Faculty:** Vivian Gadsden (Education), Karen Jehn (Management), Ponzy Lu (Chemistry), David Pope (Materials Science & Engineering), Michele Richman (Romance Languages), Margaret Sovie (Nursing). **Graduate/Professional students:** Kenyon Brewer, Daniel Gabriel. **Undergraduate students:** Katherine Fillo, Melinda Gordon, Lark Grier. **PPSA:** Julie Carroll (Nursing), Trish Dipietrae (Veterinary Medicine). **A-3:** Tracy Macklin (Genetics), Katrina Scott (Biology). **Ex-officio:** Jeanne Arnold (African American Resource Center), Patricia Brennan (Special Services), Elena DiLapi (Penn Women's Center), Mihaela Farcas (Off-campus Living), Robert Furniss (Transportation & Parking), Juana Lewis (Associate Vice Provost for University Life), Scott Reikofski (Office of Fraternity and Sorority Affairs), Maureen Rush (Division of Public Safety).

Temporary Staffing Services

The University's current Temporary Staffing Agreement with Todays became effective June 29, 1998. Since that time there have been numerous technological advances, as well as changes in the temporary staffing business.

In an effort to provide superior services to the Penn community, in early May, 2001 a Temporary Services Committee was formed to conduct a comprehensive study of available services.

The criteria included finding a vendor who could provide professional and experienced on-site staff, comprehensive technology, policies and procedures oriented to excellent and consistent customer service, flexibility-willingness to customizing operating procedures and special services as well as free web training to University employees to learn how to utilize and access their Internet-based services.

The process included vendor presentations, site visits to see actual operations and sending a shadow job applicant to see how the firms check references and administered testing to determine a potential employee skills and abilities.

Due to exceptional strengths and outstanding capabilities, the Temporary Services Committee unanimously recommended the selection of Unique Advantage (a minority and women owned business) to be the University of Pennsylvania's exclusive provider of professional and support level talent. As an exclusive vendor to the University of Pennsylvania, Unique Advantage will be working closely with local and highly reputable talent providers, partnering with them to ensure all of your needs are met with a consistent service level.

The University of Pennsylvania and the Unique Advantage partnership will be effective January 2002. In the interim, business will continue as before, with Todays filling requisitions for temporary employees and sourcing candidates for full-time regular skilled office support staff. Human Resources will continue to communicate relevant information related to this new partnership as we move forward.

The Temporary Services Committee represented a cross selection of schools/centers who utilize the services, and we wish to thank the following committee members:

Gary Truhlar	Human Resources
Donna Showell-Brown	Recruitment & Staffing
Anna Loh	Wharton
Jeanne Howley	School of Arts & Sciences
Margaret Smith	ISC
Marie Witt	Business Services
Kathy Rick	School of Medicine
Denise Lay	School of Engineering & Applied Sciences
Rita Tomassone	Development & Alumni Relations
Margaret Porigow	Undergraduate Admissions
Pat Woldar	School of Fine Arts
Terry Snyder	Archives
Barry Stupine	School of Veterinary Medicine
James Graham	Acquisition Services

—Division of Human Resources

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 (chemical hygiene training): provides a comprehensive introduction to laboratory safety practices and procedures at Penn and familiarizes the laboratory employee with the Chemical Hygiene Plan. This course is designed for employees who have not previously attended *Laboratory Safety* at the University. Required for all University faculty, staff & students who work in laboratories. October 10; 9:30 a.m.; room 252, BRB II/III.

Introduction to Occupational Exposure to Bloodborne Pathogens: this course provides significant information for employees who have a potential exposure to human bloodborne pathogens. Topics include a discussion of the Exposure Control Plan, free Hepatitis B vaccination, recommended work practices, engineering controls and emergency response. This course is designed for employees who have not previously attended *Bloodborne Pathogens* training at the University. Required for all University employees potentially exposed to human blood or blood products, human body fluids, and/or human tissue. October 11; 9:30 a.m.; auditorium, BRB II/III.

Laboratory Safety Annual Update: this program is required annually for all laboratory employees who have previously attended *Chemical Hygiene Training*. Topics include chemical risk assessment, recommended work practices, engineering controls and personal protection as well as an update of waste disposal and emergency procedures. Faculty and staff, who work with human source materials, HIV or hepatitis viruses must attend the *Laboratory Safety and Bloodborne Pathogens—Annual Update*. October 17; 9:30 a.m.; room 252, BRB II/III.

Laboratory Safety and Bloodborne Pathogens Combined Annual Update: this program is required annually for all faculty and staff who work with human source material, HIV or hepatitis viruses and have previously attended *Occupational Exposure to Bloodborne Pathogens*. Issues in general laboratory safety and Bloodborne pathogens are discussed. Topics include bloodborne diseases, risk assessment, recommended work practices, engineering controls and personal protection as well as an update of waste disposal and emergency procedures. Participation in *Laboratory Safety—Annual Update* is not required if this program is attended. October 18; 9:30 a.m.; auditorium, BRB II/III.

Laboratory Safety and Bloodborne Pathogens Combined Annual Update: this program is required annually for all faculty and staff who work with human source material, HIV or hepatitis viruses and have previously attended *Occupational Exposure to Bloodborne Pathogens*. Issues in general laboratory safety and bloodborne pathogens are discussed. Topics include bloodborne diseases, risk assessment, recommended work practices, engineering controls and personal protection as well as an update of waste disposal and emergency procedures. Participation in *Laboratory Safety—Annual Update* is not required if this program is attended. October 18; 9:30 a.m.; auditorium, BRB II/III.

Occupational Exposure to Bloodborne Pathogens (In a clinical setting and in a dental setting): training can be completed on-line at (www.ehrs.upenn.edu) under *Radiation Safety Programs, Training for Credit*.

Additional programs will be offered on a monthly basis. Check the EHRS web site (www.ehrs.upenn.edu) for dates and time. If you have any questions, or wish to request a training program on safety or health topics for your department, please call Laura Peller at (215) 898-1944 or e-mail laura@ehrs.upenn.edu.

Annual Tuberculosis (TB) Screening

All persons working in healthcare settings where active TB is seen are strongly recommended by the Centers of Disease Control and Prevention (CDC) to have annual screening for TB. The University of Pennsylvania Medical Center admits the third largest number of TB cases in Pennsylvania. If you work in a clinical or hospital environment at the University of Pennsylvania (or have other contact with patients), it is strongly recommended that you be screened for TB every year.

This screening is provided at no charge to you by Occupational Medicine. It consists of a brief questionnaire and, when appropriate, skin testing or chest x-ray. Please report to Occupational Medicine during the month of October for your 2001 TB evaluation.

TB screening is available Monday, Wednesday and Friday between the hours of 7:30 a.m. and 7:30 p.m. The Occupational Medicine suite is located directly off the main hospital lobby on 34th Street. No appointment is necessary. The Occupational Medicine staff will be happy to

answer your questions about TB testing during your evaluation. If you would like a TB evaluation and are unable to go to Occupational Medicine during October, you are welcome in November.

To arrange TB testing at Presbyterian Hospital or the Scheie Eye Institute call (215) 662-8290.

For more information on the University's TB control program, please call Environmental Health and Radiation Safety at (215) 898-4453.

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

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

Update

OCTOBER AT PENN

EXHIBITS

1 *Deena Gu*; Art display of Chinese-born watercolor artist Gu; Burrison Art Gallery, Faculty Club, the Inn at Penn (The Faculty Club). *Reception 10/3, 4:30-6:30 p.m.*

MEETING

4 WXPB Policy Board; 4 p.m.; 4025 Chestnut St.; info.: (215) 898-0628.

SPECIAL EVENT

5 *Women's Center Open House*; open house reception; noon-2 p.m.; Locust House, 3643 Locust Walk (Penn Women's Center).

TALKS

5 *Ownership and the Quality of Chronic Kidney Disease Care*; Neil Powe, John Hopkins Medical Institute; noon-1:30 p.m.; Auditorium, Colonial Penn Center (LDI Research Seminar Series).

5 *The Political Economy of the Indian Power Sector*; Kandula Subramaniam, Editor *Financial Express* newspaper; noon-2 p.m.; Solomon Asch Center Conference Room, St. Leonard's Court (Center for Advanced Study of India).

8 *Antidepressant Induced Regulation of Serotonin and Norepinephrine Transporters*; Alan Frazer, University of Texas Health Science Center; noon-1 p.m.; Reunion Hall, John Morgan Building (Pharmacology/Center for Experimental Therapeutics).

Effects of Environmental Tobacco Smoke on Lung Development and Function; Kent Pinkerton, University of California, Davis; 4-5 p.m.; **TBA** (Center for Experimental Therapeutics).


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 16*. See www.upenn.edu/almanac/calendar/caldead.html.

Help Wanted: Work-Study Students

Positions available at *Almanac*. Duties include desktop publishing, web design and maintenance, proofreading, research. Send e-mail to morrisma@pobox.upenn.edu.

Work 3 Hours a Week

Almanac is looking for two people to work on Tuesday mornings from 9 a.m.-noon to help with mailing of the issue. If interested contact us at (215) 898-5274.



Are you responsible for some of the 149,400 hits to *Almanac's* website last week?

Get on board Express Almanac: To register, send an e-mail message with "subscribe" as the Subject to almanac@pobox.upenn.edu and include your name, e-mail address, and mailing address. —Ed.

More RAD Classes

Rape Aggression Defense Program; for women only; techniques of defense and dynamic hands-on training. All students receive a lifetime free return and practice session. Penn Police Headquarters, 4040 Chestnut St. Registration and future session information: (215) 898-4481. Pre-registration required.

Scheduled sessions, as follows:

October 2 5:30-8:30 p.m.

Also October 9, 16, 22, 29 & November 5, 12.

October 6 9 a.m.-3 p.m.

Also October 20, 27 & November 10, 17.

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 17 through September 23, 2001**. Also reported were **33 Crimes Against Property**: (including **24 thefts**, **3 burglaries**, **2 frauds** and **4 vandalisms**). Full reports on the Web (www.upenn.edu/almanac/v48/n06/crimes.html). Prior weeks' reports are also on-line.—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 17** and **September 23, 2001**. 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.

09/17/01	2:43 AM	4100 Spruce	Complainant robbed by 6 juveniles
09/18/01	1:35 AM	3400 Sansom	Intoxicated driver/Arrest
09/18/01	3:30 PM	100 S 37th St.	Auto taken from highway
09/19/01	2:19 AM	100 S 34th St.	Complainant's wallet taken/Arrest
09/21/01	2:57 AM	4000 Spruce St.	Male refused to leave area/Arrest
09/21/01	2:57 AM	4000 Spruce St.	Male refused to leave area/Arrest
09/21/01	9:25 AM	3601 Chestnut St.	Male blocking pedestrians pathway/cited
09/21/01	3:43 PM	4001 Walnut St.	Complainant touched inappropriately

18th District Report

13 incidents and 6 arrests (including 8 robberies, and 5 aggravated assaults) were reported between **September 17 and September 23, 2001** by the 18th District covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

09/17/01	7:50 AM	4816 Kingsessing	Aggravated Assault/Arrest
09/17/01	7:50 AM	4816 Kingsessing	Aggravated Assault/Arrest
09/17/01	10:55 PM	4637 Pine St.	Robbery
09/17/01	2:40 AM	4100 Spruce	Robbery/Arrest
09/19/01	2:15 AM	100 34th St.	Robbery
09/20/01	1:30 AM	4000 Spruce St.	Aggravated Assault
09/21/01	2:29 PM	308 48th St.	Robbery
09/22/01	5:12 PM	5053 Ludlow St.	Aggravated Assault/Arrest
09/22/01	10:15 AM	5031 Walnut St.	Aggravated Assault
09/22/01	10:10 PM	4501 Springfield	Robbery/Arrest
09/22/01	9:35 AM	4700 Locust	Robbery
09/23/01	2:00 PM	4300 Walnut	Robbery
09/23/01	10:45 PM	4000 Baltimore	Robbery

CLASSIFIEDS—UNIVERSITY

RESEARCH

If you have **hypertension** or hypertension plus stable Type 2 diabetes, please call to learn about exciting upcoming research trials. Most visits take place in the morning. Renumeration varies per study. For information, call Virginia Ford @ (215) 662-2638.

Volunteers Needed for **early menopausal women** bone density research study. The University of Pennsylvania Health System seeks volunteers for a bone density medical research study. If you meet the following description, you might be eligible to participate: female ages 45-55, no menstrual periods for at least 6 months. Volunteers will be compensated for their involvement. Please contact: Helen Peachey at (215) 898-5664.

Do you have high cholesterol? Doctors at Penn are launching a novel new research study looking at two well-known cholesterol lowering agents. The study involves several visits to the Hospital of the University of Pennsylvania. If you have elevated cholesterol levels, are not currently taking any lipid-lowering medications, and think you might be interested in this study, please contact David Berezich at berezich@mail.med.upenn.edu or (215) 662-9040. Compensation is provided.

Are You **Post-Menopausal?** and Do You Have **High Cholesterol?** If Yes, Are you Worried About your Risk for Heart Disease? Doctors at The University of Pennsylvania are conducting an exciting new study for post-menopausal women with high cholesterol. Participants will receive a painless test called an Ultrafast CT (EBT) scan that will provide information about the amount of calcium buildup in the arteries. Calcium build-up in the arteries is an early feature of atherosclerotic plaque formation. Doctors want to test the effects of cholesterol-lowering drugs, Lipitor or Pravachol, to reduce calcium build-up in the blood vessels of the heart. All participants will receive either Lipitor or Pravachol. Compensation will be provided for time and effort. If you would like to hear more information and see if you qualify for the study, please call Melissa Fair at (215) 662-9056.

CLASSIFIEDS—PERSONAL

THERAPY

Competent psychotherapy: group, family and individual. Please call for an appointment: Shari D. Sobel, Ph.D. (215) 747-0460.

Almanac is not responsible for contents of classified ad material.

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



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

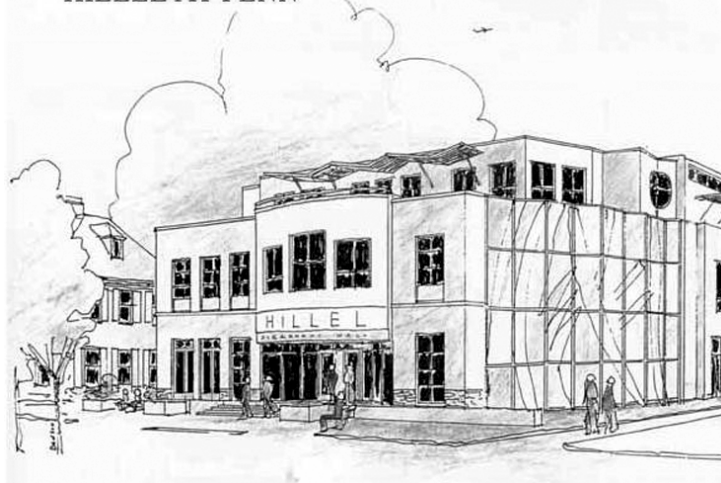
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Hillel's New Home

STEINHARDT HALL
HILLEL AT PENN



The \$12 million project will consist of a three-story structure with a total of 35,000 square feet. The facility will feature a two-story, glass-enclosed entrance and recreation area, a coffee bar and an outdoor terrace in front.

Steinhardt Hall will also have meeting rooms and administrative space for the campus' 27 Jewish student organizations, a graduate student lounge and a Judaic library and reading room. The center will be able to accommodate Penn's 6,000 Jewish students.

The groundbreaking ceremony will take place on Thursday, October 4, at 11 a.m. The University community is invited to attend.

The new Steinhardt Hall (right), Hillel at Penn has been named after Penn alumnus Michael Steinhardt (W'60), who contributed significant funding to the project. Mr. Steinhardt is the founder of the investment corporation Steinhardt Partners located in New York City. His son David is also a Penn graduate (C'91).

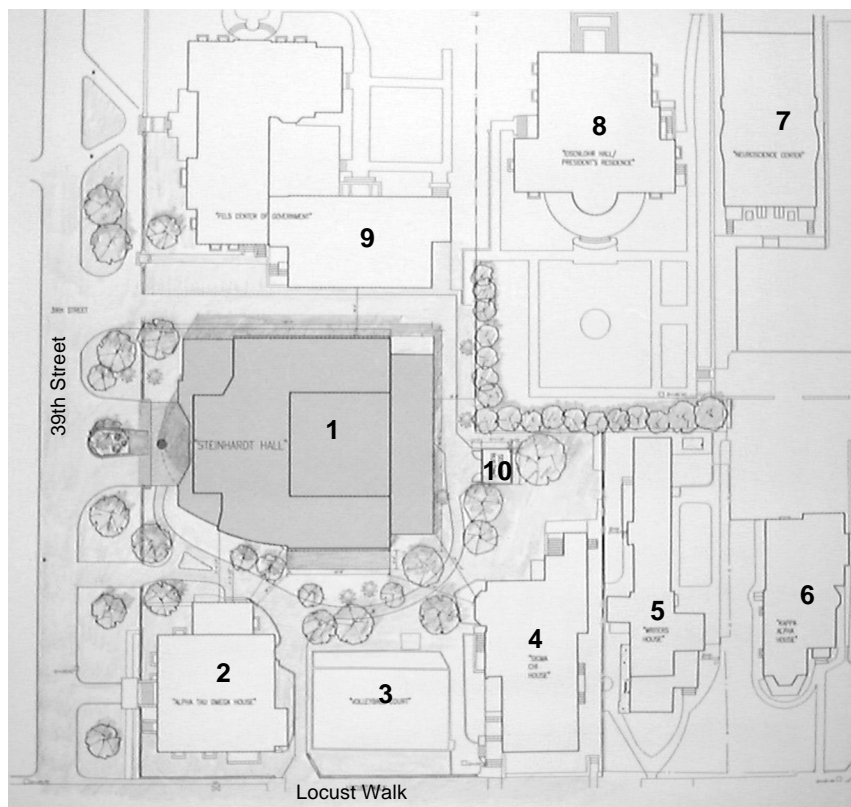
Steinhardt Hall will be located on 39th Street between Walnut and Locust Streets and construction is expected to begin in November of this year with completion anticipated in the spring of 2003.



Judy and Michael Steinhardt at the Hillel Student Leaders Assembly.

Steinhardt Hall Site Plan

- 1 Steinhardt Hall
- 2 Alpha Tau Omega House
- 3 Volleyball Court
- 4 Sigma Chi House
- 5 Kelly Writers House
- 6 Kappa Alpha House
- 7 Neuroscience Center
- 8 Eisenlohr Hall/
President's Residence
- 9 Fels Center of Government
- 10 Service Building



Site Plan rendering by
Jacobs/Wyper, Architects.