

# UNIVERSITY of PENNSYLVANIA *Almanac*

Tuesday,  
November 6, 2001  
Volume 48 Number 11  
[www.upenn.edu/almanac/](http://www.upenn.edu/almanac/)

## Catherine Bryson Professor: Jean Howard

Photo by Mark Garvin



Jean Howard

Dr. Jean Howard has been named to the Catherine Bryson Professorship, SAS Dean Samuel H. Preston has announced. Dr. Howard received her B.A. from Brown University in 1970, her M.Phil. from the University of London in 1972, and her Ph.D. from Yale University in 1975. She began her career at Syracuse University in 1975, where she received the first university-wide Wasserstrom Prize for excellence as a teacher and mentor of graduate students. A prestigious scholar, she has also received Guggenheim, National Endowment for the Humanities, Mellon, Folger, and Newberry Library fellowships. Before joining Penn's faculty this fall, Dr. Howard was a professor of English at Columbia University. She served as director of the Institute for

Research on Women and Gender and president of the Shakespeare Association of America. Her teaching interests include Shakespeare, Tudor, and Stuart drama; early modern poetry; modern drama; feminist and Marxist theory; and the history of feminism.

She has published five books, including: *Shakespeare's Art of Orchestration: Stage Technique and Audience Response*; *The Stage and Social Struggle in Early Modern England*; and, with Dr. Phyllis Rackin of the Penn faculty, *Engendering a Nation: A Feminist Account of Shakespeare's English Histories*. She is the co-editor of *The Norton Shakespeare* and the general editor of the *Bedford Contextual Editions of Shakespeare*.

The Catherine Bryson Professorship was established by Natalie I. Koether, Esq., CW'61, L'65, a generous supporter of the School of Arts and Sciences. As a long-standing University Charter Trustee, founding member of the Trustees' Council of Penn Women, and chair *emerita* of the SAS Board of Overseers, Mrs. Koether is actively involved as a volunteer leader at Penn. She established this chair in 1989 to honor her high school English teacher, Catherine Bryson, ED'22, G'47. Miss Bryson was committed to the Aristotelian precept that knowledge is sufficient justification for learning. Mrs. Koether is counsel to the law firm of Rosenman and Colin and president of Pure World, Inc., one of the world's foremost manufacturers of botanical extracts.

## Alfred R. Allen Professor: Sheila Murnaghan

Dean Preston also announced that Dr. Sheila Murnaghan has been named to the Alfred Reginald Allen Memorial Professorship in Greek. Dr. Murnaghan is chair of the Department of Classical Studies. She received an A.B. from Harvard University in 1973, a B.A. from Newnham College, Cambridge, in 1975, and a Ph.D. from the University of North Carolina at Chapel Hill in 1980.

Her scholarly interests include Greek poetry, especially epic and tragedy; gender in classical culture; the classical tradition; and Greek historiography, especially Herodotus. She has been a member of the faculty since 1990. She came to Penn from Yale, where she served as an associate professor.

She is the author of *Disguise and Recognition in the Odyssey* and the co-editor of *Women and Slaves in Greco-Roman Culture: Differential Equations*, and she has written the introductions to new translations of Homer's *Iliad* and *Odyssey* by Stanley Lombardo. She was a founding editor of the *Yale Journal of Criticism*, and she serves on the editorial boards of *Helios* and the *American Journal of Philology*. In addition, she is a former member of the board of directors of the American Philological Association.

The Alfred Reginald Allen Memorial Professorship in Greek was established in 1914 with a gift from the Society of Alumni.



Sheila Murnaghan

## Packard Award: Max Tegmark

Dr. Max Tegmark, assistant professor of physics and astronomy, has been awarded a David and Lucile Packard Foundation fellowship. The fellowship award is \$625,000 over five years. Dr. Tegmark was one of 24 fellows selected this year from approximately 100 nominations submitted.

Dr. Tegmark received a B.A. from the Stockholm School of Economics (1989), a B.S. from the Royal Institute of Technology, Stockholm (1990) and a Ph.D. from the University of California at Berkeley in 1994. Before joining Penn in 1999, Dr. Tegmark was a Hubble Fellow and member of the Institute for Advanced Study (1996-1999) and a research associate at the Max-Planck-Institut für Physik in Munich (1994-1996).

His current research is focused on precision cosmology, combining theoretical work with new measurements to place sharp constraints on cosmological models and their free parameters.



Max Tegmark

## Institute for Economic Research: Antonio Merlo

Dr. Antonio M. Merlo has been appointed as the director of the Penn Institute for Economic Research, according to a recent announcement by SAS Dean Samuel H. Preston.

Dr. Merlo, the Lawrence R. Klein Associate Professor of Economics, joined the Penn faculty in 2000 after holding tenured positions at the University of Minnesota and NYU. He holds a doctorate in economics from NYU. His area of specialty is political economy, and he is a research fellow in the public policy program of the Centre for Economic Policy Research.

He is the associate editor of the *Journal of Economic Theory* and the *Review of Economic Dynamics* and serves on the editorial board of *International Economic Review*. In addition, he has published numerous articles in leading economics journals and has been the recipient of two research grants from the NSF. He is a member of the American Economic Association, the Econometric Society, the Economic Science Association, the Society for Economic Dynamics, and the Society for the Promotion of Economic Theory.

The Penn Institute for Economics Research was created in 1993 through a gift from William P. Carey. Its mission is to create an environment for research and teaching that will establish Penn as the leading institution in the world for the study of economics, to promote and support the efforts of faculty and students in advancing the science of economics, to provide a forum for the exchange of ideas and research results within and outside of the Penn academic community, and to foster a better understanding of the importance of basic economic research in the formulation and assessment of public policy. "Professor Merlo's creativity, energy, and passion for economic research make him the ideal person to head the institute," said Dean Preston.

To achieve these goals, the institute co-sponsors workshops, disseminates research findings through a working paper series, organizes Economics Day at Penn, provides the Lawrence R. Klein Prize for the best undergraduate research paper in economics, holds conferences, and organizes a monthly lunch discussion for its fellows.



Antonio Merlo

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*The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Senate Chair David Hackney or Executive Assistant Carolyn Burdon, Box 12 College Hall/6303, (215) 898-6943 or burdon@pobox.upenn.edu.*

### **Actions Taken by the Senate Executive Committee** **Wednesday, October 31, 2001**

**1. Chair's Report.** Professor David Hackney announced that the Gender Equity Report was not yet completed, but that it would be completed soon. In addition, the Retirement Task Force continues to work on its assignment to study the general issue of faculty retirement, and to explore ways of encouraging older faculty members to retire. They have a number of interesting ideas, he said, but they are still developing them and they need to obtain more data. Finally, a Minority Equity Committee has been constituted, with an assignment that is analogous to that of the Gender Equity Committee.

**2. Draft Report of the 2000-2001 Senate Committee on the Economic Status of the Faculty.** Professor Ed Boe presented the Draft Report, which addresses both salary levels and salary increases. It compares these figures with external data regarding other institutions, and also measures their variability within the University. A principal conclusion of the comparative analysis is that Penn is competitive with the highest paying universities in the United States. Certain departments are less competitive, however, and assistant professors' salaries are somewhat less competitive than those of full professors. In both cases, however, the situation is gradually improving. Variability within Penn involves differences among ranks, differences among schools or departments and differences among individuals. The differences among schools seems to be driven largely by market forces. Differences among individuals are based largely on merit. Professor Boe then reported that the Committee on the Economic Status of the Faculty has recommended that priority be placed on improving faculty salaries that have fallen below competitive levels. This same recommendation was advanced last year, and there has been some improvement since then.

SEC discussion centered on two issues. First, there was concern that the effort to increase the competitiveness of assistant professors' salaries, though desirable, would lead to compression of the salary scale for the faculty as a whole. Second, there was concern about the significant number of faculty, thirteen percent among full professors, whose cumulative salary increases over a period of years were lower than the increase in the Consumer Price Index for that period.

SEC voted by acclamation to accept the annual report. It will now be forwarded to the Provost.

**3. Discussion of Institutional Review Boards and Social Science Research.** Vice Provost for Research Neal Nathanson stated that his office and the Faculty Senate have jointly established a Working Group, chaired by Professors Larry Gross and Hans Van Dongen, to provide guidelines for the newly-established Institutional Review Board (IRB) on the Social and Behavioral Sciences. Professor Gross explained that universities are mandated by federal law to establish institutional review boards to approve all experiments on human beings carried out by faculty or students. While this requirement is well understood by those working in the natural sciences, it has caused a variety of problems in the social sciences. Not all social scientists are aware of the requirements, and the review provided by the existing IRBs was frequently inappropriate for social science. The purpose of the new IRB is to provide review that is performed by people who are knowledgeable about social science and who

are applying appropriate standards. Under such standards, Professor Gross explained that much social science research will be placed in the exempt category. This does not mean that the research has not been reviewed, but rather than it has been reviewed and placed in the exempt category, as opposed to the expedited review or full review categories. Even when expedited or full review is required, such review should be carried out by people who fully understand the field and the nature of the research. This will make the review process more efficient and avoid the current situation where some permissible research is disallowed because it is not fully understood or is being reviewed according to natural science standards. The Working Group's aspiration is to develop standards that will guide the IRB, and provide training for faculty members who rotate through it. These faculty members will then be able to communicate the standards to their students, so that these standards will ultimately become part of the university culture. Subsequent SEC discussion noted that many classic social science experiments would not be permitted under the review procedures, even if these procedures were tailored to social science in the manner suggested. Professor Gross acknowledged that this is the case, but said that it was the result intended by the federal requirements.

**4. Discussion of Campus Safety and Security.** Vice President for Public Safety Maureen Rush reported that there have been encouraging declines in crime rates in the campus area during the past four years. Comparing the year 2000 with 1996, all crimes are down 33%, robberies are down 64%, burglary 19%, auto theft 68%, and theft from cars 38%. Preliminary figures for the year 2001 indicate a further 25% decrease over the previous year.

Some of the reasons for this decline in crime are that the Division of Public Safety has been reorganized and expanded to combat crime more effectively. Improved working relationships have been established with the Philadelphia Police Department and with the Allied-SpectaGuard security officers. As a result of the Police Department's relationship with the Division of Public Safety, Penn Police are now the primary investigators for robberies within their area of jurisdiction. Thus, instead of waiting in a City of Philadelphia police station to report a crime, victims can be interviewed on campus, and without a wait. The Allied-SpectaGuard officers have been largely merged with the University City District Safety Ambassadors. This has facilitated an increase in bike patrols and walking escorts throughout the District. In addition, a motorist assist program has been instituted, in which safety officers respond rapidly to people whose cars have broken down to prevent their being victimized by crime.

With respect to homeland security issues, the Penn Police have received 45 calls regarding suspicious packages or substances. A protocol has been developed for responding to such calls. Two police officers and a supervisor are dispatched in response to every call. After isolating and securing the area, these officers determine whether there is any risk; if there is a possibility that an explosive or a biohazard is present, the officers are able to call in the Philadelphia Police Department's bomb control unit, the City of Philadelphia's Rapid Assessment Team (an inter-agency group) or the FBI. At present, none of the calls have related to real risks, but Vice President Rush encouraged members of the campus community to continue reporting anything that appears to be suspicious.

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## **Knowledge@Wharton: Survival Strategies for the Post-Attack Economy**

*Knowledge@Wharton* is a free online resource that offers the latest business insights, information and research. Sources include papers that analyze current trends, interviews with industry leaders and Wharton faculty.

There is a now a special section of the site that focuses on Survival Strategies for the Post-Attack Economy. It contains papers on *What's in Store for the Capital Markets and the*

*Economy?; No Crystal Ball—or Historical Precedent—Can Help Predict Consumer Confidence; Fear of Flying: Passengers and Airlines Can Expect Turbulent Times; How Will Insurers Deal With Their Most Expensive Catastrophe?; Look for High-Rises to be Shorter, More Secure and Still Anchored in Cities; and Will Focus on Security and Reconstruction Help Some Industries Thrive?*

The topics now on the site's main page are: *A New Approach to Valuing Biotech Stocks; James J. Cramer Finds Truth & Inspiration in the Shopping Habits of Americans; Should Hong Kong Worry When China Joins the WTO?; Behind the Telecom Meltdown: Too Much Money, Too Little Insight; Citigroup CFO Sees Economic Recovery in mid-2002; and An Insider's Scathing Look at E-commerce Excesses.*

## Agenda for University Council Meeting

**Wednesday, November 7, 2001, from 4 to 6 p.m. Bodek Lounge, Houston Hall**

- I. Approval of the minutes of October 17, 2001. 1 minute.
- II. Follow-up comments or questions on Status Reports. 5 minutes.
- III. Extended reports by the president, provost and other administrators on the state of the University. Presentation 60 minutes, discussion 20 minutes.
- IV. Adjournment by 6 p.m.

## Highlights of the Stated Meeting of the University Trustees

When the Trustees gathered last Friday for the Stated Meeting, the first resolution presented by Chairman James Riepe was a Memorial Resolution for the Penn Alumni Victims of September 11 followed by a moment of silence for all victims and their families.

Then came half a dozen resolutions of appreciation for trustees Jon M. Huntsman, Jr.; Reginald H. Jones; Jerry A. Magnin; Andrea Mitchell; and Pamela P. Reis as well as one for Russell E. Palmer—who served as chair of the UPHS board, 1999-2001—naming him an emeritus trustee.

The creation of an umbrella governance structure called Penn Medicine was approved to oversee the academic, research, and clinical operations of the School of Medicine and the Health System.

Michael L. Tarnopol was reelected as vice chair the board.; Natalie I. Koether was elected a vice chair of the board and Jon M. Huntsman was elected a term trustee and a vice chair, all effective November 2, 2001-June 30, 2002.

President Judith Rodin mentioned that 1,800 alumni attended the Symposium on Terrorism, which was recently reprised in New York.

Provost Robert Barchi commended Dr. Cynthia Otto, assistant professor of critical care, clinical studies, in the School of Veterinary Medicine, for her work at Ground Zero for nine days as part of the Pennsylvania Emergency Task Force. Dr. Otto cared for many of the 300 search and rescue dogs who needed medical attention.

EVP John Fry presented the financial report for the fiscal year ending June 30, 2001, and noted that on a consolidated basis, the net assets of the University increased by over \$268 million. Revenue reached almost \$3.2 billion, a 6.1% increase over the prior year with the academic component comprising 45.5% of the revenue with the Health Services component constituting the majority of the balance of 52.6%. The University reported a net gain on its investment portfolio of \$34.5 million, compared to a loss on investment of \$145.6 million in 2000. Penn performed significantly better than its peer institutions and its benchmark for 2001. The growth of contributions was 7.6% over the prior fiscal year.

Dr. Arthur Rubenstein reiterated that there is good news financially speaking at the Health System, now Penn Medicine. He said that many experts are involved in the response to the threat of bioterrorism and that they believe they have an adequate supply of pharmaceuticals on hand.

The Trustee Committee Reports began with the Academic Policy Committee, which presented a resolution to create Penn Praxis, Inc., a 501(c)(3) subsidiary to enable GSFA to carry out practical or applied projects for external clients under the direction of GSFA faculty.

Budget and Finance presented three resolutions: the first one authorizes infrastructure relocation and improvements on the former Civic Center site; the next authorizes the issuance of up to \$75 million of long term debt to fund capital projects; and the last one amends the prior authorization allowing UPHS to enter into

lease financing agreement up to \$30 million.

The Development Committee's resolution establishes a Penn dual qualified entity in the U.K., enabling a donor who pays both U.S. and U.K. taxes to take a deduction from both.

The External Affairs Committee reported that Penn had numerous positive news stories aired on television and in print, especially in daily newspapers last year and Wharton's communications efforts are particularly international in scope. The Center for Community Partnerships is approaching its tenth anniversary with 126 academically based community service courses which have been widely replicated in the U.S. and abroad. In response to the September 11 tragedy, the University used web sites, e-mail and voice broadcasts to quickly reach the Penn community including the 440 students studying abroad who were also e-mailed immediately to verify their safety.

The Facilities and Campus Planning Committee reported that it is planning on developing an architecture subcommittee to develop guidelines and design standards for future campus buildings. The Hamilton Village high-rise renovation project is going to be done in phases over the next several summers as funding is available, with sprinklers getting priority. The long-abandoned Conrail building on Market between 31st and 32nd is being renovated by a developer; both Penn and Drexel are considering using it for interim swing space for student housing, although plans are not yet finalized. Construction for phase I of the Penn-assisted PreK-8 school is 40% complete and the new building is scheduled to open next September. There are now 75 students attending kindergarten and first grade in the school which is using the old Divinity School buildings.

The Neighborhood Initiatives Committee cited Clean & Safe, one of the University City District's projects, which has improved the quality of life in the area; a reduction in crime in the past few years; housing values have increased dramatically and approved applicants for the University's mortgage program await availability of single family homes within the program's boundaries.

The Student Life Committee focused on the student dining options and meal plans as well as the support to students here and abroad in the aftermath of the terrorist attacks.

The Investment Board reported "a reversal of misfortune" with a positive return primarily from equity portfolios, outperforming benchmarks for the year ending June 30, 2001.

The Alumni report noted an ongoing effort to study the Sweeten Center's wiring and telecommunications deficiencies.

New overseers were appointed: Eleanor Graham Claus and J. Mark Baiada to School of Nursing's board; Gerald Chalpin, Zahi Hawass, and Deborah L. Winice-Smith to the Museum's board; Stuart Jan Netsky to the ICA's board; Lynn Yeakel as chair of the Annenberg Center's board; Alan A. Shuch, Andrew Viterbi, and Walter Zifkin to the Center for Advanced Judaic Studies board; Supat Jumbala to the SEAS board.

## Deaths

### Mr. Joseph, Wharton Student

Jose Joseph, 20, of Venice, Florida, died October 26.

He was born January 17, 1981, in Sarasota, Florida. He graduated from Pine View School in 1999. He was a junior at the Wharton School.

He is survived by his parents Dr. and Mrs. Kuncheria Joseph; and his sister Maya Joseph; and his dog Trump.

### Dr. Grimes, Ophthalmology

Dr. Patricia A. Grimes, associate professor emeritus of ophthalmology, died on September 16 at the age of 68, after an extended struggle with cancer.

Dr. Grimes was highly regarded for her expertise in histology and anatomy of the eye. After receiving her B.A. from Seton Hill College, Dr. Grimes began her research career in the laboratory of Dr. Ludwig von Sallmann at Columbia University and accompanied him to NIH when he became director of the Ophthalmology Branch, NINCDS, the predecessor to the National Eye Institute. Even before obtaining an advanced degree, Dr. Grimes established herself in the ophthalmology research community with seminal contributions in the areas of lens, experimental cataract and ocular innervation. After Dr. von Sallmann's death, Dr. Grimes continued her research in the Laboratory of Neurophysiology, NINCDS, until 1976 when she enrolled in the Ph.D. program at Penn.

After receiving her degree, she was appointed assistant professor of ophthalmology in 1982 and promoted to associate professor of ophthalmology with a secondary appointment in the department of cell and developmental biology in 1988. Besides studying experimental diabetic retinopathy, she continued to make important contributions in the areas of basic lens research and ocular innervation and was a valued member of the vision science research group. Importantly, she was always available for her laboratory colleagues and for the many students and fellows who sought ophthalmic research training.

She made notable teaching contributions in the medical student histology course, and she received an Excellence in Teaching Award from the School of Medicine. For many years, she was the Faculty Affirmative Action Officer for the School of Medicine. Even after retiring in 1999, Dr. Grimes continued to work part-time, studying lens development.

An internationally known ocular histologist and anatomist, Dr. Grimes had many colleagues and collaborators at Penn, elsewhere in the U.S. and around the world. The breadth and depth of her knowledge about the eye, her balanced and critical approach to research and her unquestioned professional integrity will be missed by her many friends in the ophthalmic research community. Dr. Grimes was devoted to her family—her mother, her sister and her sister's family. We share with them the loss of a valued member of our community.

—Dr. Richard A. Stone,  
William C. Frayer Professor of Ophthalmology



Patricia Grimes

*The Code of Conduct for Penn Apparel Licensees appears below.  
This policy was published first, as a matter of record, in Almanac on March 28, 2000.*

## A Code of Workplace Conduct for Penn Apparel Licensees

### I. Introduction

With a view to stimulating economic growth and development, raising living standards, meeting staffing requirements and overcoming unemployment and underemployment, the University of Pennsylvania has adopted this Code of Workplace Conduct ("the Code") to promote full, productive and freely-chosen employment.

The University of Pennsylvania expects its licensees to conduct their business in a manner consistent with this Code, and to follow workplace standards that adhere to this Code. The Code is subject to amendment to reflect any subsequently developed standards by the University.

### II. Notice

This Code shall apply to all trademark apparel licensees of the University of Pennsylvania. Throughout this code the term "licensee" shall include all persons or entities that have entered a written licensing agreement with the University to manufacture apparel products bearing the name, trademarks and/or images of the University. Additionally, this Code shall apply to all of the licensee's contractors. Throughout this Code the term "contractor" shall include each contractor, subcontractor, vendor, or manufacturer that is engaged in a manufacturing process that results in a finished product for the consumer. "Manufacturing process" shall include assembly and packaging.

As a condition of being permitted to produce and/or sell licensed products bearing the name, trademarks and/or images of the University, each licensee must comply with this Code and ensure that its contractors comply with this Code. All licensees and contractors are required to adhere to this Code, however, no licensee or contractor may represent that they have been certified as being in compliance with this Code.

### III. Standards

University licensees and their contractors must operate workplaces that adhere to the following minimum standards and practices:

#### A. Legal Compliance

University licensees and their contractors must comply, at a minimum, with all applicable legal requirements of the country in which products are manufactured. Where this Code and the applicable laws of the country of manufacture conflict or differ, the higher standard shall prevail. Such compliance shall include compliance with all applicable environmental laws.

#### B. Ethical Principles

Licensees shall commit to conducting their business according to a set of ethical standards that include, but are not limited to, honesty, integrity, trustworthiness, and respect for the unique intrinsic value of each human being.

#### C. Environmental Compliance

Licensees and their subcontractors will be committed to the protection of the local environment, including their factories and their surroundings. They will protect residential areas around their factories, disposing of garbage and waste in such a way so as not to endanger the safety and health of nearby areas.

#### D. Employment Standards

##### 1. Wages and Benefits

Licensees and their contractors must provide wages and benefits which comply with all applicable laws and regulations and which match or exceed the local prevailing wages and benefits in the relevant industry, whichever provides greater wages and benefits. The University is strongly committed to the employees of licensees receiving a "living wage" and charges the Committee on Manufacturer Responsibility (*see Section VII on page 5*) to develop a quantitative "living wage" formula based on the findings of the University of Wisconsin—University of Notre Dame "living wage" project and any other information the Committee deems relevant.

##### 2. Hours of Work

a. Except in extraordinary circumstances, or as required by business necessity, employees shall not be required to work (regardless of location) more than the lesser of:

- i. forty eight (48) hours per week and twelve (12) hours of overtime; or,
- ii. the limits on the regular and overtime hours allowed by the law of the country

b. Employees shall be entitled to at least one day off in every seven (7) day period.

##### 3. Homework

The employer must ensure that work not done at the place of manufacture should be performed in a manner safe for the employee and any persons who may be in the surrounding vicinity. There are other issues related to homework such as hours of work, wages and benefits that require further study.

##### 4. Overtime Compensation

In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at such a premium rate as is legally required in that country, but not less than at a rate equal to their regular hourly compensation rate.

##### 5. Child Labor

Licensees and their subcontractors shall not employ any person younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15. Young workers will not be forced to work overtime hours that would prevent them from attending school. Licensees agree to work with governmental, human rights and non-governmental organizations as determined by the University and licensee to minimize the negative impact on any child released from employment as a result of enforcement of this code.

##### 6. Forced Labor

Licensees and their subcontractors shall not use any forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

##### 7. Harassment or Abuse

Licensees and their subcontractors shall treat every employee with respect and dignity. Licensees and their subcontractors will not subject any employee to any physical, sexual, psychological or verbal harassment or abuse.

##### 8. Nondiscrimination

Licensees and their subcontractors will not subject any person to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion or political affiliation, union involvement, or social or ethnic origin.

Because the overwhelming majority of apparel workers are women, assuring and safeguarding women's rights is of particular importance for all parties.

- Women workers will receive equal remuneration for comparable work, including benefits, equal treatment, equal evaluation of the quality of their work, and equal opportunity to fill all positions as male workers.
- Pregnancy tests will not be a condition of employment, nor will they be demanded of employees. Workers will not be forced or pressured to use contraception.
- Women who take maternity leave will not, because of the maternity leave, face dismissal or threat of dismissal, loss of seniority or reduction of wages. Licensees must permit women returning from maternity leave to return to their prior position at their prior wage rate and benefits. Local laws and regulations, or the prevailing practice in the relevant industry, whichever is greater, shall determine appropriate length of maternity leave.
- Licensees and their subcontractors shall provide, to the extent required by applicable law and regulations, or the local prevailing practice in the relevant industry, whichever is greater, services and accommodations to pregnant women, including but not limited to access to legally required health care provided by the employer, government or other provider.

##### 9. Health and Safety

Licensees and their contractors must provide workers with a safe and healthy work environment and must, at a minimum, comply with local and national health and safety laws. If residential facilities are provided to workers, they must be safe and healthy facilities. Workers will not be exposed to conditions that may endanger their reproductive health without their informed consent.

*(continued next page)*

#### 10. Freedom of Association

Licensees and their contractors shall recognize freedom of association and collective bargaining with bargaining representatives of their own choice. No employee shall be subject to harassment, intimidation or retaliation as a result of his or her efforts to freely associate or bargain collectively.

#### IV. Remediation

If the University determines that any licensee or contractor has failed to remedy a violation of this Code, the University will consult with licensee to examine the issues and determine the appropriate measures to be taken. The remedy will, at a minimum, include requiring the licensee to take all steps necessary to correct such violations including, without limitation, paying all applicable back wages found due to workers who manufactured the licensed articles, and reinstating any worker whose employment has been terminated in violation of this Code of Conduct. If consultation and agreed upon measures fail to adequately resolve the violations within a specified time period, the University and the licensee will implement a corrective action plan on terms acceptable to the University. The University reserves the right to terminate its relationship with any licensee who continues to conduct its business in violation of the corrective action plan, in accordance with the terms set forth in the licensee agreement.

#### V. Compliance

Prior to the date of annual renewal of a license agreement, the licensee shall be required to provide the following to the University, as set forth in the license agreement.

A. The Company names, owners and/or officers, and addresses, phone numbers, e-mail addresses and the nature of the business association of all the licensees' contractors and manufacturing plants which are involved in the manufacturing process of items which bear, or will bear, the name, trademarks and/or images of the University;

B. Licensees and their contractors are responsible for conducting thorough, effective and regular inspections of each facility at which University apparel is produced;

C. Written assurances that it and its contractors adhere to this Code (except that in the initial phase-in period, licensee must provide such written assurances within six months of receipt of this Code); and

D. A summary of the steps taken, and/or difficulties encountered, during the preceding year in implementing and enforcing this Code at each site.

#### VI. Public Disclosure

A. The company names, owners, and/or officers, addresses, and nature of the business association, including the steps performed in the manufacturing process, of all the licensees' contractors and manufacturing plants which are involved in the manufacturing process of items which bear, or will bear, the name, trademarks and or images of the University shall be made public information.

B. The Licensee shall be required to supply by July 15 of each year a list of all factory locations referred to in paragraph A above, and all locations Licensee anticipates will be used during the term of the License. Any additions or deletions to this list shall be reported to the University within two months of the effective date of such addition or deletion.

#### VII. Monitoring and Oversight

The President will establish a Committee on Manufacturer Responsibility ("the Committee") on the implementation of the University's Code of Conduct.

##### A. Composition and Selection

###### 1. Voting Members

a. Three members of the University faculty selected by the President in consultation with the Chair of the Faculty Senate, one of whom will chair the Committee.

b. Four members of the student body, including two representatives of the Penn Students Against Sweatshops (PSAS) or its successor, and one undergraduate and one graduate student, to be chosen by the UA and the GAPSA.

c. Two representatives of University staff selected by the Penn Professional Staff Assembly (PPSA) and A3 Assembly, respectively.

###### 2. Ex officio Members (non-voting)

a. Representative of Business Services

b. Representative of the Office of the President

c. Representative the Office of the Provost

d. Member of the Office of the General Counsel

An administrative staff person and a work-study Intern will staff the Committee. The Intern will be appointed by the Committee, and paid by the President's Office. The administrative staff person will be appointed by the President's Office.

The division of responsibilities will be as follows:

- *Staff person:* The administrative staff person will act as a liaison between the Committee and the Office of the President to ensure timely implementation of all decisions of the Committee. The staff person will also send out notices for committee meetings to ensure maximum participation, and work closely with the Intern to coordinate all committee-related administrative tasks.

- *Intern:* The Intern will to the best of his/her abilities research the University's apparel licensees in order to recognize violations of the Code. This responsibility will include the compilation of a list of licensees and the maintenance of any relevant records necessary to enforce the Code, including information received from monitoring organizations about licensees for consideration by the Committee. The Intern will also actively work on developing mechanisms with other campuses who have signed Codes of Conduct to improve the effectiveness and efficiency of the Codes.

##### B. Decision-Making

A simple majority of the Committee must be present for the vote to take place, with at least one student, one faculty, and one staff member present. Only members who are present may vote, and decisions will pass by majority rule.

##### C. Meeting Schedule

The Committee will meet no fewer than two times each semester.

##### D. Responsibilities

###### 1. Reviewing the Code of Conduct

The Committee will review the code annually to evaluate its effectiveness. Amendments to the code must be submitted to the committee for its approval.

###### 2. Review Effectiveness of Monitoring

The Committee will review, at least annually, the effectiveness of the organization(s) conducting monitoring to ensure compliance with this Code and take appropriate steps to ensure effective monitoring.

###### 3. Reviewing the State of Compliance

Licensees will be reviewed every six months for the first two years of their license agreement, and on an annual basis in subsequent years.

###### 4. Reviewing Violations

The Committee will review any alleged violations of the University's code of conduct and determine whether they constitute violations. Based on this judgment, the committee will recommend an appropriate course of action to the Trademark Licensing Unit. At the same time, should Trademark Licensing Unit identify any alleged violations, the department will consult with the Committee on an appropriate course of action.

##### E. Public Accountability

1. The Executive Vice President will publish the University's Code of Conduct annually, and amendments as necessary in *Almanac*.

2. The Trademark Licensing Unit will make available to any interested persons information regarding licensees' working conditions, monitoring reports, and other relevant materials.

3. The Committee will work with other schools and interested organizations to improve responsible business practices in the manufacture of licensed University apparel.

##### F. Seeking and Rewarding Responsible Business Practices

1. The Committee will work with the Trademark Licensing Unit to seek out manufacturers that have instituted proactive measures to insure the responsible production of goods and give them preference by encouraging the University to consider doing business with them, taking into consideration competitive price, quality, and style.

2. Through the efforts of the committee in seeking out manufacturers with demonstrated responsible business practices, the University commits itself to giving preference to those with responsible monitoring policies, particularly manufacturers that agree to sign disclosure agreements with the University, taking into account competitive price, quality, and style. Representatives of departments responsible for purchasing University apparel will keep in regular contact with the Committee.

#### VIII. Pledge of Research and Development

The University commits itself to annually reviewing the development and research concerning an independent monitor, a coalition of sweat-free campuses, living wage standards, and any other areas developed, and deciding in consultation with the Committee whether these areas are feasible for Penn.

## Atlantic Fellowships in Public Policy

The Atlantic Fellowships in Public Policy provide a unique opportunity for outstanding mid-career professionals to study and gain practical experience in a wide variety of public policy areas in the United Kingdom, as well as a first-hand introduction to the European Union.

Approximately 10 awards are made to U.S. citizens each year, and Fellows spend between 6 and 10 months in the U.K. They are based with a host institution, but encouraged to travel widely within the U.K. They are invited as a group to visit the European Commission in Brussels, and arrangements are made for Fellows to meet U.K. policy makers in the field of study.

The program is managed by the British Council on behalf of the Foreign and Commonwealth Office.

Application deadline for fellowships beginning in late August 2002 is *December 10, 2001*.

For further information and application see: [www.britishcouncil-usa.org/exchanges/atlantic.shtml](http://www.britishcouncil-usa.org/exchanges/atlantic.shtml).

For a brochure please contact Clare Cowen at [ccowen@pobox.upenn.edu](mailto:ccowen@pobox.upenn.edu).

—Clare Cowen, Associate Director,  
International and National Fellowships, CURF

## Tuition Assistance Program: Direct Grants

Scholarship checks will automatically be processed for the Winter/Spring term beginning November 16. The amount of the scholarship will remain the same as the amount received for the Fall term.

Please contact Tony DeLong at Human Resources—Benefits (215) 898-4812, e-mail: [Delong@hr.upenn.edu](mailto:Delong@hr.upenn.edu) by *November 10* if the student is changing schools, will not be enrolled for the Winter/Spring term, or if the tuition amount will be different. With this notice, we can assure a more timely and accurate scholarship check.

Please note that students who are attending Community College of Philadelphia (CCP) will need to submit a copy of the itemized tuition bill for the Spring term. The billing system at CCP does not coincide with our payments, which in the past has caused students to lose classes.

—Division of Human Resources

## Almanac's Schedule

There is no *Almanac* scheduled for November 27. The deadline for receipt of copy for the December AT PENN calendar is *today, November 6*.

Next *Tuesday, November 13*, is the deadline for the Update which will appear in the November 20 issue and cover the remainder of this month.

*December 4* is the deadline for the January AT PENN calendar.

*Almanac* will publish on the following dates:

- November 13
- November 20
- December 4
- December 11
- December 18

Breaking news and bulletins will be posted to "Almanac Between Issues" (see [www.upenn.edu/almanac/between/](http://www.upenn.edu/almanac/between/)).

—Ed.

## Respecting Intellectual Property Rights

Penn is an academic institution whose members regularly produce and use copyrighted materials. We take seriously our responsibility to respect the intellectual property rights of others. University policies prohibit the use of the University's electronic resources to infringe intellectual property rights, and the University investigates and takes appropriate action when allegations of infringement are brought to our attention.

*Copyright infringement takes different forms:*

### Computer Software

Computer software can frustrate you or liberate you—mostly the latter. Most software used for everyday purposes at Penn is commercial software and is provided by vendors who have the right to expect that users are responsible in acquiring and paying for what they use. Sometimes it can seem easy or advantageous to "borrow" a copy of software someone else has paid for. To do so is theft and puts both the individual and the university at serious risk. We all have a responsibility to keep Penn computers legal.

There are several ways in which what is legally recognized as "software piracy" can come about—sometimes through carelessness more than through any deliberate dishonesty. Somebody in a position of responsibility may allow more software copies to be installed than is permitted by the software license. Another way is when faculty, staff or students carelessly make copies without checking if the number of allowable copies has been exceeded. Some people trade copyrighted software, often over the Internet. Such activity subjects the institution and the individuals involved to civil and possibly criminal penalties, as well as unfavorable publicity. In February, 2000, Temple University paid \$100,000 to settle claims of illegal software copyright. In 1997 the City of Philadelphia paid \$121,000 to settle similar claims.

The following practices will help to ensure that illegal software copying does not become a problem:

- Budget appropriately for your software purchases.
- Make sure that you are getting the best price for software. Through the Penn Computer Connection in the Penn Bookstore, the University makes the vast majority of software products used on campus available to faculty, staff and students at substantial discounts. Additionally, the Office of Software Licensing negotiates campus-wide site licensing agreements or volume purchase agreements are negotiated. For details, see: [www.upenn.edu/computing/licenses/](http://www.upenn.edu/computing/licenses/).

- As new software is purchased, retain licenses, registration and invoices centrally in your department or unit. Periodically audit your computers to ensure that the number of software copies installed falls within the number permitted.

All faculty, students and staff are reminded that the unauthorized copying of licensed computer software is a violation of University policy, as quoted below. If you have questions about this policy contact David Millar, University Information Security Officer at (215) 898-2172 or [security@isc.upenn.edu](mailto:security@isc.upenn.edu).

If you know or suspect that serious violation of software copyright is occurring on University computing facilities, you may report what you

know anonymously to the Corporate Compliance Office reporting number, 1-888-BEN-TIPS.

### Digital Music And Video

Digital music and video files allow users to play music and watch videos downloaded over the Internet. The extraordinary power of this capability should be exercised with the following considerations:

- (1) Sharing copies of any copyrighted media (virtually all commercially available music and video are protected by copyright) is illegal and
- (2) The size of the files and the popularity of the media has caused serious problems at many institutions, where network bandwidth has not been sufficient to support the traffic. At Penn, we are monitoring the impact on network traffic closely and working with campus organizations to promote awareness of safe and legal computing strategies. The following considerations should be kept in mind.

1. File sharing services work by making your machine a network server for other people's benefit. This certainly reduces the network bandwidth available to you to use, most likely slows down the performance of your computer, and it opens a potentially disastrous security hole in your machine. Once you let people from all over the world have access to some of your files, they are then in a position to have damaging access to the whole of your machine. In general, you should exercise caution installing new, untested software on your computer which might open up security vulnerabilities without your knowledge. If you plan to use file sharing software for legal purposes, be sure to configure it properly so that your files are not served on the network.

2. If you copy and share or receive copies of commercial music or video, you are very likely breaking the law by violating the US Copyright Act. Intellectual property owners are aware of this and pursue violators aggressively. If you violate copyright law you have placed yourself in a very vulnerable position, risking criminal and civil penalties including substantial fines.

For details of Penn's regulations and procedures, see the Acceptable Use Policy ([www.upenn.edu/computing/policy/aup.html](http://www.upenn.edu/computing/policy/aup.html)) and the PennNet Computer Disconnect Policy ([www.upenn.edu/computing/policy/disconnect.html](http://www.upenn.edu/computing/policy/disconnect.html)).

### University policy on Unauthorized Copying of Copyrighted Software

The University of Pennsylvania does not condone or tolerate the unauthorized copying of licensed computer software by staff, faculty, or students. The University shall adhere to its contractual responsibilities and shall comply with all copyright laws, and expects all members of the University community to do so as well. Members of the University community who violate this policy may be subject to discipline through standard University procedures. An individual or University department engaged in the unauthorized copying or use of software may also face civil suit, criminal charges, and/or penalties and fines. Subject to the facts and circumstances of each case, such individuals or departments shall be solely responsible for their defense and any resulting liability.

—James J. O'Donnell, Vice Provost for Information Systems and Computing



# Update

NOVEMBER AT PENN

## CONFERENCE

**13** *300 Years of Religious Freedom: Spirit of Liberty Symposium*; program is free and open to the public; 7:30 a.m.-4 p.m.; Irvine Auditorium; RSVP required at [www.libertymuseum.org](http://www.libertymuseum.org) or (215) 925-2800 ext. 109 (Center for Research on Religion and Urban Civil Society; National Liberty Museum; Providence Forum; Robert A. Fox Leadership Program).

## CORRECTIONS

The talk sponsored by Microbiology on November 7 is titled *Cellular and Viral Factors Involved in the Assembly of Influenza A Virus*.

Kelly Writers House event listed for November 11 was incorrect. It is *November 10* and the title is *7th Annual Writers Conference at Penn*.

The talk sponsored by Microbiology scheduled for November 14 is titled *Intermediates in HIV-1 Env-mediated Fusion*.

## FILM

**11** *Six Degrees of Separation*; starring Will Smith, Stockard Channing and Donald Sutherland; 7 p.m.; Christian Association (Christian Association).

## FITNESS/LEARNING

**6** *Pressed for Time?*; learn strategies to effectively manage your time; 7-8 p.m.; Fireside Room., ARCH Bldg. (Office of Learning Resources; La Casa Latina).

**7** *Scholarship Information Session*; with current Latino fellows; 5 p.m.; ARCH Bldg.; RSVP required: [lacasa@pobox.upenn.edu](mailto:lacasa@pobox.upenn.edu) (La Casa Latina; Mellon Undergraduate Fellowship Program).

**12** *Groupthink—Case Study of the Challenger Disaster*; film featuring interview with Dr. Janis, and analysis of 8 groupthink symptoms; noon; Suite 1-B South, Training Center, 3624 Market St.; register online: [www.hr.upenn.edu/learning](http://www.hr.upenn.edu/learning) (Human Resources).

**13** *Systematic Leadership and Change*; Peter Senge, author, *The Fifth Discipline*; live WHYY satellite broadcast; 11 a.m.; location TBA; register online: [www.hr.upenn.edu/learning](http://www.hr.upenn.edu/learning) (Human Resources).

## MUSIC

**12** *Bobby Zankel Trio*; Jazz Legacy Series celebrating the release of *Transcend and Triumph*; 8 p.m.; Bistro, Houston Hall (Perelman Quad Programming).

## TALKS

**6** *Fireside Chat with Provost Barchi*; 5 p.m.; Bistro, Houston Hall (Perelman Quad Programming).

**12** *Crystal Structure of the Motor Domain of a Class-I Myosin*; F. Jon Kull, Dartmouth College; 2 p.m.; Physiology Conference Room, B400, Richards Bldg. (Pennsylvania Muscle Institute).

**13** *The Limits of Law: The Irving R. Segal Lecture in Trial Advocacy*; David Boies, trial attorney, Boies & Schiller; 4:30 p.m.; Zellerbach Theater, Annenberg Center; reservations required: (215) 898-2808 (Law).

**Calendar Deadlines:** The deadline for the weekly update is each Monday for the following week's issue; for the December At Penn calendar it is *November 6*. See [www.upenn.edu/almanac/calendar/caldead.html](http://www.upenn.edu/almanac/calendar/caldead.html).



Are you responsible for some of the 169,000 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](mailto:almanac@pobox.upenn.edu) and include your name, e-mail address, and mailing address. —Ed.

## CLASSIFIEDS—PERSONAL

### CAR FOR SALE

**1998 Buick Century**, emerald green. 21k miles, V-6, 4 speed auto, like new condition. Asking \$12k. H. Greene (215) 895-1921.

### THERAPY

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

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

*Almanac* is not responsible for contents of classified ad material.

## CLASSIFIEDS—UNIVERSITY

### RESEARCH

**Want to Lose Weight?** The UPenn Weight and Eating Disorders Program is offering a free 2-year weight loss program. Women aged 21-50 who are 50 or more pounds overweight (BMI 30-40) may be eligible. If interested, please call Leanne at (215) 898-3184 for more details.

**Quit Smoking for Free!** If you are 18 years of age or older, you may be eligible to receive 8 sessions of free counseling and study medication at no cost. Interested? Call the Quit for Health Program at (215) 746-7170.

**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](mailto:berezich@mail.med.upenn.edu) or (215) 662-9040. Compensation is provided.

**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.

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.

**Postmenopausal women** age 50 to 100 years old are needed for a research study examining estrogen use, memory, and the ability to smell. Subjects compensated \$50 for approximately 2 hours of time. For study details contact the Smell and Taste Center at the Hospital of the University of Pennsylvania, (215) 662-6580.

Do you know of an interesting Penn website that is up-to-date, and easy to navigate? *Almanac* is now accepting suggestions for inclusion in the "Other Interesting Sites" link on our homepage.



*Almanac*

Suite 211 Nichols House  
3600 Chestnut Street, Philadelphia, PA 19104-6106  
Phone: (215) 898-5274 or 5275 FAX: (215) 898-9137  
E-Mail: [almanac@pobox.upenn.edu](mailto:almanac@pobox.upenn.edu)  
URL: [www.upenn.edu/almanac/](http://www.upenn.edu/almanac/)

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

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

## The 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 **October 22 through October 28, 2001**. Also reported were **32 Crimes Against Property**: (including **19 thefts**, and **4 retail thefts**). Full reports on the Web ([www.upenn.edu/almanac/v48/n11/crimes.html](http://www.upenn.edu/almanac/v48/n11/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 **October 22** and **October 28, 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.

10/22/01	7:13 AM	3922 Delancey	TV taken from residence
10/22/01	10:08 AM	3910 Irving	Unwanted calls received
10/22/01	4:46 PM	4113 Walnut St.	Persons heard inside building/jewelry taken
10/25/01	2:59 AM	3714 Spruce St.	Male cited for urinating in public
10/25/01	3:04 PM	3731 Walnut St.	Attempt made to cash bad check
10/25/01	9:30 PM	3930 Spruce St.	Residence entered/various property taken

## 18th District Report

3 incidents and 0 arrests (including 2 robberies, and 1 aggravated assault) were reported between **October 22 and October 28, 2001** by the 18th District covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

10/23/01	1:22 AM	1000 46th St.	Robbery
10/24/01	5:32 PM	4900 Catherine	Aggravated Assault
10/25/01	10:45 PM	4100 Spruce St.	Robbery

# Penn's Way 2002: Commitment to Our Community

Dear Colleagues,

We would like to thank those who participated in Penn's Way 2001. Last year's workplace charitable campaign raised close to \$420,000 for our community's many charitable organizations! You should be proud of this incredible accomplishment, and we are sure that you join us as we look forward to continuing this success for Penn's Way 2002.

We know that within Penn's faculty and staff lies an abundance of compassion, generosity, and commitment to serve others that reflects this year's theme: *Commitment to Our Community*. Many of you take time out daily from busy schedules to perform acts of kindness—as teachers, mentors, and caregivers—throughout the region. In the same way that many of you have generously given to help those deeply affected by the national tragedy of September 11, we ask you to support those in our local community with significant continuing needs. We ask Penn's Way supporters to continue their participation and help us gain new participants so that we can collectively support the institutions and agencies that further nurture our community.

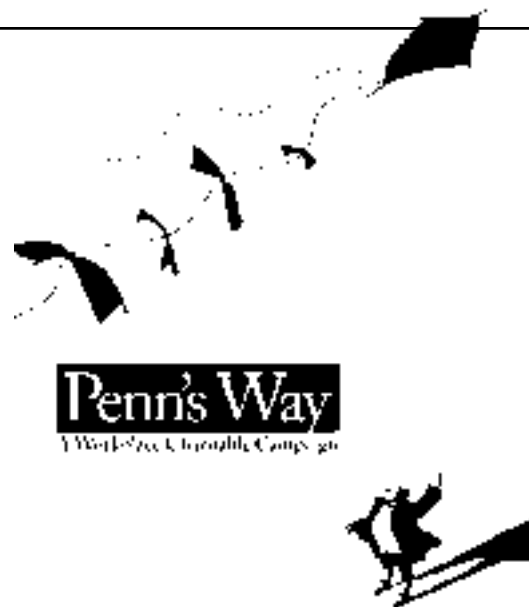
Many of the procedures for this year are similar to those used in last year's campaign. As in past campaigns, Penn's Way 2002 includes both the United Way of Southeastern Pennsylvania (UWSEPA) and the Center for Responsible Funding (CRF) and their respective, affiliated charities. The campaign will again include weekly raffles and a grand prize drawing to demonstrate our appreciation to Penn's Way participants. Each school and center has designated coordinators to assist us in the campaign. We ask you to review the materials you receive to learn more about these aspects of the campaign. Also, do watch for updates on the campaign in *Almanac* that will contain timely news on the week's raffle prizes, winners, and highlights on our progress towards this year's \$400,000 campaign goal.

Please join us and participate actively in Penn's Way 2002. Our heartfelt thanks to you for your consideration.

Sincerely,

Dr. Valarie Swain-Cade McCoullum,  
Penn's Way Co-Chair  
Vice Provost for University Life

Dr. Mitchell Marcus,  
Penn's Way Co-Chair  
Faculty Senate Chair-Elect



## Commitment to Our Community

During its 262 year tenure, the University of Pennsylvania has played a vital role as neighbor, co-worker, and policy maker, alongside of its residential and civic peers. University Faculty and Staff and University City/West Philadelphia residents have created working alliances in pursuit of a stronger community. Following that tradition, we invite our University friends and colleagues to contribute to *Penn's Way 2002: Commitment to Our Community*—the University's employee workplace giving campaign. Please join us as we assist our neighbors, co-workers, fellow citizens and those in need, locally and nationally. Help support the work of nine charitable organizations, representing thousands of non-profits. In light of the September 11 tragedies, your generosity towards these groups is more important now than ever. Your commitment to community sustains all of us.

## Penn's Way 2002 Raffle

### Rules and Restrictions:

Penn's Way 2002 will run from November 8-December 31, 2001 and is open to all Penn employees. To show our appreciation to those that participate in the campaign, Penn's Way 2002 will include weekly raffles during the campaign. In addition, a Grand Prize Drawing will be held at the conclusion of the campaign period.

To qualify for raffles, you must turn in a sealed completed confidential Penn's Way envelope to your school/center's coordinator or facilitator or directly to the Payroll Department. You must, on the outside of the envelope, complete both the section for your name and the section for your school/center name. Failure to do so will nullify the entry. For your reference, a list of coordinators is included in your campaign materials.

Each week *Almanac* will publish the available prizes for the upcoming week and highlight the current week's winners. Winner will receive notification by e-mail and via publication in *Almanac*. Winners will have two weeks to claim their prize. Drawings are made each Monday based on envelopes turned in by the close of business the preceding Friday. You may only win once in the weekly raffles. Earlier participants will have more chances to win! All participants, including weekly winners, will be included in the Grand Prize Drawing at the end of the campaign.

For a list of prizes including an iBook Laptop computer, see *Almanac's* web site [www.upenn.edu/almanac](http://www.upenn.edu/almanac). The list will be printed in an upcoming issue of *Almanac*.  
—Ed.

## Penn's Way 2002 Coordinators

Coordinator	School/ Center
Donna Burdumy	Annenberg School for Communication
Jim Mesisca	Athletics
Helen DiCaprio	Budget
Humsini Arakali	Business Services
Jackie Miralgia	Center for Technology Transfer
Jean Findlay; Rebecca Sloviter	Development and Alumni Relations
Sarah Gallagher	Executive Vice President
Leslie Mellet	Facilities Services
Greg Tausz	Finance
Regina Vella	Graduate School of Education
Tony Tomazinis; Chris Cataldo	Graduate School of Fine Arts
Bonnie Bowser	Human Resources
Pat Adams	Information Systems and Computing
Silvana Burgese; Isabelle Johnston	Law School
Robert Eash	Libraries
Elizabeth Straw; Charles Klein	Museum
Robert Bohner, Esq.; Tamika Wilson	Office of the General Counsel
Judi Rogers	Office of the Secretary
Chris Keslar	President's Center
Jane Gallen	Provost
Anthony Whittington	Public Safety
Jeanne Howley	School of Arts and Sciences
James Galbally; Dee Stenton	School of Dental Medicine
Emily Hoover; Nader Engheta; Joe Sun	School of Engineering and Applied Science
Jim Moran; Sabrina Turner	School of Medicine
Trudi Sippola	School of Nursing
Brenda Ford	School of Social Work
Trish DiPittrae; Barry Stupine	School of Veterinary Medicine
Ellen Morawetz	University Relations
Janet Ansert; Susan Peterson-Pace	Vice Provost for University Life
Patricia Black; Parker Snowe	Wharton School
Robert Drake	WXPEN