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Two Endowed Chairs in Economics



Andrew Postlewaite

SAS Dean Samuel Preston, announced two new endowed chair appointments in the Department of Economics.

Dr. Andrew Postlewaite, professor of economics and finance, has been appointed the inaugural Harry P. Kamen Professor.

Dr. Kenneth I. Wolpin, professor of economics, has been appointed to the Walter H. and Leonore C. Annenberg Professorship in the Social Sciences.

Dr. Postlewaite came to Penn in 1980 and chaired the economics department from 1982 to 1987 and 1991 to 1996. He completed his B.A. at Illinois Wesleyan University in 1965, his M.S. at DePaul University in 1969, and his Ph.D. at Northwestern University in 1974.

Before coming to Penn, Dr. Postlewaite taught at the University of Illinois. He has served as visiting professor at Princeton University, Stanford University, University of California at San Diego, and Caltech. He has been a research fellow at the Center for Operations Research and Econometrics in Louvain, Belgium, the STICERD Visiting Fellow at the London School of Economics in 1999, and has been a visiting scholar at many international universities and institutes, including Tel Aviv University, University of Bonn in Germany, European University in Florence, Italy, and Chulalongkorn University in Bangkok, Thailand.

A fellow of the Econometric Society and a recipient of numerous NSF grants and a Sloan Foundation grant, Dr. Postlewaite's research and teaching focus on microeconomic theory and public economics.

Dr. Postlewaite has published over 40 articles in refereed journals. Recent papers include "Social Arrangements and Economic Behavior," published in *Annales d'Economie et de Statistique* in 2001, "Efficient Non-Contractible Investments in Large Economies" (with Penn economics professor George J. Mailath and Harold L. Cole, professor of economics, UCLA) published in *Journal of Economic Theory* in 2001, and "Informational Size and Incentive Compatibility," (with Richard McLean, professor of economics, Rutgers University) published in *Econometrica* in 2002. Forthcoming papers include "Ambiguity in Election Games" for the *Review of Economic Design* and "Information Size and Efficient Auctions," to be published in the *Review of Economic Studies*.

Dr. Postlewaite is currently co-editor of *Econometrica*, director of the National Bureau of Economic Research, and a member of the Council of the Econometric Society. He is former editor of the *International Economic Review*.

Harry P. Kamen, Esq., C'54, is retired chair-

man of the board and CEO of Metropolitan Life Insurance Company. He earned his B.A. in economics at Penn and his J.D. from Harvard. A longtime Penn supporter, Mr. Kamen has served as an SAS Overseer since 1993 and established the Harry P. and Barbara Kamen Endowed Scholarship in 1998, which provides financial aid to SAS undergraduates. The Chair was established in 2001.

Dr. Wolpin, the new Annenberg Professor, completed his undergraduate work and his Ph.D. at CUNY in 1967 and 1974, respectively. A specialist in labor economics and economic demography, Dr. Wolpin is chair of the economics department and was director of Penn's Institute for Economic Research from 1995 to 1999. He is also a research associate with Penn's Population Studies Center.

Dr. Wolpin came to Penn in 1995 from NYU where he had served as professor since 1992. He also has held faculty positions at the University of Minnesota, Yale, and Ohio State University, where he directed the Center for Human Resource Research and was the Principle Investigator for the National Longitudinal Surveys, one of the most widely used longitudinal surveys in the social sciences. Dr. Wolpin began his career as a high school math teacher in New York City.

Dr. Wolpin has pioneered new methods for the study of labor markets, human capital, and social policy. His research has won numerous grants from the NIH and the NSF.

Dr. Wolpin has authored nearly 50 articles in major economics journals, including most recently "Why Youths Drop Out of High School: The Impact of Preferences, Opportunities, and Abilities," "Sisters, Siblings, and Mothers: The Effects of Teenage Childbearing on Birth Outcomes," both published in *Econometrica*, and "The Effect of Parental Transfers and Borrowing Constraints on Educational Attainment," published in the *International Economic Review*. He is currently collaborating with Dr. Petra Todd, associate professor of economics here, on an NSF funded project, *Using Experimental Data to Validate a Dynamic Behavioral Model of Child Schooling and Fertility: Assessing the Impact of a School Subsidy Program in Mexico*.

The Hon. Leonore Annenberg is an emeritus trustee of the University, as was her late husband, the Hon. Walter H. Annenberg. As supporters of Penn and patrons of education across the U.S., they have endowed many chairs in SAS and have made countless contributions to Penn, including the creation of several professorships and the founding of the Annenberg School for Communication in 1958.



Kenneth Wolpin

McNeil Center for Early American Studies: A Permanent Home



Daniel Richter

Street between Hill Field and Walnut Street, a primary gateway to the campus.

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New Center for Programs in Contemporary Writing



Alan Filreis

The University's three key writing resources will be affiliated for the first time through the creation of the Center for Programs in Contemporary Writing, SAS has announced.

The Center, which will open in July, will include the Critical Writing Program (currently known as the Writing Program)

and the Creative Writing Program currently housed in the English department. It will be closely affiliated with the Kelly Writers House, which is a thriving non-curricular writing community sponsored by the Office of the Provost. The directors of the Critical Writing Program and the Creative Writing Program will report to Kelly Family Professor of English Alan J. Filreis, who will direct the new Center. The director of the Writers House will continue to report to Dr. Filreis by virtue of his position as faculty director, a role he has held since the founding of the Writers House in 1995-96.

"Al brings an immense energy and vision to
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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 Mitchell Marcus, or Kristine Kelly, Box 12 College Hall/6303, (215) 898-6943 or kellyke@pobox.upenn.edu.

Actions Taken by the Senate Executive Committee

Wednesday, January 15, 2003

1. Chair's Report. Faculty Senate Chair Mitch Marcus reported that the March SEC meeting was inadvertently scheduled during Spring Break. SEC agreed to move the meeting to March 19, 2003.

Professor Marcus next outlined the procedures for the election of the 2002-2003 Senate Nominating Committee. Ballots were distributed and present SEC members voted by approval for the slate of candidates. In accordance with Faculty Senate rules, SEC then nominated one of its own members—Professor Peter Kuriloff—to serve on the committee if elected.

Lastly, Professor Marcus noted that a large portion of next month's meeting would be devoted to the topic of faculty gender equity and next steps the faculty can take. He briefly updated SEC on the meetings he and the Past Chair and Chair-Elect have had with various faculty members to discuss gender equity concerns, and will forward to SEC, in advance of the February meeting, a draft proposal for discussion.

2. Past Chair's Report on Academic Planning and Budget Committee and Capital Council. Past Chair David Hackney reported that both Academic Planning and Budget Committee and Capital Council have not met since the last Senate meeting.

3. Indirect Cost Recovery Presentation. Bonnie Gibson, Executive Director of Administrative Affairs for the Office of the Provost, and Provost Robert Barchi presented SEC with recommendations in follow up to last year's study of the cost of research at the University. Neal Nathanson, Vice Provost for Research, and Barney Lentz, Director of Institutional Research, also attended the meeting. Following a discussion after the presentation, SEC plans to ask that these recommendations be published For Comment in *Almanac*.

4. New Business. There was no new business at this time.

Under the Faculty Senate Rules, formal notification to members may be accomplished by publication in Almanac. The following is published under that rule.

TO: Members of the Faculty Senate
FROM: Mitchell P. Marcus, Chair
SUBJECT: Senate Nominating Committee

1. In accordance with the requirements of the Faculty Senate Bylaws, notice is given to the Senate Membership of the Senate Executive Committee's 9-member slate of nominees for the Nominating Committee for 2002-2003. The Nominating Committee nominates candidates for election to the Offices of the Faculty Senate, to the at-large and assistant professor positions on the Senate Executive Committee, and to the Senate Committee on the Economic Status of the Faculty, the Senate Committee on Academic Freedom and Responsibility, and the Senate Committee on Conduct. The nine nominees, all of whom have agreed to serve, are:

Stephanie Abbuhl (Emergency Med)
Sherrill Adams (Dental)
Helen C. Davies (Microbiology)
Sarah Kagan (Nursing)
Peter Kuriloff (GSE)
Herb Levine (Economics)
Ewa Morawska (Sociology)
Amita Sehgal (Neuroscience)
Don Silberberg (Neurology)

2. Pursuant to the Bylaws, additional nominations may be submitted by petition containing at least twenty-five signed names and the signed approval of the candidate. All such petitions must be received by *February 4, 2003*. If no additional nominations are received, the slate nominated by the Executive Committee will be declared elected. If additional nominations are received, a mail ballot will be distributed to the Faculty Senate membership. Please forward any nominations by petition via intramural mail to the Faculty Senate, Box 9 College Hall/6303. Please forward any questions to Kristine Kelly by e-mail at kellyke@pobox.upenn.edu or by telephone at (215) 898-6943.

Speaking Out

Debating Grad Unionization

It would be entertaining, at the very least, to hear a debate on the unionization of graduate students which was between members of the university community who are in the top quintile of our economic spectrum and who feel unionization is a good and reasonable idea versus members in the bottom quintile who feel it is a corruption of the university and of its principles, if such creatures were to be found. I have heard this issue discussed for some time now, and haven't heard anything very specific coming from the university in terms of how exactly a union would negatively impact the education these students receive. The expressed fear that if grad students were to have dental coverage it would mean that a professor would have to reorganize his or her curriculum in such and such a way does not reflect the kind of critical thinking skills the university is proud of fostering. The stereotypical image of the grad student with the unraveling sweater and threadbare jeans need not have bad teeth as well to complete the cartoon. There seems to be some vague suggestion that enabling a grad student to upgrade from Ragu to a schmancier jar of spaghetti sauce would somehow impede the rigorous ingestion of Schopenhauer and Heisenberg.

There are those who have felt that a university led by a president who is paid such a staggering salary might, under certain circumstances, put the interests of the bottom line ahead of the interests of "free inquiry and creativity." I trust that those people have been needlessly alarmed, and that this current panic is similarly unfounded.

It may well be that since the university is in the process of scaling down its medical coverage to its current employees, grad students will have a hard time increasing these benefits substantially. And as Ms. Rodin points out, pursuing a graduate degree is different from applying for a job in the outside world. Shabbier treatment and longer hours for less pay are and have been accepted by grad students for as long as anyone can remember. And these are likely to continue to some degree, even with a union.

Bear in mind that these are people who have already worked hard and paid dearly in many cases for their undergraduate degrees. Their expertise has already earned them the right and responsibility of instilling in the undergraduate population at Penn all the academic virtues referred to in Ms. Rodin's letter. But there are limits, and many people seem to feel those limits have been reached. And if the very threat of unionization can cause the university to revamp its health care benefits to grad students, how much more would a union itself insure such responsiveness?

— Andy Bresnan
Marking Clerk, Biddle Law Library

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.

McNeil Center for Early American Studies: A Permanent Home

(continued from page 1)

"We are grateful to Bob McNeil and the Barra Foundation for their vision and support," President Rodin said. "The McNeil Center has provided an important interdisciplinary venue to highlight the critical role the study of our nation's past plays in understanding and shaping our future. This generous funding recognizes the University of Pennsylvania's role as a national leader in research and scholarship on early American studies."

Dr. Daniel K. Richter, professor of history and director of the Center, said, "This financial support will provide us with a fabulous facility. For many years to come, we will be able to serve the academic community interested in the early American period and to expand our role as the nation's premier incubator of young scholars doing innovative research on the people of early America."

Founded in 1978 by Dr. Richard S. Dunn, emeritus professor of American history, the McNeil Center specializes in the histories and cultures of North America before 1850, with an emphasis on the mid-Atlantic region and on promoting the scholarly use of the Philadelphia area's unparalleled research collections. It operates as a consortium of 16 mid-Atlantic colleges, universities, libraries, museums and historical societies, including the American Philosophical

Association, the Library Company of Philadelphia, the Athenaeum, the Winterthur Museum and the Historical Society of Pennsylvania. The Center offers pre- and post-doctoral fellowships, a seminar series attended by scholars from throughout the mid-Atlantic region and national symposia on specialized topics.

In cooperation with the University of Pennsylvania Press, the McNeil Center also publishes a book series and *Early American Studies: An Interdisciplinary Journal*, the first issue of which will appear this spring.

In the 2002-2003 academic year, the Center appointed three post-doctoral and eight pre-doctoral fellows and 13 research associates from 21 universities in the U.S. and abroad.

Mr. McNeil is the former chairman of McNeil Laboratories and the current chairman of the Barra Foundation Inc., which provides program support for historical, arts, humanities and educational organizations that operate mainly in the Philadelphia region.

Dr. Samuel H. Preston, SAS dean, said, "This funding is the most recent demonstration of the Barra Foundation's and Bob McNeil's longtime commitment to the Center's work in this, the birthplace of American democracy. We are extremely grateful for their generous support."

New Center for Programs in Contemporary Writing

(continued from page 1)

everything that he does," said SAS Associate Dean for Arts and Letters Rebecca Bushnell. "We're delighted that he will bring that energy into this exciting comprehensive initiative."

The new Center will further strengthen the School's already strong commitment to the writing seminars through which all Penn undergraduates fulfill their writing requirement. There will be a renewed commitment to offering introductory writing experiences across many departments and disciplines, to the training of the instructors, and to the quality of the services supporting these seminars, the Writing Center, and Writing Advisors. The integration of Critical Writing and Creative Writing and their new close ties to the Writers House will unite the traditional writing curriculum with the dynamic out-of-the-classroom writers' workshops, symposia, readings, student-created literary projects and publications, and other activities of the Kelly Writers House. The new Center will make it possible, for example, for the Writers House Fellows, world-renowned visiting writers, to conduct for-credit writing courses for undergraduates, allowing students to learn from and interact with eminent writers in a small-class format.

Dr. Bushnell noted that this new structure will make possible interactions and collaborations that have not existed at Penn and do not exist in such a combination at any other college or university. "This is exactly why the provost has sponsored the creation of the all-university 'hubs,'" said Dr. Peter Conn, deputy provost, who has worked closely with the Writers House, Penn's first hub. "We have always hoped that creative ventures like the Writers House would eventually find their own natural connections to the curriculum and make a larger whole out of the sum of the parts."

"I'm especially excited," said Dr. Filreis, "that for the first time, students who enroll in writing seminars in order to fulfill their writing requirement will begin to realize that there are subsequent courses in writing they might take

and indeed that there's an entire culture of writing and writers at Penn beyond the first-year seminar. A number of students, I expect, will follow the flow of creative students from introductory writing seminars to more advanced seminars in fiction, screenwriting, expository writing, playwrighting, poetry writing, feature writing, and journalism and will discover an absolutely vital community of emerging and established writers."

"I am simply ecstatic over the appointment of Professor Al Filreis as director of the SAS Center for Programs in Contemporary Writing," said Dean of the College Richard R. Beeman. While the College has already made substantial progress in improving the quality of those courses that our students take to fulfill their writing requirement, Al Filreis will bring to the writing program at Penn a breadth of vision and a level of energy and vitality that will expand the impact of the program all across the curriculum and well beyond. By bringing together the resources of the College Writing Program, our excellent Creative Writing Program, and the intellectual vitality of Kelly Writers House, and by empowering Al Filreis to help create the synergy among those entities, I believe that we will soon be able to claim quite confidently that Penn's writing program is the very best in the nation."

Dr. Kerry Sherin will continue in her role as director of the Kelly Writers House. Dr. Gregory Djanikian will continue to direct the Creative Writing Program, now housed in the new Center. A director of the Critical Writing Program will be appointed in the coming months.

The new Center will be housed at 3808 Walnut Street, providing convenient access to the audiences and writers at the Kelly Writers House, which is located at 3805 Locust Walk immediately behind the Center's new building. This new site will include the Writing Center and Writing Lab and a newly renovated seminar room offering state-of-the-art technology for the teaching of writing. The Center will also host the equipment for digital audio archiving of the presentations of visiting writers.

Memorial: Dr. Eugene Wolf

On Friday, February 7, at 4 p.m., the Music Department will host a celebration of the life of Dr. Eugene K. Wolf, who for 25 years was a professor of music history at Penn. The celebration will take place in Bodek Lounge, first floor of Houston Hall. Dr. Wolf died on December 12 at the age of 63 (*Almanac* December 17, 2002).

A memorial fund has been established in Dr. Wolf's honor. Donations may be sent to the Eugene K. Wolf Graduate Travel Fund for Research, in care of the American Musicological Society, 201 S. 34th Street, Philadelphia, PA 19104-6313.

For more information, please call the Music Department at (215) 898-1545.

Correction: In last week's cover story on Mike Masch's nomination as Secretary of the Budget, Governor-elect Edward G. Rendell, C '65, was incorrectly identified as having received his J.D. from Penn. His J.D. is from Villanova University, 1968. He received an Honorary Degree from Penn in 2000. We regret the error. —Eds.

Penn/Leuven Faculty Exchange

Applications are invited from all Penn faculty interested in participating in Penn's exchange with the Katholieke Universiteit Leuven (K.U. Leuven) in Belgium, www.kuleuven.ac.be/kuleuven/KUL_en.html. Round-trip economy airfare and a modest per diem are provided for teaching and research visits of at least one month and not more than one semester. Knowledge of Dutch is not required. A faculty host at K.U. Leuven must be identified. Application deadline for fall 2003 short-term and spring 2004 semester-long faculty exchanges is Friday, February 14, 2003. Inquiries concerning later visits are welcome. Application forms are available on the OIP web site: www.upenn.edu/oip/scholarships/faculty_research/penn_leuven.html.

For further information, please contact:

Elva E. Power
Office of International Programs
3701 Chestnut Street, Suite 1W
Telephone: (215) 898-1640
E-mail: power@pobox.upenn.edu.

Faculty Club Discounted Dues

There has never been a better time to join the Faculty Club. Membership is open to all Penn faculty, staff, alumni and graduate students.

The Club is open to members for lunch Monday through Friday throughout the year, with a generous and very reasonable fixed price buffet in one of its dining rooms and a full-service menu in the other. Members can also drop by for complimentary morning coffee and pastries during the week. The Club is open for dinner several nights per term featuring elegant theme dinners.

Annual dues are only \$50 (September 1 through August 31). However, during our mid-year membership drive, special discounted dues of just \$25 are being offered. (As always, first-year membership for first-year faculty and staff is free.)

We hope that you will give serious consideration to joining. A membership application is available for download on the Club web site www.upenn.edu/facultyclub and in the University telephone directory (green pages #33).

Should you have any questions or need more information, feel free to contact the Club Coordinator, Natalka Swavely, at (215) 898-4618 or at fscclub@pobox.upenn.edu.

—Elsa L. Ramsden, President
—Jeanne Arnold, Secretary and
Chair, Membership Committee

OF RECORD

Dear Penn Faculty, Students and Staff:

The University is committed to maintaining a productive, civil and respectful learning, working and living environment for all faculty, students, staff, and visitors. Trust and civility are cornerstones of our community and, consistent with this, sexual harassment will not be tolerated at Penn. As a premier educational institution and employer, the University is committed to eradicating sexual harassment and continues to undertake various efforts to address this issue in our community. Some of these measures include:

Providing Information, Counseling, and Support. The University resources that offer information, counseling, and support about the University's Sexual Harassment Policy are listed in the Policy reprinted below. Deans, chairs, directors, administrative unit heads, managers, and supervisors should provide information to their respective faculty, staff, and students about the policy.

Providing Education and Training. Penn provides training and education to students, faculty, and staff on sexual harassment issues. Deans, department chairs, and heads of administrative units are encouraged to discuss the policy and issues of sexual harassment with faculty and staff and provide additional educational opportunities as needed. Similarly, students should receive information about sexual harassment from residential advisors and house deans. The Office of Affirmative Action and Equal Opportunity Programs, the Division of Human Resources, and the Penn Women's Center are some of the resources available to provide training and education to the community.

Addressing and Resolving Complaints. There are many informal and formal mechanisms available to faculty, staff, and students to address complaints of sexual harassment. All members of the Penn community are encouraged to use the resources listed in the policy to address allegations of sexual harassment. We take all allegations of sexual harassment very seriously and will take appropriate actions to address them.

Central Reporting Form. To aid in the reporting of complaints, and with the complainant's consent, all offices described in Sections III.A. and III.B. of the policy should complete the Sexual Harassment Policy Central Reporting Form and forward it to the Ombudsman's office. Please see Section III.D. of the policy for further details on the use of this form.

Maintaining our status as a premier research and educational institution and an employer of choice depends on valuing the contributions and diversity of all members of our Penn family. We encourage all members of our community to increase their understanding and awareness of issues of sexual harassment and continue to undertake efforts to strengthen civility and respect for all members of our community.

—Judith Rodin, President

—Robert L. Barchi, Provost

—Clifford Stanley, Executive Vice President

Sexual Harassment Policy

I. Conduct

Our community depends on trust and civility. A willingness to recognize the dignity and worth of each person at the University is essential to our mission.

It is the responsibility of each person on campus to respect the personal dignity of others. We expect members of our University community to demonstrate a basic generosity of spirit that precludes expressions of bigotry.

Penn properly celebrates the diversity of its community. We come to Penn from many different backgrounds and include different races, religions, sexual orientations, and ethnic ancestries. Learning to understand the differences among us, as well as the similarities, is an important dimension of education, one that continues for a lifetime. Tolerance alone, however, is not enough. Respect and understanding also are needed. We should delight in our differences, and should seek to appreciate the richness and personal growth which our diversity provides to us as members of this community.

The University is committed to freedom of thought, discourse and speech, and the attainment of the highest quality of academic and educational pursuits and daily work. Policies and regulations implementing this commitment include the Statement on Academic Freedom and Responsibility, the Guidelines on Open Expression, and the Code of Academic Integrity.

The University also has established policies on behaviors that interfere with these freedoms. Foremost among these policies is the University's Statement on Non-Discrimination, which prohibits discrimination on the basis of race, color, sex, sexual preference, religion, national or ethnic origin, handicap or disability.

The University also has adopted the following policy concerning sexual harassment. The terms "harassment" and "sexual harassment" as used throughout, are defined as a matter of University policy, and are not necessarily identical or limited to the uses of that term in external sources, including governmental guidelines or regulations.

II. Purposes and Definitions

A. Purpose

For many years the University has stressed that sexual harassment is not tolerated at Penn. As an employer and as an educational institution, the University is committed to eradicating sexual harassment.

Sexual harassment in any context is reprehensible and is a matter of particular concern to an academic community in which students, faculty, and staff must rely on strong bonds of intellectual trust and dependence.

B. Definition

For the purposes of University policy, the term "sexual harassment" refers to any unwanted sexual attention that:

1. Involves a stated or implicit threat to the victim's academic or employment status;

2. Has the purpose or effect of interfering with an individual's academic or work performance; and/or;

3. Creates an intimidating or offensive academic, living, or work environment.

The University regards such behavior, whether verbal or physical, as a violation of the standards of conduct required of all persons associated with the institution. Accordingly, those inflicting such behavior on others are subject to the full range of internal institutional disciplinary actions, including separation from the University. Likewise, acts of retaliation will be subject to the same range of disciplinary actions.

As noted in the *Handbook for Faculty and Academic Administrators*, *Policies and Procedures*, the *Academic Bulletin*, and other University publications, persons engaged in such harassment within the University setting are subject to the full range of internal institutional disciplinary actions, including separation from the institution.

Not every act that might be offensive to an individual or a group necessarily will be considered as harassment and/or a violation of the University's standard of conduct. In determining whether an act constitutes harassment, the totality of the circumstances that pertain to any given incident in its context must be carefully reviewed and due consideration must be given to the protection of individual rights, freedom of speech, academic freedom and advocacy.

III. Resources

School and administrative units should make known to all of their members the available resources and the informal and formal procedures for resolving complaints of sexual harassment within the unit or at the University level. These resources include the following:

A. Information, Counseling, and Support

The following University resources are available to members of the University community who seek information and counseling about University policies on sexual harassment, standards of behavior, informal and formal mechanisms for resolving complaints and resources for complainants and respondents.

Deans and directors may also make referrals to these resource offices:

- Office of Affirmative Action and Equal Opportunity Programs
- African American Resource Center
- PBH Employee Assistance Program
- Lesbian Gay Bisexual Transgender Center
- Office of Labor Relations
- Office of the Ombudsman
- Office of Staff Relations
- Special Services
- Penn Women's Center
- Student Health Services
- Counseling and Psychological Services
- Office of the Vice Provost for University Life

(continued on next page)

B. Informal Mechanisms for Mediation and Resolution

The Ombudsman, the Office of Affirmative Action, the Penn Women's Center, all other offices named as resource offices in this policy, the Office of Student Conduct, the Office of Residential Living, department chairs, deans and administrative directors, the provost, and the senior vice president are available to assist in the informal resolution of complaints.

C. Formal Mechanisms for Resolution and Adjudication

When informal resolution is not chosen or is unsatisfactory, complainants are urged to use appropriate formal mechanisms described below:

1. Complaints of sexual harassment against a faculty member, instructor, or teaching assistant may be brought by a student, staff, or faculty member to the department chair or dean of the faculty member. The department chair or dean who receives a complaint is then charged with pursuing the matter. While the process depends on the particulars of the complaint, normally the department chair or dean interviews the faculty member. If the matter is not resolved informally, the department chair or dean either conducts an investigation or requests that the Ombudsman, the Office of Affirmative Action, the Office of Staff Relations, or the Office of Labor Relations do so. If the results of the investigation persuade the dean or department chair that sanctions are warranted, he/she consults with faculty members—without disclosing the identity of the individuals involved—to aid in determining an appropriate sanction, including whether there is substantial reason to believe that just cause exists for suspension or termination. If it is determined that action should be taken to suspend or terminate, the dean should refer the matter to the Committee on Academic Freedom and Responsibility of the school in accordance with the procedures set out in section II. E.16 of the *Handbook for Faculty and Academic Administrators* (see www.upenn.edu/assoc-provost/handbook/ii_e_16.html).

2. Complaints of sexual harassment against a staff member may be brought by a student, staff member or faculty member to the supervisor of the person complained against. The supervisor who receives the complaint is then charged with pursuing the matter. While the process will depend on the particulars of the complaint, normally the supervisor interviews the staff member. If the matter is not resolved informally, the supervisor either conducts an investigation or requests that the Ombudsman, the Office of Affirmative Action, the Office of Staff Relations, or the Office of Labor Relations do so. If the result of the investigation persuades the supervisor that sanctions are warranted, he or she consults with his or her colleagues or supervisor—without disclosing the identity of the individual(s) involved to aid in determining an appropriate sanction. A staff member who believes that his or her rights have been violated directly by another staff member or administrator may file a grievance by contacting the Office of Staff Relations within the Office of Human Resources under the University of Pennsylvania Staff Grievance Procedure.

3. Complaints by students of sexual harassment may be made to the Office of the Vice Provost for University Life. Grievances associated with sexual harassment in student employment may also fall within the purview of the Vice Provost for University Life.

4. A complaint of sexual harassment may be brought against a student by filing a complaint under the Charter of the University Student Judicial System, or, if the respondent is a graduate or professional student enrolled in a school which has established a hearing board or other decision-making body, with that body.

5. A tenured or untenured faculty member, whether full or part time, who believes she or he has been subjected to sexual harassment by a faculty member or by an academic administrator may file a grievance under the Faculty Grievance Procedure, *Handbook for Faculty and Academic Administrators*, part II E. 12, (see www.upenn.edu/assoc-provost/handbook/ii_e_12.html) provided the complaint constitutes a grievance as defined in Section I of the Procedure. This procedure is administered by the Faculty Grievance Commission. The panel makes its recommendations to the provost. In cases that involve reappointment, promotion or tenure, and in which the provost has declined or failed to implement the recommendations of the panel to the satisfaction of the grievant, the grievant may obtain a hearing before the Senate Committee on Academic Freedom and Responsibility on the actions of the provost.

6. If the matter has not previously been referred to a different panel or committee, a student or staff member who believes that she or he has been subjected to sexual harassment by a faculty member, and whose complaint has not been resolved through the mechanisms listed above, may bring the matter to the Faculty Senate Committee on Conduct. This committee is a standing committee of the Faculty Senate. At meetings with the Committee, the student or staff member may be accompanied by an advisor who is a member of the University community (student, faculty or staff). The findings and recommen-

dations of the Committee shall be advisory and shall be submitted to the provost for her or his decision and implementation.

D. Central Reporting of Sexual Harassment

1. A decentralized system of resources encourages the reporting and resolution of complaints of sexual harassment. To that end, and with the consent of the complainant, those offices described in Sections III.A and III.B of this policy that have handled through mediation or counseling a complaint that was not submitted to a formal hearing board should forward to the Ombudsman a report (see www.upenn.edu/almanac/v48pdf/020108/SH-form.pdf) of the matter as soon as it is received. Such reports should not include the names of the persons involved. They should include, however, a description of the complaint, the schools or administrative units with which the complainant and respondent are affiliated, and the disposition of the complaint. In the case of a large department in a large school, the department also should be identified. Reports from decentralized areas will enable the Ombudsman to identify patterns in a particular location and the frequency of such incidents in a given area. Such information can then be transmitted to the appropriate dean or administrative supervisor. The reports will also enable the Ombudsman to act on behalf of the community and to conduct whatever investigation he or she deems necessary to determine whether University regulations are being violated.

2. Summary reports of formal charges of sexual harassment that have been adjudicated and records of their disposition should be forwarded to the Ombudsman's Office as a matter of information by the resource offices named in this policy.

3. Based on the information forwarded to her or him during the previous year, the Ombudsman shall submit to the president on an annual basis a summary report of the number and type of formal and informal charges of sexual harassment and their resolution by September 15 of the academic year. This report will be shared with the University community early in the semester.

E. Education and Prevention

The prevention of sexual harassment and the establishment of effective procedures with due concern for all parties require a thoughtful educational program.

1. University resource offices will provide to the community information on: (a) available mediation and resolution resources; and (b) sources of support and information for victims and respondents.

2. Deans and heads of major administrative units are encouraged to discuss this policy and issues of sexual harassment at meetings of faculty and staff.

3. Training programs for residential advisors, senior administrative fellows, those who meet students in crisis situations and others serving in an advisory capacity to students will include training about referrals, resources, and methods for handling instances of sexual harassment.

4. An overall educational program for students that addresses issues of peer sexual harassment and also provides information, definition, support, and the identification of sexual harassment resources has been developed by the Office of the Vice Provost for University Life, the Office of Affirmative Action, and the Penn Women's Center in conjunction with the Office of Residential Living, the Council of College House Masters, and the Council of Senior Faculty Residents involved with the Freshman Year Program. Such an educational program is directed toward new undergraduate and graduate and professional students.

5. The University will publish annually the operative portions of this policy statement, including information about the resources available to advise, counsel, and assist in the mediation of sexual harassment allegations. Information will explain how and where to contact University-wide and school-specific resources and will be posted in conspicuous locations. All members of the University should feel a responsibility to try to prevent sexual harassment whenever they observe it. Community members should report sexual harassment to appropriate University resources promptly for appropriate action.

F. Exit Interviews

Deans and administrative directors will periodically survey departing students, faculty and staff to measure the existence and frequency of reports of sexual harassment. Based on the data yielded by these surveys and the annual reports of the Ombudsman, the University administration will determine, in consultation with the University Council, whether there is a need for further efforts to be taken on the issue of sexual harassment.

G. Implementation

Deans and administrative directors will be responsible for the implementation of this policy. The provost and senior vice president will oversee the performance of deans and directors in the implementation of this policy.

Share the Road Responsibly

A Share the Road campaign in University City—aimed at educating bicyclists and motorists about their responsibilities to abide by the rules of the road—was set in motion Friday morning. In an effort to increase safety for both bicyclists and pedestrians, members of the University City community are joining with the Delaware Valley Regional Planning Commission (DVRPC) to encourage safe riding and driving.

The DVRPC initiated the campaign in cooperation with the Penn Police, Drexel's Public Safety, HUP, the UCD, PennDOT, the Bicycle Coalition of Greater Philadelphia, and Neighborhood Bike Works.

Over the next several months, Penn Police will make "educational stops," handing out Share the Road leaflets to bicyclists riding on the sidewalks, and to motorists encroaching on bicycle lanes. Beginning in the spring, police will enforce violations by issuing citations to both bicyclists riding on sidewalks, and to motorists ignoring bicyclists' rights.

University City is one of four areas in the region chosen to participate in a Share the Road campaign which is funded by PennDOT and the Federal Highway Administration.

The leaflets which will be handed out provide the following pointers for bicyclists: stay off the sidewalks; ride on the right; be aware and be visible; obey all traffic signs and signals; always wear a helmet; beware of the "door zone." For motorists: be aware; pass with care; yield to bicyclists; don't honk your horn at bicyclists; don't drive in a bike lane; look in your rear view mirror before opening your car door.

For more information and links on sharing the road, see www.share-the-road.org or www.dvrpc.org.

What does it mean to "Share the Road?"

* By law, bicyclists may use the road in the same ways as motorists.

* Bicyclists may "take the lane" when traveling as fast as traffic.

* It is illegal to bike on sidewalks in Philadelphia if you're older than 12.

* It is illegal to drive or park in a bike lane.

* The same right of way rules apply to cars and bikes.

* Bicyclists must have a working headlight and rear reflector when riding at night.

* Wearing a helmet can save your life.

* Knowing that a car door opening unexpectedly into the path of a bicyclist can be deadly.

* Knowing that sidewalk riding and wrong-way riding are among the leading causes of car-bike crashes.

* With the right skills and knowledge, riding in the street can be faster and safer than riding on the sidewalk. And it's easier than you may think.



Introducing the New "Take our Daughters and Sons to Work Day"

The Ms. Foundation, founder of the national "Take Our Daughters to Work Day" program, recently updated this annual event to include "sons" and encouraged the addition of activities that respond to young males' gender-specific needs and interests.

Human Resources, Penn's on-campus organizer of past "Take Our Daughters to Work Day" activities, is interested in making this expansion. We are seeking individual faculty and staff members or organizations and departments at Penn who can enhance our current programming with sessions for "boys only" or for "boys and girls." This year's event is scheduled for Thursday, April 24, 2003.

If you are interested in volunteering your time to present a 1-hour session geared towards "boys only," "boys and girls," or "girls only" as in the past, we would appreciate hearing from you. We also would be interested in your assessment of whether the session is most appropriate for children aged 9-11 or 12-15, or is suitable for both age groups. This has proved to be a helpful distinction in the past. We welcome suggestions on how to respond to this expanded audience.

All activity suggestions and/or offers to present an activity should be sent to Orna Rosenthal, orna@hr.upenn.edu or (215) 898-5116 by Wednesday, February 5, 2003.

We look forward to an exciting new program line-up this spring. For an idea of the types of programs held in the past, please go to www.hr.upenn.edu/quality/daughters.asp. Details about activities and how to register for "Take Our Daughters and Sons to Work Day" will be available online in March 2003 at the web address listed above, and in a future *Almanac* issue. Look for the "Take Our Daughters and Sons to Work Day" postcard arriving via campus mail in early March.

—Division of Human Resources

The Year of the Sheep: 22nd Annual Chinese New Year Celebration

The University of Pennsylvania Museum ushers in a thoroughly un-sleepy Year of the Sheep Saturday, January 25, 11 a.m. to 4 p.m., with its 22nd annual Chinese New Year Celebration. Music and dance performances, food, healing and martial arts demonstrations, games, workshops, arts, crafts, children's activities and much more—topped off with the traditional Chinese Lion Dance grand finale—are all part of the celebration, free with Museum admission donation.

Music, dance and special performances bring the sights, sounds and spectacles of China to the Museum. Young performers from the McCall School offer a demonstration of traditional Chinese dancing and drumming at 11 a.m. The Jade River Dancers (*at right*) will present programs at 1 and 2 p.m., drawing from their repertoire of traditional dances. Young dancers from the Plum Flower Dance Company perform at 1:30 p.m.

The Chinese Musical Voices offers a mini-concert of classical and folk music, ancient and modern, at 12:30 p.m. The group, under the musical direction of Dr. Hai-Lung Dai, chairman of Penn's Chemistry Department, performed at the Academy of Music in 1995 for the 125th anniversary of Philadelphia's Chinatown. The Philly Asian Music and Dance Association offers traditional Chinese music at 11:45 a.m.

Chinese food—decorative and edible—is part of the festivities. Chef Joe Poon returns to give his ever-popular vegetable carving demonstration, 2-4 p.m. Charlotte Lin of Great Tea International™ will be giving an all-day demonstration of a traditional Chinese tea ceremony. In addition, the Museum Cafe will feature Chinese lunch entrees.

Chinese healing and martial arts continue to gain popularity in America, and visitors will have an opportunity to learn about several traditions. Dr. Jingduan Yang, a resident at Thomas Jefferson Hospital, gives a noon lecture on traditional Chinese medicine. Dr. Ching-Yao Shi, an acupuncture and Chinese medicinal herb specialist, discusses the use and benefits of Chinese medicinal herbs at an all-day demonstration table, and offers visitors an opportunity to have their pulses checked. Dr. Yong Kak Kim, a clinical associate at HUP's Rehab. Medicine, offers a 1 p.m. talk on acupuncture.

At 11:15 a.m. there will be a Tai Chi demonstration by members of the Silver Tiger Tai Chi organization, and Penn's Falun Gong club offers a demonstration of Falun Gong at 2:30 p.m. At 3 p.m. members of Cheung's Hung Gar Kung Fu Academy will be offering a Kung Fu demonstration.

Melanie Lewandowski, a Feng Shui master and president of Phoenix Design Associates, offers a slide lecture, "Feng Shui, the Art of Placement," at 2 p.m. Visitors will have an opportunity to learn a little bit about I Ching, the ancient Chinese art of fortune telling, and have a sample personal reading.

No Chinese New Year Celebration is complete without the traditional lion dance to usher in a year of good luck. Lion dancers and drummers from Cheung's Hung Gar Kung Fu Academy begin at 3:30 p.m.



Benefits Information Online

Looking for detailed information about your Health and Welfare or Retirement plans? Visit the Human Resources web site (www.hr.upenn.edu) to review the online Summary Plan Descriptions (SPDs). SPDs are documents that explain the provisions of the Health and Welfare and Retirement plans offered by Penn. They include such information as eligibility requirements, waiting periods, and details on the benefits provided by the plans. From the HR web site, you can view and/or print the SPDs for the Health and Welfare plans (i.e., medical, life insurance) and the Retirement plans (Tax-Deferred Retirement Plan and Retirement Allowance Plan).

If you do not have access to the Internet, and would like to obtain a copy of one or more of these SPDs, send a written request to the Benefits Office indicating which SPD you wish to receive and it will be mailed to you as soon as administratively possible. Send your request to:

University of Pennsylvania—Benefits Office
3401 Walnut Street, Suite 527A
Philadelphia, PA 19104-6228

—Division of Human Resources

Meeting for Women in Science

All Penn women involved in a scientific field are invited to attend a meeting of the Philadelphia Chapter of the Association for Women in Science (AWIS-PHL) on January 28, featuring Yolanda Martins, a post-doctoral fellow at Monell Chemical Senses Center, on *Yuk or Yum? An Examination of Human Eating Behavior with Special Reference to Food Neophobia*. Tours of the Monell Chemical Senses Center will be available at 5:30 p.m. preceding dinner and the program. The cost is \$10 for members and guests; \$5 for students and postdocs.

RSVP by January 23: Nancy Rawson at (215) 898-0943 or e-mail her at rawson@monell.org.

CLASSIFIEDS—PERSONAL

FOR RENT

Furnished Penthouse efficiency, Society Hill, River view. No Pets/smoking. \$1,300 utilities included. (215) 413-3601.

Great Beach! Weekly rentals: Ocean City (Gardens) beachblock, reasonable, sleeps six, all conveniences, parking, call Steve (610) 565-1312.

FITNESS

Grand opening of new Yoga Studio in University City. Power Yoga Works is located at 3925 Walnut Street next to Kinko's. We offer beginner and all levels classes daily with over 20 classes weekly. For more information visit our website at www.poweryogaworks.com or call us at (215) 243-9642.

Almanac is not responsible for contents of classified ad material.

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

Update

JANUARY AT PENN

CHANGE

The Michael Eric Dyson reading at the Bookstore on January 24 will take place at 2 p.m. instead of 1 p.m.

EXHIBIT

22 *Cities Without Citizens: Statelessness and Intimacy in Contemporary Art and Architecture*; Deborah Gans & Matthew Jelacic, Gans & Jelacic, Architecture and Design; Lars Wallsten, artist; Katrin Sigurdardottir, artist; Aaron Levy, curator; Gregg Lambert, Syracuse University; opening reception 6:30 p.m.; Slought Networks. *Through March 22.*

FILMS

21 *Exploring the Demonization of the Other*; the premiere of the documentary "Haters" by women of color filmmakers Tania Cuevas Martinez and Lubna Khalid; 7 p.m.; Ben Franklin Room, Houston Hall (GIC, University Life, MLK Commemorative Symposium on Social Change).

24 *Screen Words: Poems and Poets on Video & Film*; group of poets present a series of film screenings and premieres of work engaging poets and poetry; 6:30 p.m.; Slought Networks (Slought Networks).

FITNESS/LEARNING

23 *Penn Knitters*; noon-1:30 p.m.; Room 313, The ARCH; every other Thursday.

Technology Training Services

Courses at ISC Labs, 3650 Chestnut St. Registration required, www.tts.isc.upenn.edu.

22 *Dreamweaver MX Introduction*, \$600.

27 *Access 2000 Introduction*, \$357.

SPECIAL EVENTS

22 *Open House at LIFE (Living Independently For Elders)*; learn about the innovative PACE model, job openings for RNs and LPNs and tours of the Center; 1-6 p.m.; 4101 Woodland Avenue (HR & Organizational Development).

Deadlines: The deadline for the weekly Update is each Tuesday, for the following Tuesday's issue. The deadline for the March AT PENN calendar is *February 11*. For information, see www.upenn.edu/almanac/calendar/caldead-real.html.



23 *Collaborative Expression, Community Celebration*; Penn's Resource Centers launch new products designed to promote community with t-shirts, tote bags, mugs, buttons and magnets available for purchase; noon-2 p.m.; Class of '49 Auditorium, Houston Hall (Penn's Resource Centers).

Postlude; Robert Wisdom, actor; Tukufu Zuberi, Center for Africana Studies; Terry Adkins, fine arts; performance piece incorporating the elements in the exhibition *Darkwater*; 7 p.m.; Arthur Ross Gallery (Arthur Ross Gallery).

TALKS

21 *Genome-wide Expression Data: Characterizing Biological Systems and Communicating Results*; Paul Spellman, Howard Hughes Medical Institute, University of Berkeley; 11 a.m.; Grossman Auditorium, Wistar Institute (Wistar).

22 *A Structural View of Histone Methylation*; Xiaodong Cheng, Emory University; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

When Leaders Need to Break Rank; Clifford Stanley, Executive Vice President; 4:30 p.m.; Graduate Student Center (GSC; Makuu).

23 *Signal Transduction of the Innate Immune System*; Koichi Kobayashi, Yale University; 2 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

24 *Tumor Hypoxia and the Development of Therapeutic Resistance of Prostate Cancer*; Ralph Buttyan, Columbia-Presbyterian Medical Center; 3:30 p.m.; Hirst Auditorium, Dulles, HUP (Urology).

27 *Role of Quinones in Estrogen Carcinogenesis*; Judy Bolton, University of Illinois; noon; Class of '62 Auditorium, John Morgan Building (Pharmacology & Center for Experimental Therapeutics).

Recent Evolution of Sarcomeric Myosins: Darwin Defied? and Systemic Gene Transfer—Test-tube to Muscle by Way of the Circulation; Hansell Stedman, surgery; 2 p.m.; rm. 251, BRB (PA Muscle Institute).

28 *Imaging of Angiogenesis and Apoptosis in Tumors*; Alex Bogdanov, Massachusetts General Hospital; noon; 2000 Vagelos Research Labs (IME).

CLASSIFIEDS—UNIVERSITY

RESEARCH

Rosacea and acne studies in the Department of Dermatology at the hospital. For more information call 215-662-6722. Compensation available.

Do You Have High Cholesterol? Do You Want To lower Your Cholesterol Naturally, Without Taking Medicine? Doctors at the University of Pennsylvania are launching a new study looking at the effects of adding the food, flaxseed, to a low-fat diet on lowering cholesterol levels and improving other risk factors for heart disease. The entire study lasts approximately 4 months and includes 7 short outpatient visits at the Hospital of the University of Pennsylvania in Philadelphia. There is NO medication involved with this study and participants will be compensated for their time and effort. If you are generally healthy, between the ages of 45 and 75, have high cholesterol, and think you might be interested in this study, please contact Shilpa Balikai at (215) 662-9040 or e-mail her at balikai@sas.upenn.edu.

Are you taking estrogen replacement? Volunteers are needed for an osteoporosis research study. If you are between the ages of 45 and 55 and are taking or would like to take estrogen replacement for menopause, you may be eligible to participate. Participants are compensated. For more information, call (215) 898-5664.

Postmenopausal Women Needed Post-menopausal volunteers needed for a research study examining estrogen, memory, and the ability to smell. \$50 will be given for approximately 3 hours of participation. Women 55 or older. For more information please call (215) 662-6580.

Are you unhappy with your sex life? If you are a healthy, post-menopausal woman who has not undergone a hysterectomy, are between the ages of 40 and 70, and are experiencing low sexual desire, you may be eligible to take part in a research trial evaluating the effects of an investigational study patch. Qualified volunteers will receive a physical exam, a Pap smear and mammogram, and study medication. Compensation will be made for your time and travel. If you are interested in participating, or would like more information, please call Tamara in the Department of Obstetrics & Gynecology at (215) 614-0010 or e-mail tweiner@mail.obgyn.upenn.edu.

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URL: www.upenn.edu/almanac/

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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 **January 6-12, 2003**. Also reported were 14 Crimes Against Property (including 12 thefts, 1 auto theft and 1 act of vandalism). Full reports are on the Web (www.upenn.edu/almanac/v49/n18/crimes.html). Prior weeks' reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **January 6-12, 2003**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

01/06/03	3:41 AM	42 & Walnut	Male wanted on warrant/Arrest
01/06/03	4:59 AM	34 & Chestnut	Suspect fired gun at police/Arrest
01/12/03	7:54 PM	4000 Market	Drugs found in male's possession/Arrest

18th District Report

7 incidents and 3 arrests (including 4 robberies and 3 aggravated assaults) were reported between **January 6-12, 2003** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

1/06/03	10:00 PM	5200 Market	Aggravated Assault
1/07/03	2:50 AM	126 46 St	Robbery
1/08/03	2:00 PM	271 52 St	Robbery/Arrest
1/09/03	7:39 PM	4800 Locust	Aggravated Assault
1/11/03	4:30 PM	4700 Woodland	Robbery/Arrest
1/11/03	9:30 PM	3949 Ludlow	Robbery
1/12/03	4:30 PM	3000 Market	Aggravated Assault/Arrest

Networking & Telecommunications Services and Rates for FY 2004

A number of ISC Networking & Telecommunications (N&T) service and rate changes will go into effect on July 1, 2003. Most of these changes result from recommendations made by the Network Planning Task Force, a cross-campus team made up of undergraduate and graduate students, faculty, and staff which discusses and resolves issues surrounding the planning and funding of PennNet. The Task Force's recommendations are summarized in the December 2002 N&T State of the Union presentation at www.upenn.edu/computing/group/nptf/2002/NPTF%20SofU/.

Highlights of FY 2004 Changes

- **Pobox e-mail.** There will be several changes for Pobox e-mail. The Pobox server platform will be upgraded and the base amount of storage per account will increase to 40 MB from 35 MB. A new rate structure will reflect the cost difference between the two types of security available to account holders: Basic Authentication Security and Kerberos-based Enhanced Authentication Security. The latter is more secure and uses reduced staff and server resources.
- **Mailing lists.** The rate for maintaining large mailing lists will change to reflect the actual cost of list maintenance.
- **Web services.** The entire service/rate structure will be simplified and free basic (Bronze) service eliminated. A basic annual charge of \$295 per directory (50MB), with additional services and storage available a la carte, will replace the current structure.
- **Wireless LANs.** PennKey authentication should replace authentication based on recording the MAC address of each device that is authorized to use a particular LAN. See www.upenn.edu/computing/wireless/ for details.
- **Network Installations.** The \$55 per job "order processing fee" will be dropped from all network installation requests.
- **Automatic Speech Recognition.** N&T implemented automated internal directory assistance using speech recognition. Call 6-4242 (215-746-4242) and get directly connected to faculty, staff, students, and departments on campus.
- **Legacy 10Base2 network service.** This service will be eliminated on 6/30/03. The previously announced service discontinuation date was 12/31/02 in the March 5, 2002 *Almanac*.
- **Legacy telephone systems.** Eagle and Extrom telephone systems on campus are 15-20 years old and will soon not be supported. Please call 215-898-2298 to upgrade your system.

Rates for Existing and Selected New Services

Network Rates	FY 2003	FY 2004
Central Service Fee (Per IP Address)		
10Base2	\$ 9.80/month	Service discontinued
10Base-T	\$ 9.80/month	\$ 10.12/month
100Base-T	\$20.00/month	\$ 10.12/month
Port Rental & Connection Maintenance Fee		
10Base2	\$41.20/month	Service discontinued
10Base-T	\$ 5.95/month	\$ 6.06/month
100Base-T (Includes Bandwidth Surcharge)	\$11.70/month	\$21.70/month
Wireless Local Area Networks		
Access Point Installation	\$2,500 per Access Point (estimated)	\$2,500 per Access Point (estimated)
Monthly Fee	\$37.28 per Access Point/month	\$30.00 per Access Point/month

Notes: Access Point Installation Fee is only an estimate for budgeting purposes. Departments will be billed actual installation costs. Monthly Wireless Fee does not include connection port rental/connection maintenance fee. See www.isc-net.upenn.edu/rates/#wireless for more details.

Network Rates	FY 2003	FY 2004
Domain Names		
Regular Setup	\$150	\$150
Expedited Setup Fee (Additional cost)	\$150	\$150
Annual Fee	\$300	\$300
Note: See www.isc-net.upenn.edu/policy/approved/20011108-upenndomain.html for details.		
E-mail Services		
Pobox Account—Basic Authentication Security (TLS)	Not available	\$34/year
Pobox Account—Enhanced Authorization Security (Kerberos)	\$28/year	\$28/year
Large Email List Management	\$50/list	One-time \$30 setup charge plus \$20/six months per list
SMTP Relay	\$50/six months per host	\$50/six months per host

Notes: Volume discounts are available on Pobox for groups of more than 500 users. Additional disk storage on Pobox can be purchased for \$15/10 MB. See www.isc-net.upenn.edu/nes/rates/email-pricing.html for additional information.

Web Services

See www.isc-net.upenn.edu/nes/rates/www-service-levels.html for FY 2004 rate details.

Telecommunications Rates	FY2003	FY2004
Administrative Telephones		
<i>Centrex Lines</i>		
Analog Line	\$12/month	\$12/month
Meridian Business Set		
Primary Line	\$12/month	\$12/month
ISDN Line 2B+D Centrex Line (for 2 numbers)	\$35/month	\$35/month
<i>Voicemail</i>		
Mailbox A (12 messages, 3 minutes each, 10 days archive)	\$7.50/month	\$7.50/month
Mailbox B (24 messages, 5 minutes each, 20 days archive)	\$8.50/month	\$8.50/month
Mailbox C (40 messages, 10 minutes each, 30 days archive)	\$9.50/month	\$9.50/month

Long Distance

Long-distance direct-dialed calls are charged at a flat per-minute rate. Domestic direct-dialed state-to-state long-distance calls will be billed at \$.10/minute. International direct-dialed calls will also be billed at a flat per-minute rate per country. Please see www.upenn.edu/telecom/rates-ae.html for specific rates for each country. **Note:** Rates are subject to change. This flat rate does not apply to ISDN or Operator-assisted calls of any type e.g., credit card, third-party, collect, directory assistance, etc.

Allocated Costs

Allocated charges cover the cost of providing a unified telecommunications system (voice infrastructure, operator services, directories, etc.) for the University. This cost is shared by all those who use the system, and is evenly allocated as 30% of total monthly equipment (telephone lines, sets, and voice messaging) costs to each department or center.

Student Telephones

Student rates are available at www.upenn.edu/sts/support/billing.html.

Video Rates	FY2003	FY2004
Active Penn Video Network Outlet	\$12/month	\$12.50/month

The **Penn Video Productions** group offers a full range of production, storage, and distribution services and videoconferencing facilitation. For a complete description of rates and available services, see www.upenn.edu/video/vvp/index.html.

Labor Rates

A complete list of ISC Networking & Telecommunications labor rates can be found at www.isc-net.upenn.edu/rates/#labor.

If you have any questions or need assistance determining which services you require, please call ISC Networking & Telecommunications at (215) 898-2883.