

# UNIVERSITY of PENNSYLVANIA *Almanac*

Tuesday,  
February 25, 2003  
Volume 49 Number 23  
[www.upenn.edu/almanac](http://www.upenn.edu/almanac)

## SAS Endowed Term Chairs: Brendan O'Leary; Nicola Persico

SAS Dean Samuel H. Preston announced the appointment of two endowed term chairs in SAS. Political science professor Brendan O'Leary has been appointed to the Stanley I. Sheerr Endowed Term Professorship of Social Sciences, and associate professor of economics Nicola Persico has been appointed to the Steven F. Goldstone Endowed Term Professorship in Philosophy, Politics, and Economics.



Brendan O'Leary

Dr. O'Leary earned his B.A. in philosophy, politics, and economics at Oxford University in 1981 and, in 1988, completed his Ph.D. at the London School of Economics and Political Science, where he won the Robert McKenzie memorial prize.

He came to Penn from the London School of Economics and Political Science, where he was a professor of political science. Until 2001, Dr. O'Leary was chairman of the government department, the youngest in the school's history, and had served as an elected academic governor. He is currently director of Penn's Solomon Asch Center for Study of Ethnopolitical Conflict.

Dr. O'Leary's current research focuses on national and ethnic conflict and conflict-regulation; power-sharing systems; theories of nationalism; and minority and human rights management in divided territories.

He has been active as a public policy advisor and consultant on the Irish peace process and in other critical conflicts. Dr. O'Leary provided critical testimony on the Patten Report on policing in Northern Ireland before the U.S. Congress, was advisor to the British Labour Party from 1988 to 1995, and has been a constitutional consultant for the European Union and the

United Nations in Somalia, and for the UK's Department of International Development in Kwa-Zulu Natal, South Africa.

Dr. O'Leary has been a featured broadcaster on radio and television programs worldwide, through the BBC World Service, Voice of America, ABC, NBC, CNN, NHK (Japan), and other major international networks, and a regular writer of op-eds.

He is the author of numerous articles in political science journals, and the author or co-author of six books, including *Policing Northern Ireland* (1999), *Explaining Northern Ireland* (1995), *The Politics of Antagonism* (1993; 1996), *Northern Ireland: Sharing Authority* (1993), *The Asiatic Mode of Production* (1989), and *Theories of the State* (1987). He is also the co-editor of six collections, the most recent is, *Right-Sizing the State: The Politics of Moving Borders*, (Oxford University Press, 2001). He is currently preparing several manuscripts, including *Consociational Engagements*, and *How States Manage Nations*, both with John McGarry. He is also on the editorial boards of several journals in his fields.

The Stanley I. Sheerr Endowed Term Professorship of Social Sciences was established in 1986 by the late Stanley W '37 and Frances Sheerr, who also named the Sheerr Pool in Gimbel Gym. Stanley I. Sheerr served as chairman of Crown Textile Company, founded in 1895 by his father. Their son and daughter Richard Sheerr, C '69, and Constance Sheerr Kittner, CW '61, remain active supporters of Penn.

Dr. Nicola Persico, Stephen F. Goldstone Associate Professor, came to Penn in 1997. He previously taught at UCLA. He has also been a visiting fellow at Princeton University.

Dr. Persico completed the Laurea (B.A.) from the Università Bocconi in Milan and the Italian Doctorate of Research in Mathematical Economics in 1995. He received his Ph.D. in economics at Northwestern University in 1996.

Dr. Persico currently serves on the editorial board for the *International Economic Review*. He has received a number of honors and fellowships, including two National Science Foundation Research Grants. He is a current Alfred P. Sloan Research Fellow. In 1999, Dr. Persico was awarded Penn's I. Kravis Award for Distinction in Undergraduate Teaching.

Dr. Persico has published a number of articles in books and major journals, including "The Provision of Public Goods Under Alternative Electoral Incentives," published in *The American Economic Review*, and "Racial Bias in Motor-Vehicle Searches: Theory and Evidence," in the *Journal of Political Economy*, both in 2001. "Racial Profiling, Fairness, and Effectiveness of Policing" was published in *The American Economic Review* in 2002.

Dr. Persico's current projects include a study on "The Drawbacks of Electoral Competition," with Alessandro Lizzeri, associate professor of economics at NYU and "Interim Performance Evaluations" with Alessandro Lizzeri and Margaret Meyer, official fellow in economics at Nuffield College, Oxford University.

The Steven F. Goldstone Endowed Term Professorships in Philosophy, Politics, and Economics were established in 2001 by SAS Overseer Steven F. Goldstone, retired chairman of Nabisco Group Holdings. Mr. Goldstone, C '67, joined Nabisco in 1995. Previously, he was a senior partner with the New York City law firm of Davis Polk and Wardwell.

## Catherine Bryson Chair: Ania Loomba

Dr. Ania Loomba, professor of English, has been appointed to the Catherine Bryson Professorship, SAS Dean Samuel H. Preston announced.

This semester Dr.

Loomba came to Penn from the University of Illinois at Urbana-Champaign, where she was a professor of English. In addition, she has held faculty appointments at Jawaharlal Nehru University and the University of Tulsa. Her research focuses on Renaissance literature and history, which she examines through the lenses of gender studies and colonial and post-colonial studies. She holds a Ph.D. in English from the University of Sussex and has been awarded fellowships by The Andrew W. Mellon Foundation and the Center for Advanced Study, University of Illinois.

Her first book, *Gender, Race, Renaissance Drama*, has been widely excerpted in subsequent collections. Her 1998 release, *Colonialism/Postcolonialism*, was recently translated into Italian, Turkish, Korean, and Japanese. Her latest book, *Shakespeare, Race, and Colonialism*, has just been published by Oxford University Press. At present, Dr. Loomba is co-editing the *Documentary Companion to the Study of Race in the Early Modern Period* with Jonathan Burton and is working on a book manuscript: *Of Queens and Spices: Renaissance Literature and Travel to the East Indies*.

This endowed professorship was established in 1989 by Natalie I. Koether, Esq., CW '61, L '65, a long-standing University Charter Trustee, founding member of the Trustees' Council of Penn Women, and chair emerita of the SAS Board of Overseers. The chair honors her high school English teacher, Catherine Bryson, ED '22, G '47.



Ania Loomba

### IN THIS ISSUE

- 2 Council Agenda; Trustees Coverage; Blood Drive; Deaths: Dr. Goodman; Mr. Hobbs
- 3 Public Health Program; Campus Security Information; Faculty Research Fellowships
- 4 Government Affairs Update on Federal Relations
- 6 AWFA Awards Nominations; Redesigned Web Sites; A Peek at Penn's Past
- 7 Update; CrimeStats; Classifieds
- 8 HR: Enhancement to Military Leave Policy Pullout: March AT PENN

## Agenda for University Council Meeting

Wednesday, February 26, 2003, from 4 to 6 p.m.

Bodek Lounge, Houston Hall

- I. *Approval of the minutes of January 29, 2003.* 1 minute
- II. *Follow-up comments or questions on Status Reports.* 5 minutes
- III. *Report of the Committee on Pluralism on Gender Identity and Gender Expression.* 15 minutes presentation; 20 minutes discussion
- IV. *Disposition of Investment Responsibility* topic raised at the December 4, 2002 Open Forum. 5 minutes
- V. *Discussion on Council Revitalization.* 15 minutes presentation; 20 minutes discussion
- VI. *Adjournment* by 6 p.m.

## Trustees Stated Meeting Coverage

At the Trustees' Stated Meeting on Friday, the Veterinary Hospital was designated the Matthew J. Ryan Veterinary Hospital, in recognition of Mr. Ryan, the Commonwealth Speaker who has been a driving force behind Commonwealth funding to the Veterinary School, and his "unwavering dedication to and support of the School and hospitals over the past 42 years."

The Trustees passed Resolutions of Appreciation for Charles A. Heimbold, Jr., L '60, a trustee since 1994 and chair emeritus of the Law School's Board; and for Lynda Barness, Gr '72, a University Commonwealth Trustee since 1994 and vice chair of the Veterinary School's Board.

President Judith Rodin noted that improvements to the campus facilities are continuing, with Levine Hall slated to be completed before the Trustees next Stated Meeting in June. She mentioned the recent dean appointments in Dental Medicine and Social Work. She said that she attended a meeting of the presidents of colleges and universities in the state who are discussing economic development opportunities—Keystone Innovation Zones—to enhance areas around campuses. Penn is also involved in collaborative efforts through ISTAR with Pittsburgh, Penn State and Carnegie Mellon, dealing with terrorism.

Provost Robert Barchi concurred with Dr. Rodin about the two newly appointed deans, Dr. Marjorie Jeffcoat, incoming dental dean, and Dr. Richard Gelles, who had been social work's interim dean. Dr. Barchi noted GSE is participating in an exchange program with Beijing University. He also said the Wharton MBA Program has been ranked number one for the 3rd consecutive year by *Financial Times*.

Mr. Craig Carnaroli presented the University's financial report for the period ended December 31, 2002. He reported that the Consolidated University (academic and health services) total net assets decreased \$122.8 million to \$5 billion, principally due to a net loss on investments both realized and unrealized. Net assets from operations declined \$8.7 million; net assets from non-operating activities declined \$114.1 million, while cashflow from operating activities increased \$32.7 million over the comparable six-month period of the prior year. On the Academic side, total net assets decreased by \$91.5 million since June 30, 2002. While net assets from operations increased \$9.9 million, non-operating activities generated losses of \$101.4 million. Contributions posted increases over the previous year but Penn's endowment decreased from \$2.841 billion, June 30, 2002 to \$2.740 billion. The Health Services' net assets decreased \$31.1 million due to an excess of expenses over revenues, however overall utilization remained strong with adult inpatient admissions increasing 3.6% and overall patient activity increasing.

Dr. Barchi presented the Penn Medicine report; he said that the Strategic Plan, which has an emphasis on life sciences, will be ready to be reviewed by June. He also noted that the Medical School had nearly 5000 applications for 150 slots.

Mr. Ehrlich's Academic Policy committee report focused on the continuum of education, including professional certification programs.

PricewaterhouseCoopers reviewed the three and six months' financial statements, ending December 31, Mr. Kelly reported.

Mr. Clark, chair of the Budget and Finance com-

mittee, presented six resolutions which were approved: design and construction of Harrison College House renovation project, \$26 million; design and construction of Annenberg Plaza improvements, \$3.9 million; revised scope and budget of C. Mahlon Kline Building interior for the Veterinary School, \$2.34 million; design and construction of Annenberg School classroom renovations, \$1.775 million; design and construction of Steinberg Hall-Dietrich Hall HVAC renovations, \$1.5 million; and design and construction for replacement of Williams Hall windows, \$1.2 million.

Mr. Tarnopol reported that the Development committee had been updated on the continuing search for a new vice president for development to replace Virginia Clark who left last summer.

Mr. Lauder gave highlights from the External Affairs committee meeting, noting the new WXPN general manager Roger LaMay, and the radio station's proposed move to new quarters. He also noted the constraints of both the Commonwealth and the Federal budgets and how they will likely impact the University. He mentioned that the transition to the new Penn logo is progressing with all the schools adopting a more consistent look than they have had.

Facilities and Campus Planning had presentations from two architectural firms, Mr. Mack explained. Tod Williams and Billie Tsien Architects presented their firm's plans for Skirkanich Hall, the SEAS building for bioengineering. It will be solving what the dean calls a "3-D puzzle" on the site of the Pender Building, between Moore and Towne by connecting the older buildings and creating an entryway for the entire engineering complex. The other presentation was by Dan Kelly of MGA Architects, who explained plans for the renovation of Hamilton House, the northern most of the three highrises in Hamilton Village. This project will include the exterior as well as the interior of the structure, setting the standard for the trio of dorms, with physical and perceptual changes.

Mr. Casellas reported on the Neighborhood Initiatives committee meeting which included several presentations including one by Dr. Dennis Culhane of social work on his efforts to develop GIS-based decision support tools for policy analysis, community planning and research. GSE Dean Susan Fuhrman had reported to the committee on the progress being made at the Penn Alexander School and the ongoing work with the three Partnership Schools. Vice President for Public Safety Maureen Rush spoke to the committee about the 'Share the Road' campaign and gave an update on the decline in crime within the Penn Police jurisdiction since 1996. Omar Blaik, vice president for facilities and real estate services, told the committee that The Bridge Cinema is exceeding National Amusements' projections and that the 40th Street area is diverse and international with its mix of retail establishments. Lee Nunery, vice president for business services, discussed the Economic Inclusion Program which supports local and minority businesses.

Mrs. Catherwood, chair of Student Life committee, discussed the proposed Performing Arts Hub, to be located in Stouffer College House, bringing together 43 student performing arts organizations.

Mr. Marks' Investment Board report noted that in the first half of the fiscal year all major equities declined. Penn's fund declined 4.1%.

Mr. Williams said the Alumni Weekend brochure is aimed at "Rediscovering Penn."

## Blood Drive: March 3

The American Red Cross has asked Stouffer College House to hold another blood drive. They only have one day of blood reserves! The Blood Drive will be held Monday, March 3 from 1-6:30 p.m. in the Mayer Playroom. E-mail [mickle@pobox.upenn.edu](mailto:mickle@pobox.upenn.edu) or call (215) 573-3741 with possible times that you would like to donate (appointments are every 15 minutes).

See [www.redcross.org/services/biomed/blood/learn/eligibl.html](http://www.redcross.org/services/biomed/blood/learn/eligibl.html) for a list of eligibility criteria.

—Anne R. Mickle,

House Dean, Stouffer College House

## Deaths

### Dr. David Goodman, Medicine

Dr. David B. P. Goodman, professor of pathology and laboratory medicine, and director of the endocrinology oncology lab, died on February 17 at Lankenau Hospital. He was 60 years old.

Dr. Goodman received his undergraduate degree in biology from Harvard University and his medical degree from Penn's School of Medicine. He completed an internship at Penn in 1972 and completed his Ph.D. in biochemistry that same year. He became a research associate at CHOP in 1972 and in 1976 accepted a position as assistant professor of medicine at Yale. In 1980 he returned to Penn as associate professor of pathology and laboratory medicine and served as director of the William Pepper Laboratory at HUP. He was appointed professor of pathology and laboratory medicine in 1982.

Dr. Goodman is survived by his wife, Kathleen Greenacre; sons, Derek M. and Alex D.; and a sister, Beverly Wesman.

Memorial donations may be made to the Dr. David B. P. Goodman Scholarship Fund, University of Pennsylvania School of Medicine, 2525 Market St., Philadelphia, PA 19104.

### Jim Hobbs, Physics and Astronomy

Jim Hobbs, a former staff member in the department of physics and astronomy, passed away Monday, February 17 while shoveling snow. He was 78 years old.

Mr. Hobbs joined the University in 1960 as an instrument design specialist. He retired from that position in 1993.

He is survived by his wife, Norma Jean; daughters, Laura Lee Arbolino, and Leslie Hobbs; sons, Wayne and Kevin; three grandchildren; and two great grandchildren.

**To Report A Death:** *Almanac* appreciates being informed of the deaths of current and former faculty and staff members, students, and other members of the Penn community. Please send information or call (215) 898-5274 or e-mail [almanac@pobox.upenn.edu](mailto:almanac@pobox.upenn.edu).

### Corrections

The article in last week's issue on Computer Donation, Recycling and Disposal had an incorrect phone number for members of the Penn community interested in obtaining guidelines for equipment recycling. For information, visit the Penn Computing web site, [www.upenn.edu/computing/provider/recycle.html](http://www.upenn.edu/computing/provider/recycle.html).

Human Resources' *Brown Bag Matinee: Communicating Non-defensively* will be held on Tuesday, March 18 not March 19. —Ed.

### No Almanac March 11

Since the campus population is down for Spring Break, there is no *Almanac* scheduled for March 11. Staff are on duty to assist contributors planning for the subsequent issues after the break. Breaking news, if any, and weekly crime reports will be posted to "Almanac Between Issues."



## New Public Health Program

A Masters in Public Health (M.P.H.) degree program—which prepares students for leadership in addressing health problems from a population and community perspective—is now offered through the School of Medicine. The degree-granting program expects to have its first graduate in 2004.

A well-established field, public health carries out its mission through organized efforts—which cross various disciplines—that address the physical, mental, and environmental health concerns of communities and populations at risk for disease and injury. Public health goals are achieved through the application of health-promotion and disease-prevention technologies and interventions designed to improve and enhance quality of life. Public health related educational, research and service programs have been ongoing in various parts of the University for some time. Penn's new program recognizes the need to provide a focal point for these efforts to create synergy scholars and practitioners.

"The development of this program is a natural outgrowth of the interest in public health shared by many faculty and students throughout the campus, and it will greatly increase the visibility of Penn's public health efforts, both on campus and externally," explains Dr. Shiriki Kumanyika, director of the graduate program.

"We want to enable students to embrace and achieve the public health paradigm as an essential component of their future endeavors in prevention, hygiene, education, and policy making. Our ultimate goal is to ensure that Penn students and faculty have the maximum positive impact upon current and future public health problems," adds Dr. Kumanyika, who serves as associate dean for Health Promotion & Disease Prevention and is professor of epidemiology.

Serving as M.P.H. Program co-director and chair of the curriculum committee is Dr. Margaret Controneo, associate professor of psychiatric mental health nursing and associate professor of nursing in psychiatry.

"The Masters in Public Health program is enriched by the diversity of intellectual talent of the Penn faculty from all areas of the University," explains Dean Arthur M. Rubenstein, EVP of the University for the Health System. Based in the School of Medicine, this interdisciplinary degree encompasses course offerings from a number of Penn's schools, including Nursing, SAS, Social Work, Veterinary Medicine, GSE, Wharton, and Dental Medicine.

The curriculum, developed to meet national accreditation guidelines, focuses on the five basic core areas that define public health—Biostatistics, Epidemiology, Environmental/Occupational Health, Behavioral Sciences, and Health Care Policy and Management. The specialized classes are available to all Penn students, not just those enrolled in the degree-granting program. Indeed, because public health study is complementary to a wide range of disciplines, there will be a particular emphasis on accessibility of the program to students in related fields via a joint degree program offered in conjunction with other University-based graduate programs. A combined MD/MPH dual degree provides an opportunity for Penn medical students to engage in public health studies in a combined five-year, dual degree option. Dr. Marjorie Bowman, chair of the Department of Family Practice and Community Medicine, chairs the faculty advisory committee for the MD/MPH option.

For information about the M.P.H. program, see [www.publichealth.med.upenn.edu](http://www.publichealth.med.upenn.edu).

## Penn Faculty Research Fellowships: Call for Applications, 2003–04

Applications are solicited from the standing faculty of the University of Pennsylvania humanities and allied departments for six research fellowships for the 2003–2004 academic year—three at \$5,000 each for junior faculty and three at \$10,000 each (course replacement) for senior faculty.

Recipients will be designated Penn Humanities Forum Faculty Research Fellows and will be expected to participate in a weekly research seminar (Tuesdays, noon–2 p.m.) during the academic year along with other scholars, including Mellon Postdoctoral Fellows, Regional Faculty Fellows, and others.

PHF Faculty Research Fellows must be carrying out research related to the Forum's topic for 2003–2004, Belief (for topic details, see PHF's web page: <http://humanities.sas.upenn.edu/topics03.htm>). Fellows may use their funds for any materials or activities that further their investigations.

Please send a one-page research proposal and c.v. to Wendy Steiner, Director, Penn Humanities Forum, 3619 Locust Walk/6213, or via e-mail to Jennifer Conway, Associate Director, [conwayj@sas.upenn.edu](mailto:conwayj@sas.upenn.edu) (215-898-8220).

Application deadline: Monday, March 28, 2003.

—Wendy Steiner, Director, Penn Humanities Forum

## Campus Security Information

*Below are some of the items pertaining to Emergency Preparedness to be found on the University's new web site, [www.upenn.edu/about/emergency\\_preparedness.php](http://www.upenn.edu/about/emergency_preparedness.php), with links to the particular sources, both on campus and off-campus.*

### Security Alert from the Vice President of Public Safety

This notification is to advise you that effective 1 p.m., Friday, February 7, 2003, the Office of Homeland Security announced that it has increased the threat condition designation from an elevated (yellow) condition to the high risk (orange) condition. The action was deemed necessary due to information received from multiple intelligence sources confirming an increased likelihood of unspecific terrorist activity against American citizens and assets at home and abroad.

The Division of Public Safety continues to operate at an already heightened state of security. Per the University's PennCard Security Policy dated May 1, 2002, "members of the Penn community must be prepared for the enforcement of all existing PennCard policies, as well as potentially greater restrictions on access to campus buildings and events. Faculty, staff and students of the University of Pennsylvania must carry their PennCard Identification Cards with them or risk being denied access to University events or buildings" (*Almanac*, May 7, 2002).

Please be alert and report any criminal incident, suspicious behavior or improper security activity to the Division of Public Safety by dialing 511 for any campus phone or (215) 573-3333 if you are off campus.

—Maureen S. Rush,  
Vice President for Public Safety

### If You Should Find a Suspicious Package

The Division of Public Safety advises everyone to take extra precautions at this time. Information on how to deal with suspicious packages and other unusual activity can be found on the division's web site, [www.publicsafety.upenn.edu](http://www.publicsafety.upenn.edu).

For information about biological agents such as anthrax, please visit the Centers for Disease Control and Prevention's emergency preparedness site, [www.bt.cdc.gov](http://www.bt.cdc.gov).

### From Counseling and Psychological Services (CAPS)

*What to Expect After a Traumatic Event,*  
<http://dolphins.upenn.edu/~caps/recovering.html>

### From Human Resources

*Information on Dealing with Trauma*

- How to talk to your children about traumatic incidents, [www.hr.upenn.edu/emergency/Dealing\\_Trauma\\_Child.pdf](http://www.hr.upenn.edu/emergency/Dealing_Trauma_Child.pdf)
- How to discuss traumatic incidents with your teens, [www.hr.upenn.edu/emergency/Dealing\\_Trauma\\_Teen.pdf](http://www.hr.upenn.edu/emergency/Dealing_Trauma_Teen.pdf)
- Fact sheet on common reactions to traumatic incidents, [www.hr.upenn.edu/emergency/Common\\_Reactions\\_To\\_Traumatic\\_Incidents.pdf](http://www.hr.upenn.edu/emergency/Common_Reactions_To_Traumatic_Incidents.pdf)

### Information from the Office of International Programs (OIP)

- Immigration and Travel Information for International Students and Scholars at Penn, [www.upenn.edu/oip/iss/visa/travel/advisory.html](http://www.upenn.edu/oip/iss/visa/travel/advisory.html)
- Information for Parents of Penn Undergraduates Studying Abroad, [www.upenn.edu/oip/sa/emergency](http://www.upenn.edu/oip/sa/emergency)

### International Travel Safety Advisories

The U.S. Department of State is closely monitoring world events and the impact that these events have on international travel. For the convenience of University faculty, staff and students, the Department of State Travel Advisories will be posted to this site.

In addition to travel information, this site, will be used to communicate information to the community during any future emergency condition affecting the University.

Advice from the U.S. Department of State, and Bureau of Consular Affairs, [www.travel.state.gov](http://www.travel.state.gov).

### Additional Information

- Philadelphia International Airport, [www.phl.org](http://www.phl.org)
- Amtrak, [www.amtrak.com](http://www.amtrak.com)
- SEPTA, [www.septa.com](http://www.septa.com)
- CNN, [www.cnn.com](http://www.cnn.com)
- American Red Cross, [www.redcross.org](http://www.redcross.org)
- Department of Homeland Security, [www.dhs.gov/dhspublic/](http://www.dhs.gov/dhspublic/)
- Emergency Preparedness Information from the Department of Homeland Security, [www.ready.gov](http://www.ready.gov)
- Pennsylvania Emergency Management Agency, [www.pema.state.pa.us/](http://www.pema.state.pa.us/)

# Government Affairs Update

## Federal Relations

### FY2003 Budget

After a four-month delay, the Congress on February 13 finally completed the federal budget for FY2003, which technically began on October 1, 2002. The omnibus measure included the 11 unfinished individual appropriations bills.

The FY2003 Budget completes the five-year doubling of the budget for the National Institutes of Health (NIH), providing a total of \$27.2 billion in funding, an increase of 15.4 percent. The measure provides \$120 million for extramural construction, and maintains the salary cap for extramural researchers at Executive Level I.

Funding for the National Science Foundation (NSF) is set at \$5.3 billion, an increase of \$536 million (8.8 percent). NASA funding is increased by \$513 million for a total of \$15.4 billion; this includes \$50 million to investigate the recent Columbia tragedy. The measure includes \$3.3 billion for Department of Energy science programs, an increase of \$72.8 million over last year.

The bill provides a 7-percent increase for international education programs. These include domestic and overseas international education programs, and also foreign language studies.

Also included in the omnibus measure is language that provides increased Medicare payments to physicians. Physicians will see an increase of 1.6 percent to 2003 payments; previously existing statute would have implemented a 4.4-percent cut.

However, the news was not as good for other agencies and programs of importance to the higher education community. The National Endowment for the Humanities (NEH) receives \$126 million, while the National Endowment for the Arts (NEA) is funded at \$116 million, an increase of \$1 million over FY2002 for each.

The bill provides a maximum Pell Grant of \$4,050, an increase of \$50. However, the Department of Education projects a cumulative funding shortfall of close to \$2 billion for the Pell program due to greatly increased participation in the program. All other student aid programs are flat funded at last year's levels.

In order to secure White House approval of the measure, lawmakers were obliged to include a 0.65-percent cut for all programs.

### President Bush's FY2004 Budget Proposal

President Bush on February 3 released his budget proposal for FY2004. According to the President, this budget seeks to achieve three national priorities: "winning the war against terrorism, securing the homeland, and generating long-term economic growth."

The proposed budget sets out significant challenges to the research community.

The budget calls for overall spending of \$2.23 trillion, an increase of 4 percent over his budget request for FY2003. (As this year's federal spending had not yet been enacted at the time when this budget was announced, increase figures are based on President Bush's FY2003 budget request.)

The lion's share of the increase is geared toward defense and homeland security. Defense spending is set to rise by \$15.3 billion (4.2 percent) to \$380 billion, while homeland security funding would increase by \$1.5 billion, or 5.5 percent, to \$28.2 billion. Discretionary spending not related to defense or homeland security would increase by 3.8 percent overall.

The budget projects a deficit of \$307 billion for FY2004 and similar or larger deficits for the next five fiscal years. It also includes \$1.46 trillion in new tax cuts over the next 10 years. The tax provisions mainly speed implementation of and make permanent the measures in the President's 2001 tax bill.

The President's proposal by agency is as follows:

- The President proposes a \$499 million increase for the NIH, only 1.8 percent above his FY2003 request and approximately 2.4 percent above the likely FY2003 appropriation. This would bring total funding to \$27.9 billion. The huge funding drop-off from the past five years' budget increases, which were part of the NIH doubling effort, would cause serious problems. The challenge to research universities is to defeat these proposals to decrease the "value" of funded grants—which would drop in real terms—and the proposal to eliminate the extramural construction program.
- The President's budget generally level-funds student financial aid programs including Pell Grants, the Federal Work Study program, and the TRIO and GEAR UP early intervention programs aimed at encouraging middle-school students to attend college. It provides no increases for the Graduate Assistance in Areas of National Need and Jacob Javits Fellowship programs, which support graduate education. It also funds international education programs at last year's levels.
- The budget provides \$10.2 billion for Department of Defense research—including basic, applied, and advanced technology development. Research funding represents just 2.7 percent of the total Department of Defense budget.
- The full budgetary impact of the loss of the Space Shuttle Columbia is not yet known. President Bush requested \$15.469 billion for NASA for FY2004, an increase of 5 percent (\$469 million) over his request for last year.
- The President's budget proposes \$5.48 billion for the NSF, an increase of \$453 million (9 percent), over his FY2003 request. The budget request for the Department of Energy's Office of Science is \$3.311 billion, an increase of just 1.4 percent (\$47 million) over last year's request by President Bush.
- In its first-ever budget request, the new Department of Homeland Security is slated to receive \$900 million for R&D to combat terrorism. About \$800 million of this money comes through the Science and Technology Directorate, which includes \$583 million for "research and acquisition of technology" and \$163 million for "construction and facilities."
- The National Endowment for the Humanities is a big winner in the President's budget proposal, with a request of \$152 million, a 19.7 percent (\$25 million) increase. This increase comes after years of flat funding requests from the White House; it is intended to support the "We the People" initiative, designed to fund project proposals that "advance our knowledge of the events, ideas, and principles that define the American nation." All other NEH programs are level funded for the second year in a row, except for the regional humanities centers program, which is eliminated. The President is requesting level funding of \$116 million for the National Endowment for the Arts.

*(continued on page 5)*

- In addition, President Bush proposed a “major research and production effort” across several agencies to combat bioterrorism, called Project Bioshield. The President will ask for \$6 billion in funding for this initiative, which will focus on development and distribution of vaccines and treatments against biological agents such as anthrax, botulinum toxin, and Ebola.

The President’s budget proposal is just the first step in the federal budget process. Working with this proposal—but only using it as a very rough guideline—the House and Senate Budget committees will create a budget resolution to generally direct Congressional spending for the coming year. Once the budget resolution is completed, individual Appropriations committees will set spending levels for specific programs. The goal is to complete the process by October 1, 2003, the official beginning of FY2004.

### Tax-Exempt Bonds

Included in President Bush’s budget proposal is a provision that would repeal the \$150 million cap on 501(c)3 bonds.

In 1997, the bond cap was lifted prospectively. For capital expenditures (or, in certain cases, working capital) incurred after the date of enactment of the legislation, expenses could be paid with the proceeds of a tax-exempt bond. These bonds were not subject to a cap.

In order to keep down the costs of this provision, the cap was not repealed “retroactively.” Thus, the \$150 million cap continued to apply to any tax-exempt bonds used to finance expenditures incurred before August 5, 1997.

The Bush proposal would repeal the “prospective-only” rule from 1997.

### Department of Homeland Security

The Department of Homeland Security (DHS) officially “opened for business” on January 24. Congress completed legislation creating the Department on November 19, 2002, and President Bush signed the measure into law on November 25, 2002.

DHS is formed through the consolidation of cabinet-level and independent agencies; the mission is to prevent future terrorist attacks in the United States. Some agencies that will be part of the DHS include the Coast Guard, the Customs Service, the Federal Emergency Management Agency, and the Immigration and Naturalization Service. It is expected to take months for these and other government agencies to be transferred to the new department, and even longer for existing programs to be consolidated and new programs created.

The DHS will house significant research programs. An Under Secretary for Science and Technology will coordinate these programs through the Directorate of Science and Technology, one of the four main areas of the new Department. The President has announced his intention to nominate Charles E. McQueary for this post. Dr. McQueary is a retired President of General Dynamics and a former member of the National Defense Industrial Association. He received his Ph.D. in engineering mechanics, as well as his bachelor’s and master’s degree, from the University of Texas at Austin. The Under Secretary will set homeland-

security research goals and priorities throughout the government, fund homeland security research, facilitate the transfer and deployment of technologies for homeland security, and advise the DHS Secretary on all scientific and technical matters. A 20-member Homeland Security Advisory Committee representing first responders, citizen groups, researchers, engineers, and businesses will help guide these activities.

DHS research initiatives include:

- the Homeland Security Advanced Research Projects Agency, which will fund new research on homeland security technologies. HSARPA will administer the Acceleration Fund, which will award merit-reviewed grants for basic and applied research. The legislation authorizes \$500 million for the Fund, but money will have to be appropriated as part of the unfinished FY2003 budget process.
- one or more university-based centers for homeland security. This provision has been controversial. The original legislation contained a list of 15 criteria for such a center; it was widely believed that the criteria ruled out all schools except for Texas A&M University. The Senate omnibus budget legislation eliminated several of these criteria, so the field is now more open.
- a new Federally Funded Research and Development Center (FFRDC), the Homeland Security Institute, to serve as a think tank for risk analyses and assessments, simulations of threat scenarios, and strategic planning. (DHS will also be able to contract with existing FFRDCs.)
- the Office of National Laboratories, to coordinate with Department of Energy national laboratories.

The creation of the DHS will rearrange federal research spending in FY2003 and beyond. The new Department will take over small research programs in the Departments of Agriculture, Transportation, and Energy. It will not, however, include the bioterrorism research programs in the NIH and the CDC.

The House of Representatives will reorganize its appropriations committee, which provides funding for federal programs, to create a separate subcommittee for the Department of Homeland Security. The Senate appropriations committee, on the other hand, is not planning to reorganize.

### Homeland Security Committee

The Members of the House Committee on Homeland Security were announced on February 13. Congressman Curt Weldon, a Republican who represents some of the suburban areas around Philadelphia, has been appointed to serve on the new committee. It is charged with coordinating all oversight of the Department of Homeland Security. Penn has a strong working relationship with Congressman Weldon. The Homeland Security Committee is an authorizing committee, which is responsible for creating and maintaining federal programs as opposed to appropriations committees.

— Carol R. Scheman, Vice President for Government, Community and Public Affairs

**NOTE:** Updates for the Office of Government, Community and Public Affairs’ Commonwealth Relations, and City and Community Relations activities will appear in the March 18 edition of *Almanac*.



## AWFA Awards Nominations, Spring 2003

The Association of Women Faculty and Administrators (AWFA) invites you to nominate candidates for three annual awards. These awards will be presented at the awards breakfast tentatively scheduled on *April 9* at 8 a.m. at the Sheraton Hotel. Nominations are invited for the following awards:

**The Lenore Williams Award:** In 1984, AWFA received a bequest from Lenore Williams, wife of former provost Edwin B. Williams. In her honor, AWFA established an award to be given each year to an outstanding female scholar or leader. Preference will be given to a distinguished woman, affiliated with Penn, whose contributions extend within and beyond our campus.

**The Alice Paul Awards:** Named in honor of Dr. Alice Paul—suffragist leader, founder of the National Women's Party, author of the Equal Rights Amendment, and internationally known humanitarian—the awards are presented to undergraduate or graduate women in recognition of their outstanding service to women. We wish to honor those who made contributions to women in the Penn community.

**The Robert E. Davies Award:** This award is in honor of the late feminist and distinguished Penn scholar. The award will be bestowed on an individual involved in social change.

**The Lynda Hart Award:** established in Spring, 2001: The Lynda Hart Award is given to a woman student who has made an outstanding contribution to the artistic life of the Penn campus. The award is in memory of Lynda Hart, Professor of English, who was a mentor to many and a moving force behind the Women's Theater Festival.

With your nomination, include the following:

- specify award,
- name of nominee,
- the nature of the nominee's achievement,
- why you consider the contribution to be meritorious,
- position of nominee, mailing address, phone number, e-mail address,
- your name, position, mailing address, phone number, and e-mail address.

Please submit nominations by *March 17, 2003* to:

Kristin Davidson, Chair, AWFA Awards Committee  
College of Arts & Sciences, 120 Logan Hall/6304  
[kdavidsn@sas.upenn.edu](mailto:kdavidsn@sas.upenn.edu) or (215) 573-3416.

If your nominee is selected, we will invite you to say a few words of introduction on her behalf.

—Kristin Davidson, AWFA Board of Directors

## A Peek at Penn's Past

(culled from old issues of *Almanac*)

### This Month in Penn's History

10 Years Ago

2/2/93—University to implement specific steps to ensure minority permanence on campus.

2/9/93—Provost Michael Aiken to serve as chancellor of University of Illinois at Urbana-Champaign.

2/16/93—Deanship of the Annenberg School named in honor of Hon. Walter H. Annenberg; Dr. Kathleen Hall Jamieson named as dean.

20 Years Ago

2/1/83—Computer literacy made a requirement in Religious Studies program.

2/1/83—Arthur Ross Gallery opens in Furness Building.

2/8/83—Celebrating Philadelphia's 300th Birthday

30 Years Ago

2/13/73—Proposal for the Annenberg Center for Communication Arts and Sciences published.

2/13/73—College of Thematic Studies to offer courses in Women's Studies.

40 Years Ago

Feb. 1963—The University received a \$3 million grant from the Ford Foundation to expand the graduate engineering program.

Feb. 1963—Visiting Professor and Director of City Planning Commission Edmund Bacon received a Rockefeller Foundation Grant to author a book on the design of cities.

Feb. 1963—HUP planned to sponsor second annual Antiques Show and Sale in April.

## Some Redesigned Penn Web Sites: Improving Navigation and Access

### Library

The new design of the Library's web site improves access to resources and services. The familiar arc and set of red balls that designate major categories remain, but have been integrated with new features which include direct access to resources through a search feature called "quick find," a more effective display of e-sources, an enhanced Franklin Catalog search feature on all pages, mouseovers that provide explanatory information about links, and important information and service links on top level pages. See [www.library.upenn.edu/](http://www.library.upenn.edu/).



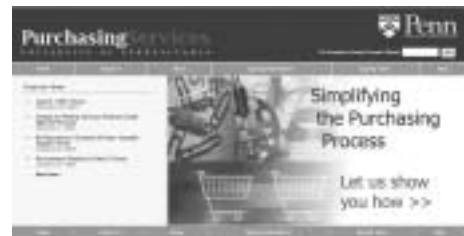
### PennCard

PennCard—the official University of Pennsylvania identification for students, faculty, staff, and other members of the Penn community—has a web site with information on obtaining a PennCard, reporting a lost or stolen card and accessing your PennCard photo. There is also information about PennCash, a convenient way to make cash purchases within the Penn community. Links on the left side of each page make navigating through the site very easy. See [www.business-services.upenn.edu/penncard/](http://www.business-services.upenn.edu/penncard/).



### Penn Purchasing Services

Purchasing provides purchasing services in support of Penn's educational and research missions. A new feature on their web site is BEN Knows, a knowledge base for BEN Financials and BEN Reports. Also, there are pull-down menus that provide access to their resources and services. To see the new design of Penn Purchasing on the web, visit [www.purchasing.upenn.edu/](http://www.purchasing.upenn.edu/).



### UPM

The redesign of the Museum's web site has more color and provides more links on every page to access such things as exhibit information, becoming a member, and a calendar of events. The web site also has mouseovers and a search feature that provides direct access to information throughout the web site. One can also sign up for E-Musings, UPM's new e-newsletter. Visit UPM's redesigned web site at [www.museum.upenn.edu/](http://www.museum.upenn.edu/).



### Transportation

The Transportation web site assists commuters with their travel. It provides information for traveling on or off campus. Features on this web site include a "commuter alert" section and mouseovers with fun graphics that appear as you select links from the top menus. The Transportation web site is at [www.upenn.edu/transportation/](http://www.upenn.edu/transportation/).



# Update

FEBRUARY AT PENN

## TALKS

**27** *Single Parents Meeting: Building Healthy Relationships*; Gloria Gay, Women's Center; 12:30 p.m.; Women's Center (Single Parents Association; Women's Center).

*The Narrative Craft: Realism and Fiction in the Arab Canon*; Samah Selim, Princeton University; Maggie Nassif, Middle East Center; 4:30 p.m.; rm. 632, Williams Hall (Middle East Center).

**28** *Living in Two Worlds*; Denada Rammishta, Neumann College; noon; rm. 225, Houston Hall (Rotary Club).

**Deadline:** The deadline for the April AT PENN calendar is *March 11*. For info, see [www.upenn.edu/almanac/calendar/caldead-real.html](http://www.upenn.edu/almanac/calendar/caldead-real.html).

*MacHomer*, starring Rick Miller (at right) will premiere at the Zellerbach Theatre of the Annenberg Center on *February 28* at 7 p.m.

*MacHomer* is a one-man show in which Miller reproduces 50 voices from Matt Groenings *The Simpsons*, including Homer as Macbeth and Marge as Lady Macbeth. Other performances are on *March 1* at 2 p.m. and *March 2* at 3 p.m. Tickets are \$35, \$30, and \$26 with discounts for seniors, students, groups, and Penn faculty, staff, and Penn alumni. For tickets, call (215) 898-3900.



## CLASSIFIEDS—PERSONAL

### FOR RENT

**Treetop Apartment** in Owner Occupied Building: Trinity Place 3rd floor 1bdrm apartment fully furnished with European kitchen, Dishwasher, G/D, Victorian bath, all linens, Cable TV. \$900 per month long term. \$1000.00 short term. Excellent transportation: 13 trolley & Penn bus. Please phone: 215-729-2827.

Penn offers three luxury apartments at the **Left Bank** for extended stay use by University-affiliated guests. Annual lease commitment not required for eligible visiting scholars, researchers, consultants and new appointees. Paid utilities and other amenities provided by Penn include: cable, parking, washer/dryer and much more. For details contact: Conference Services, 222 SPE/6106, (215) 898-9319 or [confsvcs@pobox.upenn.edu](mailto:confsvcs@pobox.upenn.edu).

### FOR SALE

**Beautiful large house**, 3 Bedrooms, 7 Rooms, 1.5 bath, Eat-in-Kitchen, hardwood floor, fireplace, Garage, porch, finished basement, cedar closet, security systems, DSL, Dishwasher, Washer/Dryer, 48th/Osage, free Penn shuttle and Bus, Penn Mortgage Program, \$199,500, [fenghuaw@hotmail.com](mailto:fenghuaw@hotmail.com), (215) 528-5234, (703) 553-0511.

Almanac is not responsible for contents of classified ad material.

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

## CLASSIFIEDS—UNIVERSITY

### RESEARCH

Are you **overweight** and at least 18 years of age? You may qualify for a research study that is being conducted on an investigational medication that may improve high cholesterol. Qualified participants will receive at no cost: study related exams and lab tests, dietary counseling, study related medication and compensation for time and effort. For more information please call (215) 662-9045.

**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](mailto:balikai@sas.upenn.edu).

**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.

Volunteers needed for **Sickle Cell Disease Research**: The Center for Bioethics at the University of Pennsylvania is conducting research to learn about how having Sickle cell disease shapes the way you live day by day. Participation involves a CONFIDENTIAL 60 to 90 minutes, audio taped interview. To help defray the cost of participation, volunteers will be paid \$25. We are looking for adults who hold full-time jobs. For more information, please call 1-800-716-2614, extension 2 and leave a message for the "Understanding Difference Study."

**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 [twineir@mail.obgyn.upenn.edu](mailto:twineir@mail.obgyn.upenn.edu).

Almanac is not responsible for contents of classified ad material.

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

## The University of Pennsylvania Police Department Community Crime Report

**About the Crime Report:** Below are all Crimes Against Persons and Crimes Against Society from the campus report for **February 10-16, 2003**. Also reported were 9 Crimes Against Property (including 6 thefts, 2 burglaries and 1 auto theft). Full reports are on the Web ([www.upenn.edu/almanac/v49/n23/crimes.html](http://www.upenn.edu/almanac/v49/n23/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 **February 10-16, 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.

02/10/03	2:17 PM	3400 Spruce St	Male in restricted area/Arrest
02/12/03	2:45 PM	4001 Walnut St	Items taken at point of gun
02/13/03	11:53 PM	40 & Spruce St	Three males acting disorderly/Cited
02/16/03	12:25 AM	3801 Chestnut St	Male acting disorderly/Arrest

### 18th District Report

8 incidents and 2 arrests (including 6 robberies and 2 aggravated assaults) were reported between **February 10-16, 2003** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

02/10/03	2:01 AM	5100 Larchwood	Robbery
02/12/03	2:42 PM	4001 Walnut	Robbery/Arrest
02/13/03	12:46 AM	6 Farragut	Robbery/Arrest
02/14/03	3:48 PM	4000 Walnut	Aggravated Assault
02/14/03	9:10 PM	4639 Sansom St	Robbery
02/15/03	8:30 AM	5100 Market	Robbery
02/15/03	5:35 PM	5199 Chestnut	Robbery
02/15/03	11:50 PM	4500 Locust	Aggravated Assault



*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 and online.

EDITOR: Marguerite F. Miller  
ASSOCIATE EDITOR: Margaret Ann Morris  
ASSISTANT EDITOR: Natalie L. Stevens  
STUDENT ASSISTANTS: Tamara Bobakova, David Fecteau, Adelia Hwang, Angie Liou, Jamar Benyard

WPHS INTERN  
ALMANAC ADVISORY BOARD: *For the Faculty Senate*, Martin Pring (Chair), Helen Davies, Mitchell Marcus, Phoebe Leboy, Lance Donaldson-Evans, Joseph Turow. *For the Administration*, Lori N. Doyle. *For the Staff Assemblies*, Michele Taylor, PPSA; Karen Pincney, WPSA; David N. Nelson, Librarians Assembly.

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 is committed to supporting our faculty and staff who may be called or volunteer to serve on active military duty. For a one-year period, the University will provide eligible faculty and staff members who begin military leave between February 25, 2003 and February 25, 2004 with up to 90 calendar days of military pay and benefits during the temporary one-year military pay enhancement period in accordance with the University's Military Leave Policy and the guidelines outlined below. Prior to this temporary one-year enhancement to the military pay provision, eligible employees were able to receive up to 10 workdays of military pay per fiscal year.*

— Jack Heuer, Vice President for Human Resources

## Temporary Enhancement to Military Leave Policy

Summarized below are the provisions of the temporary enhancement of the University's military leave pay and benefits and the University's Military Leave Policy.

The University grants up to five (5) cumulative years of time off without pay for faculty and regular staff members (including staff covered by collective bargaining agreements\*) who are called to or volunteer for active military duty in accordance with Federal guidelines. The employee's University department is committed to return the faculty or staff member to active University status in the same or comparable position, pay grade and salary within the department at the end of the military leave if the employee meets certain conditions as outlined in the University's Military Leave Policy.

### Temporary Enhanced Military Pay and Benefits

For all eligible faculty and staff members who commence leave for active military duty or training between February 25, 2003 and February 25, 2004, the University will extend the military pay period from 10 workdays per fiscal year to a maximum of 90 calendar days during the temporary one-year military pay enhancement period. If the faculty or staff member's documented military pay is less than his/her University base pay, the employee's home department will pay the difference for up to 90 calendar days while the employee is engaged in military training and/or on active duty. If the employee's military pay is more than or equal to his/her University base pay, the home department will not provide any differential pay. Military pay extends of base pay, plus allowance for longevity, subsistence, quarters and dependents, plus pay for sea, flight, foreign and hazardous duty. Military pay does not include reimbursement for travel expenses. After the maximum 90 calendar days of Penn military pay is exhausted, the employee may choose to either use Paid Time Off (vacation) during military leave or elect to take an unpaid leave of absence. During the one-year temporary enhanced paid military leave period (up to 90 calendar days), the faculty or staff member's medical, dental, vision, basic group life, supplemental group life and dependent life insurance will continue in effect on the same basis as an active employee. Per the University's Military Leave Policy, accidental death and dismemberment insurance will not be continuable or payable during military duty. Employees who continue military duty after the paid military leave period (up to 90 calendar days) may elect to continue their University medical, dental, vision, and life insurance benefits. Employees should contact the Penn Benefits Center (1-888-736-6236) prior to departure regarding benefits continuation.

During the paid military leave period, the employee will continue to accrue Paid Time Off (vacation) and sick days in accordance with the relevant University policies. Other benefits will remain the same, in accordance with the University's Military Leave Policy and Federal and State guidelines.

This temporary one-year enhancement of military pay and benefits (up to 90 calendar days) only applies to employees who commence military leave between February 25, 2003 and February 25, 2004. This provision will not be applied retroactively. The University reserves the right to amend this temporary provision at any time.

For more information on the University's Military Leave Policy refer to the Military Leave Policy online at: [www.hr.upenn.edu/policy/policies/611.asp](http://www.hr.upenn.edu/policy/policies/611.asp) or contact the Division of Human Resources, Staff and Labor Relations at (215) 898-6093.

\* University staff members who are covered by collective bargaining agreements should refer to the appropriate contract article for leaves without pay.

### Steps to Follow for Faculty or Regular Staff Members Called To or Volunteering for Active Military Duty

- Provide your supervisor or department head with a copy of the military orders, if possible, and determine last day of work. Oral notice is permissible if giving written notice is unreasonable and precluded by military necessity.
- Discuss with supervisor or department head whether you choose to use any paid time off (vacation) during the military leave.
- Give your supervisor or department head an address to which any essential mail should be forwarded.
- Prior to departure, contact the Penn Benefits Center at 1-888-736-6236 to discuss University benefits continuation for the period exceeding the University military pay period.
- Review the Military Leave Policy and contact the Division of Human Resources, Staff and Labor Relations at 215-898-6093 if you have any questions. The policy can be found at: [www.hr.upenn.edu/policy/policies/611.asp](http://www.hr.upenn.edu/policy/policies/611.asp).
- If your military pay is less than your University base pay and you wish to receive the enhanced military pay from the University for up to 90 calendar days, you must arrange to get a certified statement of the military pay and time off allowances to your supervisor or department head as soon as possible.
- Notify, in writing, your supervisor, department head or other designated University official of your intent to return to work within 90 days of honorable discharge from active military service. The deadline for reinstatement may be extended up to two (2) years for employees who are disabled or convalescing due to injury.

### Steps to Follow for Supervisors or Department Heads if Faculty or Regular Staff Members Give Notice of Being Called To or Volunteer for Active Military Duty

- Obtain a copy of the military orders, if possible, and determine the last day of work. Oral notice is permissible if giving written notice is unreasonable and precluded by military necessity.
- Notify the faculty or regular staff member that they are eligible for military leave of a cumulative total of up to five years and give the employee a copy of the Military Leave Policy found at: [www.hr.upenn.edu/policy/policies/611.asp](http://www.hr.upenn.edu/policy/policies/611.asp)
- Discuss with the faculty or staff member whether s/he chooses to use any paid time off (vacation) during military leave.
- Discuss with the faculty or staff member the military pay provision. Ask the faculty or staff member for a certified statement of the military pay if the military pay is less than the employee's University base pay.
- Advise faculty or staff member to contact the Penn Benefits Center (1-888-736-6236) prior to departure to discuss benefits continuation for the period exceeding the University military pay period.
- Get an address from the faculty or staff member where s/he wants any essential mail sent.
- Ensure that the appropriate changes are made to the faculty or staff member's records in the Personnel Payroll System. See the Division of Human Resources website at [www.hr.upenn.edu/policy/policies/611.asp](http://www.hr.upenn.edu/policy/policies/611.asp) for detailed information on how to update these records.
- Process Additional Pay Forms for the military pay, as needed.
- Advise faculty or staff member about the reinstatement provision and process.
- If a temporary replacement is needed for a regular staff member on military leave, contact the Division of Human Resources, Recruitment and Staffing, at (215) 898-1303 or the respective school/center contact to discuss hiring procedures. The Provost's Staff Conference handles arrangements for faculty members.

---

### Policy on Military Leave for Students

If a student who has not received full academic credit for the term is called to service through enrollment in a military reserve unit, or through enlistment in the military service, the student's tuition and mandatory fees for the term shall be cancelled, provided a request, substantiated by the proper evidence, is filed with the dean of the school in which he or she is registered.