

# UNIVERSITY OF PENNSYLVANIA Almanac

Tuesday  
November 25, 2003  
Volume 50 Number 14  
[www.upenn.edu/almanac](http://www.upenn.edu/almanac)

Photo by Marguerite Miller



Dr. Clayton Kyle, Dr. Mark Schutta and Dr. Mitch Lazar at the Rodebaugh Diabetes Center's dedication.

## Dedication of the Rodebaugh Diabetes Center

Last Wednesday, the new Penn Rodebaugh Diabetes Center at HUP was officially dedicated. UPHS has relocated and expanded the Center, which is now on the fourth floor of Penn Tower. It was recently renamed in recognition of a generous gift from the estate of Mrs. Grace Rodebaugh, Ed '25, L '35, who died June 25, 1999. In the early 1980s, she and her husband, Everett, W '22, had created their charitable remainder trusts to foster research on diabetes and to show their appreciation for Dr. G. Clayton Kyle, Med '47, a Penn diabetes specialist. The Conference Room in the Rodebaugh Diabetes Center is named for Dr. Kyle, who said that this has fulfilled his dream of a state-of-the-art center.

Dr. Arthur Rubenstein, EVP for UPHS and Dean of the School of Medicine, called the dedication an auspicious occasion and thanked the many generous patients who made this a reality.

Dr. Andrew Schafer, chair of the department of medicine, said this will be a "world-class clinic with cutting-edge facilities" that will provide "unsurpassed care using an interdisciplinary approach."

Dr. Mitchell Lazar, chief of the division of endocrinology, diabetes, and metabolism, noted a "sobering fact," one out of every three children in the U.S. born in the year 2000 will develop diabetes. He said the disease has reached epidemic proportions.

Dr. Mark Schutta, the medical director of the Center, pointed out how Dr. Kyle has been innovative and ahead of his time. In the 1950s, long before it was generally accepted that tight glycemic control and frequent testing of blood sugar was necessary to prevent complications, Dr. Kyle was recommending such unheard of practices to his patients.

The Rodebaugh Center is dedicated to the treatment and prevention of diabetes, a chronic disease afflicting over six percent of the U.S. population: nearly 18 million Americans. Using a team approach including board-certified endocrinologists specializing in diabetes care, podiatrists, diabetes nutritionists, certified diabetes nurse specialists and certified diabetes nurse educators, the center is

able to address the many needs of diabetic patients. The Center is dedicated specifically to providing comprehensive care for patients with diabetes, pre-diabetes and other endocrine problems.

In addition to patient-oriented services such as nutrition and diet counseling, and diabetes education, the Center participates in research and clinical trials designed for advancing the treatment of diabetes and ultimately finding a cure. HUP is one of only 12 centers worldwide conducting highly complex experimental islet cell transplantation research in type 1 diabetes patients.

For more information about the Penn Rodebaugh Diabetes Center, call (215) 662-2468 or visit online at [pennhealth.com](http://pennhealth.com).

## Ivy League Champs: Football and Volleyball

Penn Football ended a perfect season with Saturday's 59-7 win over Cornell. The Quakers capped off the most successful four-year run of any team in Ivy League history. They recorded their first perfect overall season since 1994, finishing at 10-0 overall, 7-0 in the League and as Ancient Eight champs (both for the second-straight year). The Class of 2004 ended the greatest run in Penn's modern history and in Ivy history, as the seniors finished their careers with an overall record of 34-5 (.872), placing the team fifth in Penn history and first during the Al Bagnoli era. They also went undefeated at home, winning all 19 games, becoming the first four-year team to win every game at Franklin Field. The seniors became the fourth Penn class to win three Ivy League titles.

The Penn Volleyball team celebrated Senior Night in grand style as they beat Princeton 3-1 at the Palestra last Wednesday. The women claimed the outright Ivy title with that victory. Penn has now won three-straight Ivy titles for the first time. The Class of 2004 finished their careers with an overall record of 42-7 (.857) and recorded their third 20+ win season under Head Coach Kerry Major Carr. The first round of the NCAA Volleyball Championship begins Friday, December 5.

## Dr. Waldfogel: Joel S. Ehrenkranz Family Professor

Dr. Joel Waldfogel, professor of business and public policy at the Wharton School, has been designated the new Joel S. Ehrenkranz Family Professor as of July 1, 2003. He has been the Associate Vice Dean of Wharton's Doctoral Programs since 2000. Prior to coming to Penn as an associate professor in 1997, Dr. Waldfogel was an associate professor of economics at Yale University. His distinctions include being awarded The Alfred P. Sloan Dissertation Fellowship, Stanford University, 1989-90, and serving as a Research Associate at the National Bureau of Economic Research since 2002.



Joel Waldfogel

He earned his B.A. in economics at Brandeis University in 1984, and his Ph.D., also in economics, from Stanford University in 1990.

Dr. Waldfogel's research areas include industrial organization, law and economics, public economics, and economics of media industries. His current projects are distributional effects in product markets, particularly media markets, local media markets, race, localism, and political participation; information intermediaries and competition in online markets. Dr. Waldfogel recently authored: *Preference Externalities: An Empirical Study of Whom Benefits Whom in Differentiated Product Markets*, in the *RAND Journal of Economics* (forthcoming).

The Ehrenkranz Professorship was established in 1991 to reward a promising scholar and distinguished member of Wharton's faculty who is already making an impact in his or her field. Mr. Joel Ehrenkranz, W '56, WG '57, is a member of Wharton's Graduate Executive Board.

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## Senate Executive Committee Actions Wednesday, November 19, 2003

**1. Chair's Report.** Senate Chair Lance Donaldson-Evans reported that he had, as agreed upon by SEC last month, sent a letter to the *Daily Pennsylvanian* (published October 24) on behalf of SEC. The letter called for an in-depth and impartial review of the events of October 11 involving Rui DaSilva, and expressed support of Ann Farnsworth-Alvear and Rui DaSilva's request that the police department's policy regarding profiling and race-based stops be made public. In response to this letter, President Judith Rodin has asked that the Public Safety Advisory Board, chaired by Professor Dennis Culhane, convene a subcommittee to consider these issues. The subcommittee includes, along with several students and administrators, five members of the faculty (Drs. Culhane, Elijah Anderson, William Baxt, Sean Kennedy, and David Mandell).

**2. Past Chair's Report on Academic Planning and Budget and Capital Council.** Past Chair Mitchell Marcus reported that since the last SEC meeting Capital Council had met once, though he was unable to attend; and that the Academic Planning and Budget Committee had met twice. The Trustees Budget and Finance Committee had reviewed the financial status of the Health System. Recent years have shown improving financial conditions, although concerns remain (e.g., uncertainties about future income from Medicare/Medicaid and Blue Cross/Blue Shield).

**3. Campus Security Update from Maureen Rush, Vice President for Public Safety.** Vice President Rush provided an overview of recent trends in security on campus and in adjoining areas. She reported a slight decrease in overall crime from 2001 to 2002, with a larger decrease from January to October 2003. 2003 YTD figures reveal an increase in some types of crimes (notably, robberies and thefts from autos), and decreases in others (e.g., aggravated assaults and other thefts). Meanwhile, calls to Penn Public Safety have taken a large jump, as have walking escorts provided free to callers of 8-WALK. Following the presentation, SEC members discussed a number of topics with the Vice President, including which aspects of Penn's crime-prevention programs seem most effective and the work to be undertaken by the newly formed subcommittee of the Public Safety Advisory Board examining issues surrounding events of October 11. Assurances were made that the subcommittee would be given full access

to information in carrying out its study.

**4. Senate Committee on the Faculty Report on School of Medicine proposal for Academic Clinicians.** SEC discussed a report of the Senate Committee on the Faculty reviewing and recommending approval of the SOM's request for a new Academic Clinician (AC) track within the Associated Faculty. Joining SEC for this discussion were Dr. Arthur Rubenstein, Dean of the School of Medicine, and Dr. Alan Wasserstein, chair of the SOM Faculty Track Review Committee, which had developed the proposal. Discussion focused on a number of aspects of the proposal, including the proposed cap on AC at 20% of the standing faculty in the SOM; likely numbers of tenure-track, Clinician-Educator, and Academic Clinician faculty in the coming years; functional impact upon Clinician Educators; possible impact on tenured faculty in the School; conditions of employment for ACs, and both short- and long-term effects envisioned on research, teaching, and clinical care. Following discussion, SEC unanimously voted its approval of the proposal.

**5. Election of Faculty Representatives to the Penn Social Responsibility Advisory Committee.** Elections were held for faculty representatives to the Penn SRAC, which is to advise the University Trustees and make recommendations to the Trustee Proxy Voting Subcommittee of the Executive Committee concerning decisions on proxy voting. Professors Betsy Bailey (Wharton), Art Caplan (Medicine), Helen Davies (Medicine), and Jerry Porter (SAS) were elected to one-year terms.

**6. New Business.** SEC discussed the November 5, 2003 letter to the faculty from James Riepe, Chairman of the Board of Trustees and of the Consultative Committee for the Selection of a President, providing an update on the presidential search and outlining characteristics sought in a new president. Discussion focused on whether the Consultative Committee's outline, in not highlighting the need for a president who would consult the faculty and pay close attention to its concerns, adequately conveyed the importance placed by many faculty on consultation. It was agreed that the Senate Chair would send a letter to Chairman Reipe on behalf of SEC, underscoring the importance of giving this factor due weight in considering presidential candidates.

## OF RECORD

### Rules Governing Final Examinations

1. No instructor may hold a final examination nor require the submission of a take-home final exam except during the period in which final examinations are scheduled; when necessary, exceptions to this policy may be granted for postponed examinations (*see 3 and 4 below*). No final examinations may be scheduled during the last week of classes or on reading days.

2. No student may be required to take more than two final examinations on any calendar day during the period in which final examinations are scheduled. If more than two are scheduled, the student may postpone the middle exam. If a take-home final exam is due on a day when two final examinations are scheduled, the take-home exam shall be postponed by one day.

3. Examinations that are postponed because of conflicts with other examinations, or because more than two examinations are scheduled in the same day, may be taken at another time during the final examinations period if the faculty member and student can agree on that time. Otherwise, they must be taken during the official period for postponed examinations.

4. Examinations that are postponed because of illness, a death in the family, or some other unusual event, may be taken only during the official periods: the first week of the spring and fall semesters. Students must obtain permission from their dean's office to take a postponed exam. Instructors in all courses must be willing to offer a make-up examination to all students who are excused from the final examination.

5. No instructor may change the time or date of a final exam without permission from the appropriate dean.

6. No instructor may increase the time allowed for a final exam beyond the scheduled two hours without permission from the appropriate dean.

7. No classes (excluding review sessions) may be held during the reading period.

8. All students must be allowed to see their final examination. Exams should be available as soon as possible after being graded with access

ensured for a period of at least one regular semester after the exam has been given.

9. Social Security numbers may not be used to post grades, either in hard copy or electronically. Instructors may not publicly display a student's Penn ID or any portion of the Social Security number, nor use name, initials, or any personally identifiable information to post grades. Even when an identifier is masked or absent, grades may not be posted in alphabetical order, to protect student privacy.

In all matters relating to final exams, students with questions should first consult with their dean's offices. Faculty wishing to seek exceptions to the rules also should consult with their dean's offices. Finally, the Council of Undergraduate Deans and SCUE urge instructors to see that all examinations are actively proctored.

—Robert Barchi, Provost

### Agenda for University Council Meeting

Wednesday, December 3, 2003, from 4 to 6 p.m.

Bodek Lounge, Houston Hall

- I. Approval of the minutes of October 29, 2003. 1 minute
- II. Follow-up comments or questions on Status Reports. 5 minutes
- III. Committee on Libraries Interim Report. Presentation 5 minutes; discussion 5 minutes.
- IV. Committee on Recreation and Intercollegiate Athletics Interim Report. Presentation 5 minutes; discussion 5 minutes.
- V. Open Forum. Presentations 3 minutes each, discussion 5 minutes each.
- VI. Adjournment by 6 p.m.

## Changes in Faculty Income Allowance Program: January 1

**Current Program:** The Faculty Income Allowance Program (FIAP) was established in 1996 to provide transitional payments for two years to a faculty member who elects to retire before reaching the age of sixty-nine. These transitional payments are based on the average salary for Professors in the school of the faculty member. They are available to any faculty member between the ages of sixty-two and sixty-eight provided the faculty member's service at the University of Pennsylvania exceeds fifteen years at the time of retirement. Faculty members who complete fifteen years of service after reaching the age of sixty-nine become eligible for the benefits of FIAP at the end of fifteen years of service. More extensive information on the current program can be found at: [www.hr.upenn.edu/benefits/retirement/fiap.asp](http://www.hr.upenn.edu/benefits/retirement/fiap.asp).

**Changes to Program:** The second and third recommendations in the report of the Task Force on Faculty Retirement (*Almanac*, September 10, 2002) suggested changes in the Faculty Income Allowance Program:

2. *The current Early Retirement Window (ages 62-68) should be maintained. A faculty member also should be eligible for an early retirement incentive under a "rule of 75." Faculty could retire as early as age sixty (minimum age) with a combination of age and service at the University of Pennsylvania equaling 75.*

The "rule of 75" has the effect of making a slight reduction in the number of years of service required of most faculty members for eligibility for the Faculty Income Allowance Program. It also has the effect of making an extremely large reduction in the service required of faculty members who join the University very late in their careers. Since such a large reduction seems excessive, the recommendation of the Task Force is approved with the additional condition that the *minimum* service required for eligibility for the Faculty Income Allowance Program will be ten years. The Table (*at right*) compares the eligibility windows of the current program with the eligibility windows of the new program.

3. *The faculty salary to be used in the Faculty Early Retirement Program should be changed to the faculty member's own salary or a full professor's average salary in the faculty member's own school in the year prior to retirement, whichever is higher, subject to a limitation of 200 percent of the faculty member's own salary as provided by law.*

This recommendation is approved.

These changes will be effective as of January 1, 2004. They will be incorporated in future descriptions of the Faculty Income Allowance Program. Faculty members who have questions should raise them with their department chair, with the office of their dean, or with the Office of the Associate Provost.

—Walter Wales, Interim Associate Provost

### Age Window for Retirement Under FIAP

Age at First Faculty Appointment	Current Plan		"Rule of 75" (+minimum age = 60, 10-year service minimum)	
	Age	Years of Service	Age	Years of Service
30	62-68	32	60-68	30
31	62-68	31	60-68	29
32	62-68	30	60-68	28
33	62-68	29	60-68	27
34	62-68	28	60-68	26
35	62-68	27	60-68	25
36	62-68	26	60-68	24
37	62-68	25	60-68	23
38	62-68	24	60-68	22
39	62-68	23	60-68	21
40	62-68	22	60-68	20
41	62-68	21	60-68	19
42	62-68	20	60-68	18
43	62-68	19	60-68	17
44	62-68	18	60-68	16
45	62-68	17	60-68	15
46	62-68	16	61-68	15
47	62-68	15	61-68	14
48	63-68	15	62-68	14
49	64-68	15	62-68	13
50	65-68	15	63-68	13
51	66-68	15	63-68	12
52	67-68	15	64-68	12
53	68	15	64-68	11
54	69	15	65-68	11
55	70	15	65-68	10
56	71	15	66-68	10
57	72	15	67-68	10
58	73	15	68	10
59	74	15	69	10
60	75	15	70	10
61	76	15	71	10
62	77	15	72	10
63	78	15	73	10
64	79	15	74	10
65	80	15	75	10

**Note:** Current faculty members who began service here at age 54 or older may choose to continue to use the ages of eligibility in the current plan.



# Report of the Ad Hoc Committee on Classified Research

## I. Committee Members

Tom Lubensky, *Chair*, Professor of Physics, School of Arts and Sciences  
Clyde F. Barker, Professor of Surgery, School of Medicine  
Geoffrey C. Hazard, Jr., Trustee Professor of Law, School of Law  
Lynn Hollen Lees, Professor of History, School of Arts and Sciences  
Olivia S. Mitchell, Professor of Insurance and Risk Management, Wharton  
Peter C. Nowell, Professor of Pathology & Lab. Medicine, School of Medicine  
David P. Pope, Professor of Materials Science and Engineering, SEAS  
Wendy S. White (*Ex Officio*), Senior Vice President & General Counsel for the University of Pennsylvania & Penn Medicine  
Josie Rook, (*Staff*) Office of the Vice Provost for Research

## II. Overview And Recommendations

The terrorist attack on the World Trade Center on September 11, 2001 opened a new era in U.S. and World history. In its aftermath homeland security and the battle against terrorism have become a central concern of the federal government, which has enacted major new legislation to control terrorism and is developing an antiterrorism research agenda. Since both of these moves could have a substantial impact on the University of Pennsylvania, the Provost convened an ad hoc committee (*Almanac* April 22, 2003) of senior faculty from across the University to advise him on whether current University policies regarding the conduct of research are appropriate for the new regulatory environment, whether any policies should be revised or rewritten, or whether any new policies should be promulgated. This is a report on the recommendations and deliberations of the ad hoc committee.

### Recommendations of the Committee

In his charge to the Committee, the Provost asked for advice on three broad issues. The Committee's recommendations on these issues are as follows:

- Should the University and its faculty be permitted to engage in classified research? Should such research be conducted on campus or elsewhere?

**Recommendations:** The University should reaffirm and continue its policy of not allowing any classified research on campus. Individual faculty members should not, however, be prohibited from participating in classified research at off campus sites such as government laboratories or off-campus classified research facilities at other universities. The possibility of developing a University of Pennsylvania off-campus facility for carrying out classified research should not be excluded, but it is not clear at this point whether the benefits of such a facility would justify the cost, both financial and otherwise, of establishing one.

- How should Penn respond to the challenges created by new federal regulations regarding exclusion of researchers from participation in selected federally funded research projects because of nationality or other personal history or attributes?

**Recommendation:** The University should reaffirm and continue its policy of non-discrimination towards all of its faculty, staff, and students. It must, however, ensure that it remains in compliance with federal and other laws. The USA Patriot Act places restrictions that are in violation of University non-discrimination policy on access to select agents—biological agents and toxins such as smallpox or anthrax viruses that have the potential to pose a severe threat to public health and safety. There is, however, only one laboratory at the University that deals in select agents, and at the moment, no one working in it is affected by the USA Patriot Act rules. Given that laws governing these restrictions may change, either to eliminate them or to increase them so that a greater fraction of existing laboratories may come under their control, it is prudent at the moment for the University not to change its policies either regarding non-discrimination or toward research on select agents. It should, however, monitor carefully developments in this and other laws to see if action of some kind might be needed in the future.

- How should Penn respond to potential constraints on open communication of scholarly research in the name of national security?

**Recommendation:** Free and open communication is essential to the health of all scholarly research. The University should make clear that it places no constraints on publication. It should, however, conform to national norms regarding publication of material that may have an impact on national security. Major research journals such as *Science* and *Nature* are currently reviewing their policies regarding such material.

In addition, the Committee believes that what universities do now could well shape national policy for years to come and that it is essential for this university and others to speak out clearly in defense of free and open expression, unfettered by restrictions on national origin, creed, or background. The ability of America and the world to improve their plight and to confront dangers, both known and unknown, depends on funda-

mental research carried out in universities. To be validated and verified, this research must be subjected to open review and criticism, which can only take place if its dissemination is not restricted.

## III. Review of Committee Deliberations

In its deliberations, the Committee reviewed Penn's current policies regarding classified research, read news reports and documents from the federal government and other universities, reviewed policies of other universities, and met on four occasions with people from Penn who have interest in and knowledge about the potential impact of new government rules on research at universities. Many of the documents we read, including the excellent June, 2002 "Report of the MIT Ad Hoc Faculty Committee on Access to and Disclosure of Scientific Information" and the January 2003 Report for Congress, "Balancing Scientific Publication and National Security Concerns: Issues for Congress," were provided by the Provost's office at the time of the formation of the Committee. Others such as the speech "The Impact of Restricting Information Access on Science and Technology," delivered to the Georgetown Law center on April 25 of this year by Alice Gast, Vice Provost for Research at MIT, and the article, "The Patriot Act on Campus," published in the *Boston Review* by Jonathon R. Cole, Provost and Dean of Faculties at Columbia University, were obtained later.

The Committee met with:

Wendy White, Senior Vice President and General Counsel for the University  
Carol Scheman, Vice President for Government, Community & Public Affairs  
Glen Gaulton, Vice Dean for Research and Research Training, School of Medicine

Vijay Kumar, Associate Dean for Research, SEAS

Harvey Rubin, Professor of Infectious Diseases, School of Medicine

Andrew Rudeczynski, Associate Vice President for Finance and Executive Director, Office of Research Services

Matthew Finucane, Director, Environmental Health and Radiation Safety

In addition, former Vice Provost for Research, Neal Nathanson, participated in early meetings, providing guidance and background for our task, and the Committee Chair met with Kevin Jude, a member of Graduate Student Associations Council (GSAC) executive board.

Wendy White and Carol Scheman both reviewed some of the history of government policies regarding restrictions on research. They reviewed the 1985 National Security Decision Directive (NSDD) 189, which states, "the mechanism for control of information generated during federally-funded fundamental research in science, technology, and engineering at colleges, universities, and laboratories is classification." Though there are rumors that a new "sensitive but unclassified" category may be introduced, current policy for universities, as reiterated by Secretary of Homeland Security Tom Ridge in a speech at the April, 2003 meeting of the American Association of University Presidents and Chancellors, continues to be set by NSDD-189. Ms. White also reviewed Export Administration Regulations (EAR), International Traffic in Arms Regulations (ITAR), the USA Patriot Act, and immigration issues related to classified research. EAR prohibits the unlicensed export of certain controlled technologies for reasons of national security and trade protection. The purpose of ITAR is to control the export and import of defense articles and services, and it places restrictions on the export of items, including spacecraft systems and associated equipment, on a Munitions List.

Drs. Gaulton, Kumar, and Rubin provided us with perspectives from the Schools of Medicine and Engineering and Applied Science regarding the impact of current and potential future government policies regarding classified research on research at Penn. They all agree that research is collaborative in nature with openness and sharing of information a key factor in moving knowledge forward and that the possibility of having to restrict participation of individuals because of their citizenship would be loathsome and burdensome, if not impossible, in a traditional university environment. Dr. Rubin indicated that there is an expanded interest by some faculty, particularly in the field of infectious diseases, in working with restricted agents but that at the time of his presentation Penn had not received any awards to work with them. He also indicated that Penn may be losing some research opportunities to universities like Penn State and MIT that have off-campus facilities for carrying out classified research and said that he would be in favor of Penn's considering the option of developing a secure site, possibly with other institutions, where classified research could be done. Dr. Kumar expressed concern that Penn is losing grants, involving collaboration between universities and industry that are governed by ITAR restrictions, and he called for more flexibility in University policy regarding these kinds of grants.

Andrew Rudeczynski reviewed issues related to ITAR and EAR regula-

tions and the Cyber Security Research and Development Act and the challenges the University faces in ensuring that language in grants does lead to control of publications or the imposition of export controls. He said that there is a feeling in government that companies are using universities to get around export controls and that the government is increasing its oversight of university programs that might be affected by these controls.

Matt Finucane discussed the burdens and increased administrative costs of complying with changing government regulations relating to research, particularly medical research. He said that currently Penn has only one laboratory, involving only three people at the New Bolton Center of the Veterinary School, which uses a select agent (botulinum toxin). Though other laboratories use materials designated as select agents, they use them in such small quantities that they do not come under controls set by the USA Patriot Act.

The Committee reviewed current policies of sister institutions regarding classified research. It polled members of the Senior Research University Officers group, an organization of research officers from Caltech, Princeton, Yale, Columbia, Stanford, MIT, Harvard, University of Chicago, Penn, and Johns Hopkins, regarding (1) whether their university permits classified research on campus, (2) whether it has implemented any new rules or policies in response to the USA Patriot Act, and (3) what its policies are regarding ITAR regulations. With very few exceptions, the institutions whose policies we looked at do not allow classified research on campus. Those few institutions, such as the University of Colorado, that do, do so only in special circumstances. Several institutions, MIT, Penn State, Carnegie-Mellon, and Berkeley, for example, have off-campus facilities (Carnegie-Mellon has something called a "semi-autonomous unit.") where classified research can be done. None of the universities who responded to our poll questions (Caltech, Harvard, and Princeton) have made any policy changes in response to new regulations, though most do not yet have research involving select agents. Princeton, which has no projects affected by the Patriot Act, reaffirmed its policy on publication restrictions that does not allow sponsors to approve the use of personnel on grants or to submit publications for approval prior to release to the public. Harvard faces much the same situation as Penn does. It has one laboratory in its School of Public Health engaged in non-exempt select agent research. All participants are aware of and are in compliance with the law, and no participant has been excluded on the basis of his or her nationality. Given the small effect of the current laws and the fact that they may change in the near future, Harvard has "little inclination either to temper existing non-discrimination policies (or other university policies) or to bar university-based non-exempt select agent research in order to reconcile hypothetical conflicts that may never materialize." Harvard and Princeton have not been affected by ITAR regulations. Caltech deals with these restrictions on a case-by-case basis, and so far, it has had to deal with only one case.

#### IV. Discussion of Issues

**Open expression and classified research:** There was unanimous agreement among both the members of the Committee and those who spoke to it that universities in our society have been given the critical roles of educating our youth and of advancing knowledge, often essential for our future health and welfare, through scholarship and research. Free and open exchange of information is essential to the accomplishment of these missions. Classified research by its nature restricts the free flow of information and is incompatible with the goals of a modern research university. The University of Pennsylvania's current policy prohibits such research and should be reaffirmed.

**Off-campus facility for classified research:** Though the Committee unanimously endorsed a reaffirmation by the University of its policy prohibiting classified research on campus, it did not rule out the idea of the creation of an off-campus facility associated with the University—possibly modeled after MIT's Lincoln Labs or Penn State's Applied Physics Lab but at least initially at a more modest level—at which classified research could be done. It did not, however, consider the details of how a facility that complies with current University policies could actually be created. At the moment, there is apparently no strong push by members of the faculty to establish such a facility, though there are indications that interest in one is increasing, particularly in the School of Medicine. Our recommendation is that no immediate action regarding the establishment of an off-campus classified research site be taken, but that the possibility of some future action be left open.

The Committee did discuss the possibility of joining other already existing facilities such as the Applied Physics Lab at Penn State or of establishing an off-campus classified research facility in collaboration with other nearby universities such as Princeton, but again it did not feel that it had enough information to put forward a recommendation either for or against either of these moves.

**Restrictions on publication in the interest of National Security:** This is a complicated issue that is being debated on the national scene and it is still

in flux. The Committee feels that it is not appropriate at this time to change any University policies or to introduce new ones relative to this issue.

**Restrictions on participation in research projects:** It is likely that universities will be under continuing pressure from federal agencies to restrict participation, particularly of foreign nationals, in research projects that have a bearing on national security. The following laws, passed since Sept. 11, 2001, include clauses with such restrictions:

- The Uniting and Strengthening America by Providing Appropriate Tools Required to Intercept and Obstruct Terrorism Act of 2001 (commonly called the USA Patriot Act), P.L. 107-56

- The Enhanced Border Security and Visa Entry Reform Act of 2002 (commonly called the Border Security Act), P.L. 107-173

- The Public Health Security and Bioterrorism Preparedness and Response Act of 2002 (commonly called BPRA), P.L. 107-188

- Cyber Security Research and Development Act, P.L. 107-305

The University should do its utmost to avoid signing contracts that violate University policies on non-discrimination or restrict publication of results of research.

The Committee was particularly concerned about language in the USA Patriot Act that mandates special restrictions on access to select agents based on such criteria as a person's country of origin, nature of his or her discharge from military service, and his or her commitment to a mental hospital. Such special treatment is discriminatory and contrary to University policies. The Committee considered recommending that the University discontinue all research involving select agents because of the potential of a conflict developing between federal law and University policies. It decided against such a recommendation because the list of select agents is subject to unpredictable change. Though there is now only one laboratory, involving only three people, in the University that uses select agents, the addition of substances to the list of select agents could increase the number of such laboratories overnight. A University policy of not permitting any research using select agents might then require shutting down a number of possibly large research operations. The Committee, therefore, recommends that nothing be done on this front for the moment.

—The Ad Hoc Committee on Classified Research

#### Reply to the Ad Hoc Committee on Classified Research

The terrorist attacks on September 11, 2001 quickly led to new federal regulations designed to combat terrorism, and to the development of an antiterrorism research agenda. In this complex new legislative terrain, we felt it was important to pause and reflect on our existing research policies to ensure that they continue to best serve our research community. To consider this issue in-depth, last spring we convened a group of experienced, senior faculty members to review Penn's policy on classified research. Specifically, we asked the members of the task force to lend their expertise in three critical areas:

- Should the University and its faculty be permitted to engage in classified research? Should such research be conducted on campus or elsewhere?
- How should Penn respond to the challenges created by new Federal regulations regarding exclusion of researchers from participation in selected Federally funded research projects because of nationality or other personal history or attributes?
- How should Penn respond to potential constraints on open communication of scholarly research in the name of national security?

Foremost among the committee recommendations is the unwavering conclusion that we must continue our policy of not allowing any classified research on campus. The committee also recommended that we reaffirm and continue our policy of non-discrimination towards all of our faculty, students and staff while still complying with federal, state and local laws. The task force concluded that we should not change our policies with respect to either non-discrimination or research on select agents, but recommended that we continue to monitor additional developments in this area very carefully. And finally, the committee recommended that we make clear that we will place no constraints on publication; that we not change any existing University policies nor introduce new ones on this issue.

The Committee's analysis clearly reflects our core values—that academic freedom and freedom of expression are paramount for Penn, and must never be sacrificed for the sake of doing classified research on our campus. Their report confirms that our existing policies on classified research, non-discrimination, and open communication of scholarly research are sound and essential components in promoting the most open and vigorous academic environment. They rightfully caution us to keep a close watch on additional legislative and policy developments in the coming years, and to help shape national policy in defense of free and open expression. We intend to do the latter vigorously.

We are grateful to the members of the Committee for their thoughtful analysis and conclusions. We endorse their recommendations enthusiastically.

—Judith Rodin, President

—Robert Barchi, Provost



## Transforming Penn—From One End to Another, With Bu

Donning hard hats and digging in at the Skirkanich Hall site, (from left to right) were Frank Blanchard, Whitaker Foundation; SEAS Dean Eduardo Glandt; Peter Skirkanich; President Judith Rodin; Geri Skirkanich; James Riepe, Trustee Chair and Dan Hammer, Chair of Bioengineering. The ceremonial groundbreaking for Skirkanich Hall, the future home of bioengineering, took place on October 17. President Rodin, Provost Barchi, and Trustee Chair James Riepe celebrated with Dean Eduardo Glandt and 150 friends of the School at a luncheon in a tent on the west lawn of the Towne Building. The celebration honored Trustee and Penn Engineering Overseer Peter Skirkanich (W'65) and his wife Geri whose \$10 million enabling gift—the largest gift by an individual in Penn Engineering's history (*Almanac* April 2, 2002)—was supplemented by a major award from the Whitaker Foundation (*Almanac* July 17, 2001). Peter Skirkanich is founder and president of Fox Asset Management, a New Jersey investment management and counseling firm. The 58,000 square foot research and teaching facility will provide the infrastructure for a major new initiative in bioengineering.



### Skirkanich Hall



The architects for Penn Engineering's newest building—to be raised on the site of the old Pender Laboratory—the husband-and-wife New York team of Tod Williams and Billie Tsien, also attended the festivities. Earlier in the day, they made a presentation to the Penn Engineering Board of Overseers to offer their vision for the building and the campus. Williams and Tsien are the designers of the Neurosciences Institute at La Jolla, California, and New York's American Folk Art Museum for which they won the Arup 2001 World Architecture Award for "best new building in the world." "Williams and Tsien are known for their detailed attention to all aspects of a building," says Dean Glandt. Their design for Skirkanich Hall meets a number of demanding conditions: provides state-of-the-art laboratory and office space, improves circulation through the Engineering complex, creates a grand entrance to it from 33rd Street, and endows it with a superb "living room" at its center, the Quain Quadrangle."

The Trustees Council of Penn Women (TCPW) funded Penn's newest gateway, complete with landscaping, lighting and the diagonal walkway commemorating 125 Years of Women at Penn. Chair of the 125th Sculpture Committee, TCPW member and Trustee Dr. Deborah Marrow, director of The Getty Grant Program, joins Penn President Judith Rodin (below) at the unveiling of the sculpture which has transformed Hill Field into Hill Square. The sculpture by Jenny Holzer (far right) is comprised of quotation-covered benches along the walkway with its matching granite curbing, containing more quotations by and about women at Penn.



Photos by



### Hill Square

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## Buildings and a New Gateway for the Campus

**Along the Way:** Hill Square—which had been Hill Field—features a poplar-lined, curving brick walkway from 34th Street to 33rd and Chestnut streets. At the path's midpoint, a "bridge" crosses a low-lying area containing wetlands. Jenny Holzer, an internationally renowned, New York-based sculptor, known for her text-based projects, selected numerations from Penn's Archives representing sentiments by women, spanning 125 years. She collaborated with the landscape architect, Olin Partnership of Philadelphia, and interior designer, L'Observatoire of New York. This walkway serves as a "new entrance" near the site of the first women's dormitory at Penn, Sergeant Hall which had been on Chestnut Street. Hamilton College House, which had been built as a women's dormitory, was a vision of so many people. It is a "companion" to the Generational Bridge over 38th Street dedicated for the actual 125th commemoration (*Almanac*, October 13, 2001). One of the passages reads: "I also like the Affirmation's remarks, If you train a man, you educate an individual; if you teach a woman—or, let me add, a girl—you educate a nation." 1964 Marietta Peabody Tree. "I'm afraid the University isn't be able to function very well if all the women disappear." 1987 Marion F. Pond.

TCPW commissioned the Music Department to compose a score specifically for the dedication. Dr. Anna Weesner, assistant professor of composition, composed and conducted *Posses and Pioneers*, scored for women's choir, solo soprano, two percussionists and piano. The text of the piece is a collection of fragments from the quotations that are inscribed on the curbs and benches at Hill Square.



Jacques-Jean Tiziou



One of the public spaces that has been upgraded, along with the apartments and suites.



Photos by Gregory Benson



Hamilton College House

### Hamilton Village

Over the summer, work was completed in Hamilton College House, inside and out, transforming it into a modern, attractive residence with new services and amenities. Over the past two years, the building's exterior has gotten a face-lift: the concrete has been repaired and coated with a sealant, tinted in two subtle colors and the old window system has been entirely replaced with windows organized in a lively pattern of panes of several different shapes and sizes. A new slate-paved porch comes out almost to the edge of Locust Walk, inviting visitors toward a glass-enclosed vestibule and lobby with new stairways and lighting. The lobby (*above*) has been redesigned, lined with wood, reflective glass and stainless steel, natural gray-green slate flooring, and a working fireplace.

### Life Sciences Complex

To promote the continued excellence of the life sciences at Penn and to provide a state-of-the-art physical environment that will stimulate discovery and learning in this rapidly evolving field, the School of Arts and Sciences has embarked on the construction of 217,000 square foot complex to house the biology and psychology departments. The ground was broken earlier this semester.

The new complex, to be located behind the biology department's Leidy Laboratories and near HUP, will create a hub for research and teaching in the life sciences. The project will consist of two phases to provide continuity for teaching and research. Construction of the facility's core (Phase I), followed by the demolition of two existing buildings and an expansion of the new building (Phase II). The hallmark of the complex will be a modular floor plan, allowing easy reconfiguration for emerging research priorities and interdisciplinary collaboration. Features of the new Life Sciences building include:

- Flexible research modules that allow easy reconfiguration for emerging research priorities and interdisciplinary collaboration
- Seminar rooms, conference rooms, and faculty offices overlooking the recently renovated James G. Kaskey Memorial Park
- Lecture hall with state-of-the art technology
- Plant growth chambers and greenhouses for plant science research
- Wet laboratories for biology and genomics research
- Animal, plant, and fish facilities

To see more illustrations of the new Life Sciences complex see, [www.sas.upenn.edu/home/about/strategic/lifesciences-view.html](http://www.sas.upenn.edu/home/about/strategic/lifesciences-view.html).



Life Sciences Building



## Molecule that Makes Life Possible

Heme, the iron-bearing, oxygen-carrying core of hemoglobin, makes it possible for blood to carry oxygen, but researchers from Penn's School of Medicine have determined how free-floating heme can also make traumatic events worse by damaging tissue. The researchers presented their findings in the October 2 issue of the journal *Nature*. Fortunately, the researchers also identified a chemical that can be targeted by drug developers to impede the deleterious effects of free-floating heme.

Following a traumatic event—such as an accident, a stroke, a heart attack or even surgery—heme floods the spaces between and inside cells and exacerbates the damage. It does so by shutting down an important cell membrane channel, an action that kills neurons and constricts blood vessels. While investigating this process, the researchers also determined that a chemical called NS1619 restores the function of the cell membrane channel. NS1619 and its derivatives could be the source for a new drug—one that prevents the secondary events that worsen trauma damage.

"Normally, cells can compensate and recycle loose heme. But when larger concentrations are released, heme can gum up the works, specifically the Maxi-K ion channel, a cell membrane protein important for blood vessel relaxation and neuron excitability," said Dr. Xiang Dong Tang, staff scientist in the department of physiology.

Maxi-K is a channel that moves potassium ions out of cells. In the *Nature* paper, Dr. Tang and his colleagues prove that the Maxi-K protein possesses sites that bind heme. If these sites were removed or altered, heme could not effect Maxi-K proteins.

The chemical heme is essential for most forms of life. It exists in hemoglobin for oxygen transport, in cytochromes for cellular energy production, and in guanylate cyclase for blood pressure regulation. The molecule itself is tiny, a flat snowflake of a carbon framework surrounding a single atom of iron, but it is crucial for the cellular process of respiration and the action of nitroglycerine.

Studying the heme recycling system might prove useful in developing treatments for preventing the secondary damage set off by heme. Certain cells, such as neurons, do have ways of transporting heme. If the "heme transport" is identified and the specific blocker is found, it could help prevent symptoms resulting from trauma and bleeding.

Meanwhile, according to Dr. Tang and his colleagues, there is already a known agent that can relieve Maxi-K from heme inhibition. NS1619 is known as the "Maxi-K opener," and, as the researchers have shown, readily reverses the heme-mediated inhibition.

## Breast Cancer Susceptibility Genes and DNA Repair

A study led by scientists at The Wistar Institute defines a functional role for the tumor suppressor proteins BRCA1 and BRCA2 in breast cancer. The findings, presented in the November issue of the journal *Molecular Cell*, also identify a number of novel proteins that work alongside BRCA1 and BRCA2 and might also play a part in breast cancer. These proteins offer an important set of new targets for possible anti-cancer drugs.

The link between the BRCA1 and BRCA2 genes and hereditary breast cancer was first identified in the early 1990s, but the biological function of the BRCA1 and BRCA2 proteins had remained elusive. The Wistar researchers demonstrated how the two proteins combine with others to form a complex called BRCC (BRCA1-and BRCA2-containing complex) and defined the role of the complex in regulating DNA repair. The researchers also discovered two new proteins that are part of BRCC and linked one of them, BRCC36, to sporadic breast cancers.

Dr. Shiekhhattar, an associate professor at the Wistar Institute and senior author on the study, and his colleagues determined that the BRCC protein complex acts as one large regulatory enzyme. They discovered that one target of BRCC is a protein familiar to cancer researchers called p53, a potential cancer-promoter if left unregulated. BRCC attaches a chemical tag, a ubiquitin group, p53. The ubiquitin tag signals the cell's digestive machinery to destroy the marked protein.

Following treatment of cells with DNA-damaging radiation, BRCC interacted with p53 and, to a lesser degree, a known DNA repair enzyme. According to the Wistar researchers, this suggests that BRCC does not directly repair DNA. Instead, BRCC appears to regulate the proteins that cause the cell to divide and influence the proteins that repair DNA.

To study how BRCA1 functioned in the cell, Dr. Shiekhhattar and his colleagues created a line of cells that produce a specially tagged version of BARD1—a protein known to interact with BRCA1. The tag allowed Dr. Shiekhhattar to isolate BARD1 and any protein found with it. When they found the tag attached to a large complex of proteins, mass spectrometric sequencing allowed them to determine and isolate the individual parts of the complex.

Among the proteins caught in this molecular dragnet, were BRCA2—indicating that BRCA2 worked directly with BRCA1 in cells—and two

new BRCC subunits. Dr. Shiekhhattar and his colleagues learned that disrupting the function of the new subunits, named BRCC36 and BRCC45, made cells more susceptible to DNA damage from ionizing radiation and interfered with the ability of BRCC to halt the cell cycle at the checkpoint before cell division.

## Sirtuins in Metabolism, Aging, Gene Expression

In recent years, scientists have learned that members of a family of enzymes known as sirtuins play critical roles in a wide array of vital life processes, including metabolism, aging, and gene expression. Some studies have shown that low-calorie diets that extend life also boost sirtuin activity dramatically, suggesting an intriguing link between metabolism and aging through sirtuins. And in September, a team of investigators found that a sirtuin-activating compound found in red wine increased the life span of yeast cells by more than two-thirds.

Humans have at least seven different sirtuins performing different tasks, and given the evident importance of the work they do, researchers have been trying to better understand how they function. Insights into their mode of action could represent early steps toward developing a novel class of drugs that might promote health in various ways.

Now, structural biologists at The Wistar Institute studying the role of sirtuins in gene expression—specifically in turning genes off—report new findings that significantly illuminate how sirtuins work. The results point to a mechanism of action likely to be general for the entire sirtuin enzyme family and may offer the beginnings of an explanation for how metabolism and aging may be linked through the mechanisms that control gene expression. The research is featured on the cover of the November issue of the journal *Structure*.

Using X-ray crystallography and other techniques of structural biology, Dr. Ronen Marmorstein, a professor in the Gene Expression and Regulation Program and senior author on the *Structure* study and his group detailed the structure of a sirtuin from yeast while bound to two molecules associated with its biological function. One part of the sirtuin was bound to a derivative of a molecule called NAD, which has a pivotal responsibility in metabolism—it's needed to break down glucose. The other part of the sirtuin was bound to a specific site on a histone protein. Histones are primary players in controlling genes, and in this case the sirtuin Sir2 is the site of action for silencing gene expression.

## Vaccines to Protect Newborns in Developing World

In a new research study, two prototype oral vaccines have both been shown capable of inducing protection against a dangerous virus in newborn mice. If the new vaccines are able to do the same for human newborns, they might be able to address an important window of immunological vulnerability in the lives of infant children. Particularly in the developing world, where the threat of infectious diseases is generally greater than in the developed world, many lives might be saved with vaccines of this type.

The vaccines are based on human and chimpanzee adenoviruses that have been altered in the laboratory so that they are unable to replicate. In the current proof-of-principle study the viruses were engineered to incorporate a gene from the rabies virus. Following oral administration of the vaccine, newborn mice developed antibodies that protected them from subsequent exposure to the rabies virus. By extension, the researchers say, the same vaccine strategy might also prove effective against other viral diseases, such as measles, viral respiratory infections, and viral diarrhea. A report on the study findings appeared in the October 15 issue of the *Journal of Immunology*.

The potential significance of the new study lies in the effectiveness of the prototype vaccines in newborns. Although newborns are protected from most common viral infections immediately after birth by antibodies received from their mothers, these antibodies decline in the first weeks and months of life as the fledgling immune system grows in its capacity to generate its own antibody protections against viruses. Between the waning of maternal-antibody protection and the development of a fully functional immune system in the infant, a period of relatively poor defense against disease for infants is frequently seen. This is partly because the infant immune system is not yet sufficiently developed, but also because the maternal antibodies, while protecting the infant from infections, can interfere with the efficacy of traditional vaccines.

"These new vaccines we've developed trigger the production of protective antibodies in newborn mice during a time in their lives when traditional vaccines are commonly less than effective," said Dr. Hildegund C. J. Ertl, professor and head of the Immunology Program at Wistar and senior author of the study. "This had potentially important public-health implications, especially in the developing world. In addition, there are oral vaccines, which could make them easier to distribute and administer in those same areas."



## FOR COMMENT

### PennCard Policy

Please be advised that in response to national and local security concerns, the Division of Public Safety would like to update the University's Security Policy regarding the use of buildings after-hours and the displaying of PennCards.

The new policy would require all persons (students, staff, and faculty) to prominently display their PennCard identification.

- between the hours of 10 p.m. and 7 a.m. Monday through Friday and
- from 10 p.m. on Friday night through 7 a.m. on Monday morning.

Previously the display of PennCard identification was only mandated between the hours of 10 p.m. and 7 a.m. on weekends as well as weekdays. Persons observed by security/police in a campus building that is not open for scheduled public activity between 10 p.m. and 7 a.m. Monday through Friday and from 10 p.m. on Friday night through 7 a.m. on Monday morning without a PennCard will be asked to leave the building, and will not be able to re-enter until they can produce valid PennCard identification.

The full text of this proposed policy is available online at [www.publicsafety.upenn.edu/policies/POLICY\\_7\\_AFTER\\_HOURS\\_USE\\_OF\\_BUILDINGS-DISPLAYING\\_ID\\_CARDS.htm](http://www.publicsafety.upenn.edu/policies/POLICY_7_AFTER_HOURS_USE_OF_BUILDINGS-DISPLAYING_ID_CARDS.htm) from the Division of Public Safety website. More information on the evolution of this security policy is also available at [www.upenn.edu/almanac/v48/n33/OR-PennCard.html](http://www.upenn.edu/almanac/v48/n33/OR-PennCard.html) from the *Almanac* archives online.

The Division of Public Safety seeks the input of all segments of the Penn community. Please direct your comments to: Maureen Rush via [klerr@publicsafety.upenn.edu](mailto:klerr@publicsafety.upenn.edu).

—Division of Public Safety

## Summary Annual Report for University of Pennsylvania Health & Welfare Program

This is a summary of the annual report of the University of Pennsylvania Health & Welfare Program, sponsored by the University of Pennsylvania, EIN 23-1352685 for the period that began on January 1, 2002 and ended on December 31, 2002. The annual report has been filed with the Employee Benefits Security Administration as required under the Employee Retirement Income Security Act of 1974 (ERISA). Please note that not all employees are eligible to participate in all of the benefits available under the Plan. Please consult your Plan materials for specific eligibility information.

### Medical, Prescription Drug, Dental and Long Term Disability Benefits

The University of Pennsylvania has committed itself to pay certain medical and prescription drug claims, dental benefits and long term disability benefits incurred under the terms of the Plan on a self-insured basis.

The Plan also has contracts with Aetna Health of California, Inc. and Independence Blue Cross/Pennsylvania Blue Shield to pay medical claims incurred under the terms of the Plan. The total premiums paid for the plan year ending December 31, 2002 were \$9,110,956.

Because some are so called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2002, the premiums paid under such "experience-rated" contracts were \$5,384,907 and the total of all benefit claims paid under these experience-rated contracts during the plan year were \$3,492,298.

### Vision Benefits

The Plan has a contract with Highmark Blue Shield/Clarity Vision to pay vision claims incurred under the terms of the contract. The total premiums paid under this contract for the plan year ending December 31, 2002 were \$387,796.

Because it is a so-called "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2002, the premiums paid under such "experience-rated" contract were \$387,796 and the total of all benefit claims paid under the experience-rated contract during the plan year were \$310,587.

### Life Insurance Benefits

The Plan has a contract with Teacher's Insurance and Annuity Association to pay life in-

surance, dependent life insurance and accidental death and dismemberment benefits incurred under the terms of the contract. The total premiums paid under this contract for the plan year ending December 31, 2002 were \$3,187,580.

Because it is a so-called "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2002, the premiums paid under this "experience-rated" contract were \$3,187,580 and the total of all benefit claims paid under the experience-rated contract during the plan year were \$1,574,189.

### Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. Insurance information including sales commissions paid by insurance carriers is also included in this annual report.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Plan Administrator, c/o Joanne M. Blythe, Retirement Manager, University of Pennsylvania, 3401 Walnut Street, Suite 527A, Philadelphia, PA 19104-6228, and (215) 898-9947. The charge to cover copying costs will be \$5 for the full annual report or 25 cents per page for any part thereof.

You also have the legally protected right under ERISA to examine the annual reports in the offices of the Employer at the address for the Plan Administrator, above, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

—Division of Human Resources

## Upcoming HR Programs

*The Division of Human Resources provides many opportunities for both professional and personal development. We encourage you to take advantage of the upcoming programs listed below. Visit the Human Resources website at [www.hr.upenn.edu](http://www.hr.upenn.edu) for descriptions of the programs and to pre-register online. Registration is required for all programs.*

### Learning and Education Programs

Learn valuable skills through American Management Association (AMA) programs, Brown Bag Matinees, Satellite Broadcasts, and other programs. For questions on L&E programs, call (215) 898-3400 or visit [www.hr.upenn.edu/learning](http://www.hr.upenn.edu/learning).

Tuesday, December 2, 11 a.m.–12:30 p.m., free. Satellite Broadcast—*Organizational Transformation Featuring Lou Gerstner*; as chairman and CEO of IBM, Lou Gerstner navigated one of the most dramatic turnarounds in corporate history. He provides a unique perspective on the critical interrelationships between strategy, execution and culture, and focuses on a handful of overarching business and leadership lessons that transcend industries, technologies, or economic cycles.

Wednesday, December 3, noon–1 p.m., free. Brown Bag Matinee—*Leadership: Reach for the Stars*; in this innovative program, Apollo 11 astronaut Buzz Aldrin teaches employees that everyone has the potential to develop into a consistent and effective leader by learning the right set of characteristics and behaviors—and by reaching for the stars.

Thursday, December 4, 9 a.m.–5 p.m., \$50. *Franklin Covey's FOCUS: Achieving Your Highest Priorities*; it's the people who know how to focus on the most important goals that move their organization forward—and enjoy a greater sense of job satisfaction. This workshop will help you think differently about how you spend your time and give you the tools to increase productivity, keep focused, set goals, effectively manage information, and reduce stress.

Friday, December 5, noon–1 p.m., free. Career Focus Brown Bag—*Dressing for Professional Success*; one aspect to stepping up in your career involves your professional image. This workshop offers practical tips for men and women: how to present yourself most professionally and how to build your working wardrobe in practical and economical ways.

Wednesday, December 10, 1–3 p.m., free. Satellite Broadcast—*Power Tools For Women! Featuring Joni Daniels*; this energetic program will help charge up your personal and professional image. Learn and laugh your way to finding the interpersonal tools and strategies to access the power you already possess, and how you can transfer that power from the kitchen to the boardroom and back.

Thursday, December 11, 9–11:30 a.m., \$50. Career Concepts—*Stressed*; stress is a common denominator for most of the business world. It is not always a negative thing; in fact, there are positive or good stresses in all our lives. This session turns the concept of stress avoidance inside out.

Friday, December 12, noon–1 p.m., free. Career Focus Brown Bag—*Interviewing For Your Next Job*; be confident and prepared for your interviews. This video presents key interviewing advice which will help you be a better communicator about your own personal characteristics and career skills.

—Division of Human Resources

## Museum Shop, Second Site Shop and Pyramid Shop: Shop the World this Holiday Season

At the three shops of the University of Pennsylvania Museum of Archaeology and Anthropology (The Museum Shop, the Second Site Shop, and the Pyramid Shop for children), visitors can survey the continents and never leave Philadelphia. At holiday time, the shops provide distinctive gift-giving opportunities with items from around the world.

This holiday season the UPM Shops are extending a special 15% discount to the public Saturday and Sunday, December 6 and 7. Penn faculty and staff as well as HUP and CHOP employees, with I.D. card, receive the 15% discount on Friday, December 5, as well.

Shoppers can feel especially good about their UPM holiday purchases, as the three shops put the spotlight on their Fair Trade vendors, selected because of their practice of working closely with groups and villages around the world to improve local economies and aid in developing self-sufficient communities. UPM Shops offer a variety of clothing, jewelry and gift items created by women in Afghanistan, craftspeople in Africa, village collectives in Central America, and Tibetan refugees.

With the opening of UPM's vividly colorful new exhibition, *Mythic Visions: Yarn Paintings of a Huichol Shaman*, the Shops are offering many Central and South American goods. Visitors can enhance their experience of this new exhibit by purchasing vibrant, one-of-a-kind yarn paintings or beadwork, handcrafted by the Huichol Indians of northwestern Mexico.

Peoples and cultures of Asia are well represented in the Museum's Buddhism and Chinese Rotunda galleries, and in the Shops. Shoppers can come face to face with Burmese life-sized puppets and smaller Indonesian puppets, or find distinctive handmade paper to write that special note. Buddha has many forms in the Shops. Shoppers can find the right items to set up a mini-altar, buy a sympathetic Quan Yin, or protect their house with the jolly Chinese god Hotei. Beads



*This Indonesian puppet is one of the countless gifts available from around the world at UPM.*

and china shards from China help create necklaces and boxes that are beautiful and unique.

The Museum's African gallery features materials and cultures from throughout that diverse continent; artisans of the African continent are well represented in the Shops, as well, with stone and tin sculptures of real and fanciful animals. Fabulous masks, woven baskets, purses, and lidded containers from throughout the continent make both useful and artistic gifts. Books detailing the history and cultures of Africa are on sale, as well as reproductions of ancient Egyptian and Nubian artifacts, and jewelry inspired by the Pharaohs.

What would the holidays be without nativity scenes and warm clothing for the long winter ahead? The Shops feature ceramic nativity scenes from South America, cornhusk scenes from Africa, and Tibetan scenes with woolly yaks. There are also fabulous mittens and hats made from combinations of wool and silk. Fashionable scarves represent many cultures past and present. Boiled wool purses, both large and small, are must-have accessories, but shoppers should hurry...they sold out early last year. Also back by popular demand, the Shops feature hand-loomed jackets and vests from Nepal, with profits from these items going to support the needs of Nepalese children.

Last but certainly not least, shoppers will find a sumptuous selection of old and new, not borrowed, but definitely blue, lapis lazuli tribal jewelry from Afghanistan. The stones are from the very same mines as the ones found in the jewelry adorning the ancient princesses of Mesopotamia. One can choose from earrings with a contemporary flare to authentic tribal necklaces.

With three distinctive shops, UPM shopping is more fun than ever before—and visitors can always shop for free. The Second Site Shop, off the refurbished Trescher Entrance, and the larger Museum Shop on the second floor, feature jewelry, books, crafts and clothing from around the world. Second Site Shop hours: Tuesday through Saturday, 12 to 4:30 p.m.; Sunday, 1 to 5 p.m. The Museum Shop closes 15 minutes before the Museum.

The Pyramid Shop for children includes books, games and activities for children, teachers and families, and sports a new look and almost twice the space it had before. Pyramid Shop hours: Tuesday through Friday, 10 a.m. to 3:30 p.m.; Saturday, 11 a.m. to 4:30 p.m.; Sunday, 1 to 5 p.m.

Online shopping is available for some items, [www.museum.upenn.edu/new/shop/index.shtml](http://www.museum.upenn.edu/new/shop/index.shtml).

For more information, or to order by phone, call (215) 898-4040 or toll free 877-359-4695.

Proceeds from all purchases at the UPM Shops go towards the many public programs and research efforts of the Museum.

## Penn's Way 2004

For Penn's Way participation online see [www.upenn.edu/pennsway](http://www.upenn.edu/pennsway).



Please note: Wednesday, November 26 is the last deadline for the Weekly Raffle and the Grand Prize drawing for participants in the Penn's Way 2004 charitable campaign. (See *Almanac* November 18, 2003 for the list of prizes). Dare to Care: this year's goal is \$465,000 and no pledge is too small. Participate online or return the paper form to the Payroll Office on the 3rd floor of the Franklin Building, or to your campaign coordinator. Donations may be through payroll deduction, check, credit card, or cash.

For more information call (215) 746-GIVE.

—Leah J. Klerr,  
Campaign Coordinator Penn's Way 2004

## Raffle Winners

*The prizes were donated by the business or organization at which they are valid, unless otherwise noted.*

### Week Two

**Louis Berneman**, Division of Finance (Center for Tech Transfer), 10 passes for the Class of 1923 Ice Rink from Business Services.

**Nicholas Sohler**, ISC Telecommunications, two tickets to a performance of Caroline Drury at the Annenberg Center.

**Paul Meyer**, Morris Arboretum, two tickets to a performance of Caroline Drury at the Annenberg Center.

**Kimberly Flaherty**, Vet School Small Animal Hospital, a family membership to the Morris Arboretum from Business Services.

**Brenda Loewen**, Facilities Management, Family Membership for UPM.

**Norma Cuellar**, School of Nursing, two tickets to any performance during the 2003-2004 season at the Arden Theatre.

**Bruce Kinosian**, School of Medicine, dinner for two at Penne from Business Services.

**Charlotte Daub**, Wharton School, certificate for \$60 at the White Dog and \$15 at the Black Cat.

### Week Three

**Elizabeth Bien**, School of Medicine, lunch for two in the Harrison Dining Room of the Faculty Club from Business Services.

**Wilson Stewart**, Student Services, two passes for admission to the Please Touch Museum.

**John Rossley**, Campus Services, \$20 in Intermezzo Money from Intermezzo Café.

**Robert Hornik**, the Annenberg School, \$20 in Intermezzo Money.

**Gregory Hartley**, ISC, \$20 in Intermezzo Money.

**Samuel (Larry) Singer**, Division of Public Safety, \$20 in Intermezzo Money.

**Nicole Jones**, School of Medicine, \$20 in Intermezzo Money.

**Sylvia Johnson**, School of Nursing, 2 sets of two tickets to 2 Wrestling matches from DRIA.

**Honora Long**, Facilities Management, 2 sets of tickets to Penn Football from DRIA.

### Week Four

**Allison McCallie**, Development & Alumni Relations, 2 certificates from United Airlines for domestic air tickets donated by University Travel Services.

**Thomas Hauber**, Student Services, 2 certificates from United Airlines for domestic air tickets donated by University Travel Services.



# Update

NOVEMBER AT PENN

## CHANGE

The Arthur Ross Gallery's current exhibit, *Resurrection: Belkis Ayón, Collographs from Cuba*, has been extended through January 18.



Above is a (27" x 36.5") collograph by Cuban contemporary artist Belkis Ayón created in 1996. His works are inspired by the creation myth of the secret Abacúa society. This and other works by Ayón can be seen in the *Resurrection* exhibit at the Arthur Ross Gallery.

**Deadlines:** The deadline for the Update in the December 9 issue is Tuesday, December 2. The deadline for January AT PENN is also Tuesday, December 2. For more information, see [www.upenn.edu/almanac/calendar/caldead-real.html](http://www.upenn.edu/almanac/calendar/caldead-real.html).



# Happy Thanksgiving

## Almanac Schedule

The schedule for the remainder of the semester is as follows: *Almanac* will be published on December 9 and December 16 (including January AT PENN).

Breaking News will be posted to "Almanac Between Issues" and the *Express Almanac* will be e-mailed to those who have subscribed.

Weekly issues will resume on Tuesday, January 13, 2004.

## CLASSIFIEDS—UNIVERSITY

### RESEARCH

**Women taking estrogen.** The University of Pennsylvania Health System seeks volunteers for a bone density medical research study. If you meet the following description, you may be eligible: Female, Ages 45-55, Taking estrogen or would like to take estrogen for menopausal symptoms. Contact: Helen Peachey at: (215) 898-5664 or [peacheyh@mail.med.upenn.edu](mailto:peacheyh@mail.med.upenn.edu). Volunteers are compensated.

Researchers at The Children's Hospital of Philadelphia are seeking families/individuals with **high myopia (nearsightedness)** to identify causal genes. High myopia may lead to blinding disorders such as retinal detachments, glaucoma, macular degeneration and premature cataracts. Participants must have onset of myopia before 12 years of age, and refractive prescription of 5.00 diopters or more. A free examination may be provided if needed. Contact Mathew Green-Leibovitz at (215) 590-6828 or [greenleibov@email.chop.edu](mailto:greenleibov@email.chop.edu).

**Volunteers Needed for Osteoporosis Study.** The University of Pennsylvania Health System/Department of Radiology seeks women aged 60-80. Eligible volunteers would receive a magnetic resonance (MRI) and a dual energy X-ray exam (DEXA) to measure bone density. Both exams take approximately 50 minutes each. Participants will be compensated. Please contact Louise Loh or Helen Peachey at (215) 898-5664 for more information.

**Participants with Hypertension Needed** for research study using herbal remedies. If you are diagnosed with mild hypertension, are 21 years or older, and are able to visit in the mornings every other week, please consider participation in this very interesting research project. Participants will receive free physical exam, lab work, EKG, 24 hour ambulatory blood pressure monitoring, and all medications. Compensation at completion \$1,400. Please call Virginia Ford, CRNP for more information. (215) 662-2410.

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

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

## Speaking Out

### Anonymous Contributions

Although *Almanac* cannot accept anonymous Speaking Out letters, the Almanac Advisory Board will review requests to withhold signatures. While anonymous contributions are not considered, requests to publish with "Name Withheld" will be reviewed individually, provided that the contributor's identity is known to two persons—mutually agreed upon by the editor and the contributor—usually the editor and the chair of the Board. For *Almanac's* Guidelines as a publication of opinion, and as a journal of record, see: [www.upenn.edu/almanac/about/guidelin.html](http://www.upenn.edu/almanac/about/guidelin.html). Speaking Out welcomes reader contributions. Short, timely letters on University issues can 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.

### Get On Board Express Almanac

Sign up to receive e-mail notification when we post breaking news between issues. Send an e-mail message with the word "subscribe" as the Subject to [almanac@pobox.upenn.edu](mailto:almanac@pobox.upenn.edu) and include your name, e-mail address and mailing address.

—Ed.

### Wanted: Work-study Students

Duties of students who work at *Almanac* include desktop publishing, web design and maintenance, database maintenance, research, and proofreading. Positions are available at *Almanac* for this academic year. Please call (215) 898-5274 or e-mail [morrisma@pobox.upenn.edu](mailto:morrisma@pobox.upenn.edu).



# Almanac

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

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ALMANAC ADVISORY BOARD: For the Faculty Senate, Martin Pring (chair), Helen Davies, Lance Donaldson-Evans, Lois Evans, Charles Mooney, Joseph Turow. For the Administration, Lori N. Doyle. For the Staff Assemblies, Michele Taylor, PPSA; Omar Mitchell, WPSA; Varvara Kountouzi, 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, gender identity, 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 Jeanne Arnold, Executive Director, Office of Affirmative Action, 3600 Chestnut Street, 2nd floor, Philadelphia, PA 19104-6106 or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

## The University of Pennsylvania Police Department Community Crime Report

**About the Crime Report:** Below are all Crimes Against Persons and Crimes Against Society from the campus report for **November 10-16, 2003**. Also reported were 10 Crimes Against Property (including 7 thefts, 2 auto thefts and 1 burglary). Full reports are on the Web ([www.upenn.edu/almanac/v50/n14/crimes.html](http://www.upenn.edu/almanac/v50/n14/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 **November 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.

11/10/03	2:57 PM	3700 Spruce St	Complainant touched by unknown male
11/11/03	7:15 PM	4001 Walnut St	Male wanted on warrant/Arrest
11/13/03	3:53 AM	42nd & Chestnut	Male pushed officer/Arrest
11/16/03	1:29 AM	4101 Walnut St	Complainant assaulted by male
11/16/03	4:50 AM	4201 Walnut St	Male wanted on warrant/Arrest
11/16/03	6:08 PM	41st & Ludlow St	Complainant assaulted by two males

### 18th District Report

6 incidents and 1 arrest (including 4 robberies, 1 homicide and 1 aggravated assault) were reported between **November 10-16, 2003** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

11/11/03	4:57 PM	4641 Chestnut St	Robbery/Arrest
11/13/03	2:20 PM	1225 Market St	Homicide
11/13/03	11:55 PM	4604 Woodland Ave	Robbery
11/14/03	6:55 PM	4857 Chestnut St	Robbery
11/14/03	9:25 PM	4300 Baltimore Ave	Robbery
11/16/03	1:39 AM	4101 Walnut St	Aggravated Assault

## Gifts of Involvement

These are appropriate for ardent aficionados and advocates of anthropology/archaeology, art, arboreta, and academe.

**... Anthropology/Archaeology:** Those who treasure the past will be delighted with a full year's membership to the *University of Pennsylvania Museum of Archaeology and Anthropology*.



They will enjoy free admission, Museum Shop discounts, invitations to openings and other members-only events, and *Expedition Magazine*; and they will be kept up-to-date about the latest discoveries from the Museum's worldwide fieldwork and research. The gift membership will be mailed. Individual membership is \$50, dual membership \$60, household \$75, sustaining \$125, patron \$250, and fellows \$500. Information: (215) 898-5093 or [www.museum.upenn.edu/new/members/membership/membership.shtml](http://www.museum.upenn.edu/new/members/membership/membership.shtml).

**... Art:** Members of the *Institute of Contemporary Art* receive free admission to the exhibitions, lectures and programs, invitations to preview opening receptions and the annual benefit, a calendar listing lectures, programs, tours, and special events, 20% discounts on ICA catalogues, use of the ICA library, and discounts on selected Penn Presents programs. Individuals \$40; family \$100; contributor \$250; participating \$500; benefactor \$1,000; with additional membership bonuses for each. Information: (215) 573-0217 or [www.ICAphila.org/membership.php](http://www.ICAphila.org/membership.php).

*Arthur Ross Gallery* offers those who contribute \$50 or more invitations to preview opening receptions and special events and the schedule of upcoming exhibitions, in addition to the free admission to exhibitions, lectures, and programs. New members who mention this *Almanac* listing can select a free catalogue from the already discounted publications on sale in the Gallery. For more information: (215) 898-3617.

*Generations of Tradition*, a lithograph of the University campus (see below) by Jane Wooster Scott, is available at four different prices depending on the edition: \$150, \$200, \$400, \$1,000. Profits benefit the Shoemaker Fund for Women's Athletics. Information: (215) 898-6123 or <http://pennathletics.ocsn.com/school-biol/penn-develop-lithograph.html>.



**... Books:** *Library Friends* are invited to exhibition openings and other special events. Information: (800) 390-1829 or <https://galaxy.isc-seo.upenn.edu/pls/devadmin/dvypk0100.nv00> and select library.

Annual membership to the *Penn Press Associates* is available at \$100 and members will receive a copy of *The London Monster*, and at the \$500 they level will receive a copy of *Pennsylvania Impressionism*. Additionally, members will receive a 50% discount off Penn Press books, are invited to events to meet authors and publishing professionals. Information: (215) 898-6263 or [cjack@pobox.upenn.edu](mailto:cjack@pobox.upenn.edu).



**... Readings:** Members of *Friends of the Kelly Writers House* help sustain the Writers House's seminars, readings and webcasts. Friends will be acknowledged in the Writers House electronic



Annual which is available at all times on their web site and in print annually. Membership fees: \$40, \$100, \$250, \$500, and William Carlos Williams Circle \$1,000 or more. Information: (215) 573-WRIT, ask for Jennifer Snead, director, or [www.english.upenn.edu/~wh/support/become.html](http://www.english.upenn.edu/~wh/support/become.html).

**... Performances:** *Penn Presents* will stage numerous shows including music, dance and theatre from now through May. To subscribe or for information: (215) 898-3900 or [www.pennpresents.org](http://www.pennpresents.org).



**... Music:** WXPB 88.5 FM, Penn's member-supported radio station offers several membership choices for those who enjoy discovering emerging artists and re-discovering some old favorites. For \$60, the music-lover gets an 'XPN' card good for discounts at numerous companies, and a *Fall Music Sampler* or a *World Café* CD case. For \$75, the recipient gets the card and a choice of *Live at the World Café—Three Flights Up*, or a Flash Rosenberg Community-Backed Radio T-shirt. Information: [www.xpn.org](http://www.xpn.org).



**... Flora:** Members of the *Morris Arboretum*, Pennsylvania's official arboretum, receive free admission, free bonus plant, orientation tour and reception, 10% course discounts, the quarterly newsletter, plant sale benefits, access to the Reciprocal Admissions Program, gift shop discounts, and invitations to events and lectures. Membership fees are: Regular \$50, Beech \$90, Chestnut \$150, Holly \$250, Oak \$500, and Laurel \$1,000. Membership form is online at [www.business-services.upenn.edu/arboretum/](http://www.business-services.upenn.edu/arboretum/)

*member1.html*. For your favorite gardener, the Arboretum Gift Shop has a full line of "garden-inspired home items, toys and the latest horticulture publications for the professional and amateur. Call the Morris Arboretum Gift Shop: (215) 247-5777.

**... Food:** *Houston Market* gift certificates in the amount of \$10 are available for purchase at any Houston Market cashier station.



*The Faculty Club* offers faculty and staff in their first year at the University a year of membership free; you could make a deposit into a declining balance account for the member to enjoy meals at the Club's Buffet or Hourglass a la carte Dining Room. Gift certificates for membership are \$50, a Club mug is \$5.70, gift certificates for dining are available. Information: (215) 898-4618 or e-mail [fsaclub@pobox.upenn.edu](mailto:fsaclub@pobox.upenn.edu).



**... Sports and Fitness:** *The Class of 1923 Ice Rink* offers a discount book of 10 admission passes to any public skating session for \$40 with a PennCard or \$50 for the public. Why not stuff a stocking with skating lessons? Six weeks of group lessons, beginning week of January 6, are available for ages 6 through adult in a variety of skill levels. The registration deadline is *December 28*. Cost \$90. Information: (215) 898-1923.



*Levy Tennis Pavilion* memberships are \$15 students and spouses, \$30 faculty, staff and spouses, \$50 alumni, \$75 public, \$35 senior citizens, guest fee \$6; valid through August 2004. Information: (215) 898-4741.

The Department of Recreation offers gift certificates for the *Penn Running Store*, and *Thirstade Juice Bar*. Information on Gift Certificates: (215) 898-6100 or visit [www.upenn.edu/recreation](http://www.upenn.edu/recreation).

*The Men's Basketball Club* offers various gift levels from \$25 to \$1,500+ with benefits that increase with the level. Benefits include invitation to Club receptions, Hoopenings, media guide, Club memento, and preferred seating assignments. Information: (215) 898-4717.

**... World Culture:** *International House* members receive \$1 off all film screenings at I-House, \$1 off Philadelphia Film Festival tickets and e-mail announcements for advance screenings of major motion pictures, program guide and *Mosaic* by mail. Individual \$40, Household \$60, Sustaining Member \$100, Contributing Member \$250, World Member \$500, International Member \$1,000. Call (215) 895-6553.