

Almanac

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Georgette Poindexter: David B. Ford Professor of Real Estate

Professor Georgette Chapman Poindexter has been appointed the David B. Ford Professor of Real Estate, which became effective July 1, 2003.

She is the chair of the real estate department and a professor of real estate and legal studies at Wharton, and a professor of law at the Law School. She was also an academic vis-



Georgette Poindexter

itor at the London School of Economics. Prior to joining the Penn faculty in 1994 she was in private law practice in New York and Philadelphia. She was named as the Ballard Research Scholar at the Zell/Lurie Real Estate Center at Wharton.

She lectures internationally on topics in commercial real estate and urban planning. She is a contributing editor of the *Real Estate Law*

Journal and a member of the Editorial Board of *The Practical Real Estate Lawyer*. Her scholarly work has appeared in, among others, the *Emory Law Journal*, the *University of Pennsylvania Law Review*, the *Boston University Law Review*, the *University of Connecticut Law Review* and the *Real Estate Law Journal*.

Professor Poindexter is a past recipient of the Undergraduate Division Excellence in Teaching Award and the Rapaport Award for Excellence in Teaching the Undergraduate Core.

She is a member of the American College of Real Estate Lawyers. Professor Poindexter received her J.D. from Harvard Law School in 1985 and her B.A. from Bryn Mawr College.

David B. Ford, WG'70 has been one of the School's leading volunteers and established the David B. Ford Endowed Professorship in 2001. He recently retired from Goldman Sachs & Co., New York, where he was co-head of the Asset Management Group. Mr. Ford is a past chairman of Wharton's Annual Fund, and in 1998, he was honored with the School's Distinguished Service Award. He currently serves on Wharton's Board of Overseers and is a member of the Board of Trustees for his undergraduate alma mater, Florida State University.

Eric Orts: Guardsmark Endowed Professor

Professor Eric Orts has been named the Guardsmark Endowed Professor at the Wharton School. He is a full professor in the legal studies and management departments. He also directs Wharton's Environmental Management Program and serves as an academic co-director of the NASD Institute at Wharton Certificate Program for Compliance and Regulatory Professionals.



Eric Orts

His primary research and teaching interests are in topics relating to corporate and environmental law, policy, and management.

Prior to joining Wharton's faculty in 1991, Professor Orts practiced law at Paul, Weiss, Rifkin, Wharton & Garrison in New York City and was the Chemical Bank fellow in corporate social responsibility at Columbia Law School. During his Wharton tenure, he visited as a Fulbright professor in the law department of the University of Leuven in Belgium and as the Freeman Foundation Visiting Professor in the School of Economics and Management at Tsinghua University in China. In 2002-03 he served as the Eugene P. Beard Faculty Fellow in the Center for Ethics and the Professions at Harvard University and also as a faculty fellow in the Center for Business and Government at the Kennedy School.

Professor Orts is a graduate of Oberlin College, where he received his B.A. with honors in government in 1982, the New School for Social Research, where he received an M.A. in political science in 1985, the University of Michigan Law School, J.D. *cum laude*, 1988, and Columbia University School of Law, J.S.D. in 1984.

He is a member of the bar of New York and the District of Columbia and is an elected member of the American Law Institute.

At Wharton, he teaches undergraduate and MBA courses in corporate law and governance, environmental management and policy, intro-

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Marian S. Ware: \$6 Million Gift for Alzheimer's Program

The Marian S. Ware Alzheimer Program has been established at Penn Medicine with a \$6 million gift from Marian S. Ware, a long-time supporter of the University and advocate for progress in medical research and treatment for Alzheimer's disease. The Alzheimer Program will comprise a set of collaborative initiatives between Penn Medicine and the School of Nursing to advance drug discovery, clinical research, and patient care related to Alzheimer's disease.

"Bringing our strengths together in new ways is a major focus of our strategic planning at Penn Medicine," said David L. Cohen, chair of the Penn Medicine board. "This generous gift exemplifies this goal, and is a powerful demonstration of confidence in this institution's current and future role in improving the human condition in our community and well beyond. We are proud to have the generous support of the Ware family, which is one of the most charitable families in our Commonwealth."

The Marian S. Ware Alzheimer Program will uphold a three-part mission: drug discovery, identifying and evaluating novel therapeutics; clinical research, particularly in developing and testing biomarkers to identify patients with Alzheimer's disease; and patient care, formulating best practice models that coordinate the complex care needs of patients and their family members.

"With our aged population projected to expand dramatically in the coming years, and with Alzheimer's disease research showing great potential, now is the time to focus increased re-

sources and energies on uncovering the mysteries of this devastating disease and offering new hope to its patients and their loved ones," said Dr. Arthur H. Rubenstein, EVP of the University of Pennsylvania for the Health System and Dean of the School of Medicine. "The timely and extraordinarily generous gift from Marian S. Ware will be invaluable to advancing Penn's contributions to several realms of this vital work."

The Marian S. Ware Alzheimer Program will build on the recognized expertise and research strengths at Penn's Alzheimer's Disease Center, the Center for Neurodegenerative Disease Research, and collaborating faculty and centers within the Schools of Medicine and Nursing.

In the last decade, Penn researchers have identified potential targets of therapy for Alzheimer's disease. The drug discovery component of the program will capitalize on these recent discoveries by attempting to identify novel compounds that may prevent or ameliorate the onset or progression of Alzheimer's disease. This work will be led by Center for Neurodegenerative Disease Research Director Dr. Virginia M.-Y. Lee, the John H. Ware 3rd Professor in Alzheimer's Research, and co-director Dr. John Q. Trojanowski, the William Maul Measey—Dr. Truman G. Schnabel Jr., Professor of Geriatric Medicine and Gerontology and Director of the Institute on Aging. (Both Drs. Lee and Trojanowski are professors in the Department of Pathology and Laboratory Medicine in the School of Medicine.)

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University Council coverage

Last Wednesday, at the first University Council meeting of the spring semester, Provost Robert Barchi emphasized how pleased he is to welcome Dr. Janice Bellace to College Hall and said that she is an "absolutely phenomenal addition to the team" as the new associate provost. She has been named to the post that Dr. Walter Wales had filled for over a year on an interim basis since the death of Dr. Barbara Lowery who had been associate provost for seven years.

In her status report, President Judith Rodin noted that "culminating an efficient four-month search process, the Trustees have named Dr. Amy Gutmann, provost of Princeton, to be the new Penn President and that she looks forward to "working with Dr. Gutmann to assure a seamless hand off."

Dr. Rodin congratulated senior David Ferreira on his Rhodes Scholarship and noted the help provided to students by CURF and its director Art Casciato.

The president's report also noted the quality of programming, the level of engagement, and the involvement of the larger community in the MLK Commemorative Symposium on Social Change.

She also reported that as a result of the student interest expressed at the Open Forum in December, the Office of Facilities and Real Estate Services has provided the food truck vendors the option of amending their leases and extending their hours of operation. Out of the 23 vendors located in the food plazas around campus, seven vendors have opted to stay open until 8 p.m.; the others may extend their hours beyond 6 p.m. by amending their lease consistent with the new policy.

The Undergraduate Assembly has issued a *Midyear Report*, which summarizes the numerous projects that the UA worked on or discussed in the fall semester.

Dr. David Brownlee, who gave the interim

report for the Committee on Quality of Student Life, said that the committee had considered the UA's proposal to ban smoking in student residences and that a no smoking policy will be implemented. He said the committee will address undergraduate advising and the college house system when it meets this semester.

The issue of co-ed housing which had been proposed last semester, is being evaluated by the Pluralism Committee, chaired by Dr. Dennis Culhane who is expected to give an interim report at next month's Council meeting.

Dr. Joyce Randolph, director of International Programs, gave the interim report on behalf of the Committee on International Programs, in the absence of the committee's chair. One of the topics that the committee has addressed in the past is the need for affordable short-term housing for international scholars and visitors.

Dr. Rodin suggested that the problem could be resolved by furnishing one or two of the affordable units that Penn owns off-campus since they are not currently at 100% occupancy. She offered to speak with Omar Blaik to find a way to achieve this goal.

Dr. Randolph said that the committee had also discussed issues related to Homeland Security and how they impact the University community. The integrity of international students' applications from certain countries such as China has been of concern to many U.S. universities; Penn is conducting person to person interviews via Internet 2 with some applicants to better assess their qualifications. The coordination of services on campus is another topic that they are addressing.

Dr. Lance Donaldson-Evans, chair of Steering, reported that Graduate Student Unionization, a topic raised at the Open Forum in December, was referred to the Steering Committee but after much discussion, a consensus could not be reached.

Eric Orts (continued from page 1)

duction to law, and professional ethics.

The Guardsmark Endowed Professorship was established with a gift from Wharton Overseer Ira A. Lipman, chairman and president of Guardsmark, Inc. Mr. Lipman founded Guardsmark, a privately held security services company, in 1963. Currently, Guardsmark operates more than 145 branch offices in the United States, Canada and Puerto Rico and serves organizations in more than 400 cities. Guardsmark is one of the world's largest security service companies. Guardsmark and Mr. Lipman have also been recipients of recent awards for high achievement in business ethics and corporate citizenship.

HERS Information Sessions

The Association for Women Faculty and Administrators (AWFA), and Penn HERS alumnae will host two information sessions for women interested in learning more about the Bryn Mawr Summer Institute for Women in Higher Education. The Institute takes place over four weeks in July and has been attended by Penn women since the program's inception in 1970.

The sessions will be held on:
Tuesday, *February 10*, noon;
Wednesday, *February 11*, 4 p.m.
at The ARCH Fireside Lounge,
3601 Locust Walk

The Summer Institute offers women administrators and faculty intensive training in education administration. The curriculum prepares participants to work with issues currently facing higher education, with emphasis on the growing diversity of the student body and the work force. The Institute aims to improve the status of women in the middle and executive levels of higher education administration, areas in which women traditionally have been under-represented.

For more information about the information sessions or HERS, contact Linda Wiedmann, CURF at wiedmann@pobox.upenn.edu, or Nancy McCue at mccue@pobox.upenn.edu.

\$6 Million for Alzheimer's Program

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The clinical research initiative addresses another goal within the Alzheimer's disease medical community: developing a reliable, easily administered, and safe test to both detect Alzheimer's disease pathology and measure changes in disease progression. The assay would facilitate clinical research and improve a physician's ability to identify patients with Alzheimer's disease who might benefit from treatment. This work will be led by Dr. Christopher M. Clark, Department of Neurology, and Dr. Jason H. Karlawish, Department of Medicine: Division of Geriatrics of Penn's Alzheimer's Disease Center Memory Disorders Clinic.

The third main piece of the Program focuses on developing a comprehensive, coordinated, and cost-effective model of care management for Alzheimer's patients, who often have multiple chronic illnesses and must navigate through an intricate, disjointed health care system. A recently completed pilot study, led by Dr. Mary D. Naylor, the Marian S. Ware Professor in Gerontology at the School of Nursing, and funded by the Alzheimer's Association, demonstrated the potential of an innovative, evidence-based model of care management for high-risk elders and their caregivers, one implemented by advanced practice nurses in collaboration with patients' physicians and other health team members. Through the Program, Dr. Naylor will lead the implementation and evaluation of this Care Coordination Model to patients within UPHS.

"Managing the progression of Alzheimer's in patients and providing nursing support for them and their family members is ultimately as critical as managing the disease itself. In order to best care for Alzheimer's patients, we must be continuously working to develop, test, and apply cutting-edge models of care management. Mrs. Ware's decision to comprehensively address the many facets of Alzheimer's disease shows extraordinary vision," said Dr. Afaf Meleis, Dean of the School of Nursing.

Marian S. Ware was born in Titusville, Pennsylvania, and graduated from Swarthmore College in 1938. In 1947, she co-founded the Oxford Foundation with her husband, John H. Ware 3rd, U.S. Congressman, University trustee, and chairman of the board of the company now known as American Water, in Voorhees, NJ. Mr. Ware passed away in 1997. They raised four children; their daughter Marilyn Ware is a Penn Medicine Trustee, and daughter Carol Ware Gates serves on the Board of Overseers of the School of Nursing. Marian S. Ware and the Oxford Foundation established the John H. Ware 3rd Professorship in Alzheimer's Research at Penn in 1999. The Marian S. Ware Alzheimer Program marks a new dimension in her long-standing commitments to Alzheimer's disease research and treatment and to Penn. Mrs. Ware is currently Chair Emeritus of the Oxford Foundation.

OF RECORD

Authenticated Access on PennNet

The Network Policy Committee, IT Roundtable, and the Vice President for ISC, wish to call your attention to a recently approved revision to a networking/computing policy. This policy, *Policy on Requirements for Authenticated Access at Public Jacks, Kiosks, Wireless Networks, and Lab Computers on PennNet*, is a revision to a policy first approved on September 10, 2001. The revised policy which became effective January 12, 2004 specifies authentication and accounting requirements for certain user access to PennNet. This policy document also provides related "best practice" recommendations on configuration decisions associated with authentication and accounting.

The full policy can be found online at:
www.net.isc.upenn.edu/policy/approved/20010910-netauth.html.

—Information Systems & Computing

Deaths

Brett DuBois, Audit and Compliance

Brett J. DuBois, an internal auditor in the Office of Audit and Compliance, died suddenly at his home on January 5, at the age of 30.

Mr. DuBois was a 1991 graduate of Monsignor Bonner High School, and received his B.S. in accounting from the University of Scranton in 1995. Before he came to Penn, Mr. DuBois worked for The Vanguard Group and Consolidated Rail Corporation as an auditor.

Mr. DuBois began working at Penn in 2002 as an internal auditor and was promoted to an internal audit specialist in 2003, a title he held at the time of his death. He served as an internal auditor for both Penn and Penn Medicine audit teams. "He was a key member of the Penn Audit and Compliance team and highly regarded by members of the Penn Community. Brett's death was a tragic event and he will be sorely missed in the Penn Community and by his colleagues in the Office of Audit and Compliance," said Rick Whitfield, Vice President, Audit and Compliance.

Mr. DuBois was pursuing a master's degree at GSE at the time of his death.

He is survived by his parents, William J. and Arlene Ridgway DuBois; three sisters, Renee Rosica, GERALYN LAZER and Holly Jenzano; and two brothers, William and Kenneth.

Memorial contributions may be made to the American Cancer Society, 1615 West Chester Pike, Suite 200, West Chester, PA 19382.

Dr. Martin Goldberg, Psychiatry



Martin Goldberg

Dr. Martin Goldberg, clinical professor of psychiatry and emeritus chairman of what is now the Council for Relationships (originally known as The Marriage Council of Philadelphia), died on January 27, at the age of 79 from complications from Parkinson's disease.

Dr. Goldberg earned a bachelor's degree from the College of Pharmacy and Science,

now the University of the Sciences. He served in the Army during World War II and earned his medical degree from Thomas Jefferson University after his discharge from the Army. He interned at Mount Sinai Hospital in New York and completed a residency in psychiatry at the Veterans Affairs Hospital in Coatesville.

In 1968 he became assistant clinical professor in psychiatry and was promoted to associate clinical professor of psychiatry in 1972. In 1984 he was promoted to clinical professor of psychiatry and remained in that position until 2000.

From 1983 to 1997 he was the director of The Marriage Council of Philadelphia. Under his leadership the Council for Relationships grew into what is today ten locations throughout the greater Philadelphia area. Dr. Goldberg was appointed chairman emeritus in 1997. He



Brett DuBois

was also a fellow of the American Psychiatric Association and the American Association for Marriage and Family Therapy.

Dr. Goldberg is survived by his wife, Christine Voegtle Goldberg; daughters, Helen and Anne Duckett; a son, Laurence; two sisters; and five grandchildren.

Dr. Daniela Santoli, Wistar Institute

Dr. Daniela Santoli, a professor in the Immunology Program at The Wistar Institute and member of Penn's Cancer Center and Graduate Immunology Group, died on January 23, of ovarian cancer at the age of 56.

After earning her Ph.D. at the University of Rome, Dr. Santoli was recruited as a post-doctoral fellow to The Wistar Institute in 1972 by Dr. Hilary Koprowski, Wistar's former director. Her initial research at Wistar was on the virological aspects of multiple sclerosis and later the immunology of this disease. Her research evolved over time to target cancer and the defenses mounted against it by the immune system. Her passion and the focus of her research over the past 15 years involved using transplanted TALL-104 immune cells to treat a variety of cancers. This work was carried out with colleagues Drs. Sophie Visonneau and Alessandra Cesano, both of whom trained in her laboratory. The team discovered that TALL-104 cells had a remarkable ability to recognize and selectively kill cancer cells in animals, and much of her recent work focused on developing ways to apply this system to human cancers. The therapy has been shown to have potential applications against many kinds of human cancers, with its greatest promise appearing to rest in killing off cancer cells that remain after surgery or chemotherapy. Human clinical trials of TALL-104 cells are currently under way in Europe.

Dr. Louise C. Showe, an associate professor in Wistar's Molecular and Cellular Oncogenesis Program, and a long-time colleague said, "Dr. Santoli was a valued colleague at Wistar for more than 30 years. Her whole scientific career took place here, from post-doctoral fellow to Wistar professor."

She was also deeply involved with investigators at Penn on developing the clinical applications of TALL-104 cells.

She is survived by her husband, Dr. Giovanni Rovera, a pathologist and former professor and director of The Wistar Institute, whom she met at Wistar and married in 1979. She is also survived by their three daughters Stefania, Gabriella, and Julia; her parents, Dr. and Mrs. Giulio Santoli of Rome, Italy; and her siblings Mariella, Giovanna, and Pasquale, who also reside in Italy.

Memorial donations for cancer research may be made in her name to the Wistar Institute, 3601 Spruce St., Philadelphia, PA 19104.

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 University community.



Daniela Santoli

Honors & Other Things

John Scott Award: Dr. Janzen

Dr. Daniel H. Janzen, Thomas E. and Louise G. DiMaura Endowed Term Chair in Professor in Conservation Biology, has received the John Scott Award from the City Trusts of Philadelphia. Dr. Janzen won the award for his contributions to conservation biology based on the quantitative formulation of the consequences of seed predation to animals and plants resulting in better interface between society and tropical wildland biodiversity. The award is given to "the most deserving men and women whose inventions have contributed in some outstanding way to the comfort, welfare and happiness of mankind." Previous winners of the John Scott Award include Madame Curie, Thomas Edison, Jonas Salk, and the Wright brothers.

Lifetime Achievement Award: Dr. Patrick

Dr. Ruth Patrick, adjunct professor of biology, and the Francis Boyer Chair of Limnology at the Academy of Natural Sciences, has received the Lifetime Achievement Award from the National Council for Science and the Environment. She was recognized for a "lifetime of distinguished and innovative leadership in science and service to society." Dr. Patrick's career spans over seven decades, during which she has been a pioneer in the field of interdisciplinary environmental study. She was the first person to use biodiversity as a measure of ecosystem health—a method that is now used to assess a wide variety of ecosystems. In 1970, she was the 12th woman to be elected to the National Academy of Sciences and she was awarded the National Medal of Science by President Bill Clinton in 1996.

Book Honors: Dr. Katz

The Encyclopedia of Food and Culture, edited by Dr. Solomon Katz, professor of anthropology and director of the Krogman Growth Center, has received four major book honors; The American Library Association awarded Dr. Katz the Dartmouth Medal, the association's highest honor for a reference resource, calling it "centrally important to libraries and to the pursuit of learning." The other awards the book won are: ALA's Reference and Users Services Association's list of Outstanding Reference Sources for 2003; Selected in January as one of only three "Booklist" Editor's Choice References Sources and named an Outstanding Academic Title in *Choice: Current Reviews of Academic Libraries*, a publication of the ALA's Association of College and research Libraries. The book is the source material for the beginning of a new field of food studies that integrates what we know about food and nutrition together in both biological and cultural contexts.

Book Awards: Dr. DeJean

Dr. Joan DeJean, the Trustee Professor of French, has won the Modern Language Association of America's Aldo and Jeanne Scaglione Prize for French and Francophone Literary Studies for the recently published book, *The Reinvention of Obscenity: Sex, Lies, and Tabloids in Early Modern France*. The award is given for an outstanding book in its field. Another one of her books, *Against Marriage: The Correspondence of the Grande Mademoiselle*, received the Society for the Study of Early Modern Women's award for the best translation/teaching edition published in 2002. In it she translated the letters of Anne-Marie-Louise d'Orléans, Duchesse de Montpensier. The Duchesse was a first cousin of Louis XIV and her letters condemn the prevailing system of marriage in which women were traded by their families for money, social advantage, or military alliance.

Dear Penn Faculty, Students and Staff:

Maintaining our status as a premier research and educational institution and an employer of choice depends on valuing the contributions and diversity of all members of our Penn family and fostering a productive, civil and respectful learning, working and living environment for all students, faculty, staff, and visitors. Mindful of our commitment to these principles, we have periodically reiterated the University's policy prohibiting sexual harassment, and do so again today.

Based on the carefully considered recommendation of the Affirmative Action Council, section III.D of the policy has been revised to establish a modified process for reviewing and reporting on the incidence of sexual harassment at Penn. Under the new process, the Executive Director of the Office of Affirmative Action will facilitate semi-annual meetings among representatives of several administrative offices and resource centers of the University that handle sexual harassment complaints. We believe that this process will prove to be a significantly more effective mechanism for determining any patterns of behavior and unusual incidence of proscribed conduct at Penn.

Resources related to counseling and assistance in mediating sexual harassment allegations, as well as education and prevention, are presented in section III of the policy. We encourage all members of our community to increase their understanding and awareness of issues of sexual harassment and continue to undertake efforts to strengthen civility and respect for all members of our community.

— Judith Rodin, President
— Robert L. Barchi, Provost

Sexual Harassment Policy

I. Conduct

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

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

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

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

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

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

II. Purposes and Definitions

A. Purposes

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

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

B. Definitions

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

1. Involves a stated or implicit threat to the victim's academic or employment status;
2. Has the purpose or effect of interfering with an individual's academic or work performance; and/or;
3. Creates an intimidating or offensive academic, living, or work environment.

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

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

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

III. Resources

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

A. Information, Counseling, and Support

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

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

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

B. Informal Mechanisms for Mediation and Resolution

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

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C. Formal Mechanisms for Resolution and Adjudication

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

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

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

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

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

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

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

D. Central Reporting of Sexual Harassment

1. The University's decentralized system of resources is designed to encourage the reporting and resolution of complaints of sexual harassment. However, in order to enable the Administration to identify patterns of sexual harassment in a particular location and the increased frequency of such incidents in a given area of the University, the Executive Director of the Office of Affirmative Action and Equal Opportunity Programs shall, on a semiannual basis, convene a meeting of representatives from the offices and centers listed in paragraph (A) of this section to review and report on sexual harassment across the University based upon the reports or complaints of sexual harassment that they have handled formally or informally within their area. Such information can then be transmitted to the appropriate deans or administrative supervisors as appropriate. Any reports will protect the privacy of the complainants and responsible parties involved in each reported case of sexual harassment.

2. Based on the information shared at the semi-annual meetings discussed above, and any reports to deans or other administrative supervisors during the previous year, the Executive Director shall annually submit to the President, by September 15 of the academic year, a summary report describing the incidence of sexual harassment. This report may include recommendations based on the information as warranted. At the discretion of the President, the report may be shared with the University community early in the semester.

E. Education and Prevention

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

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

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

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

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

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

F. Exit Interviews

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

G. Implementation

Deans and administrative directors will be responsible for the implementation of this policy. The Provost and President will oversee the performance of deans and directors in the implementation of this policy.

February Volunteer Opportunities

Dear Penn Community,

Thank you for your continued support and thanks to the 550 volunteers who participated in the University of Pennsylvania's Dr. Martin Luther King, Jr. 2004 Commemorative Symposium on Social Change Day of Service activities. Volunteers painted and spruced up West Philadelphia High School, worked on "Helping Hands" projects for local shelters and elder care programs. Children learned about Dr. King's life by creating banners and by having volunteers read to them. West Philadelphia students participated in a one day mentoring program with Penn students. Volunteers participated in Philadelphia Reads training to put books on tape.

Following is our monthly posting of community service opportunities. Please contact me via e-mail, sammapp@pobox.upenn.edu or at (215) 898-2020 to volunteer for any of the programs.

—Isabel Mapp, Associate Director, Faculty, Staff and Alumni Volunteer Services,
Director, Penn Volunteers In Public Service, Center for Community Partnerships

Your Help is Needed: The Youth Golf & Academics Program is a non-profit organization founded by former Phillies centerfielder Garry Maddox. Our mission is to address the academic, socialization, and recreational needs of at-risk youth who live in the poorest sections of Philadelphia and Camden. Using golf as a recreational tool to teach life skills, we provide services afterschool five days per week all year-round at the Murphy Recreation Center in south Philadelphia. We need your help: it's important that we expand our team of tutors, reading room leaders, computer instructors, and golf instructor volunteers. Committing 2.5 hours per week can change a life.

Volunteer! Adult volunteers are needed to tutor middle school students in the SquashSmarts program. SquashSmarts is a Philadelphia youth enrichment program that combines the game of squash with academic tutoring and mentoring of middle school students. Squash serves as the hook that pulls students into the program. Upon their first introduction to the game in 6th grade, the students are curious, inquisitive and excited about learning a new sport, and so willingly sign on for the extra academic work required by all participants. Students attend practice two afternoons per week—1 hour 15 minutes of squash followed by 1 hour 15 minutes of tutoring—and then two hours on Saturday mornings for squash play only. The 3-days per week schedule continues through the school year. Each team member benefits from one-to-one tutoring with college students and adult volunteers as well as one-to-one mentoring with college student athletes. This personal attention, tailored to each student's needs over the course of a three-year-long commitment to the program, is what makes SquashSmarts so unique.

Join the Penn VIPS Scholarship Committee! Help plan the 12th Annual Penn VIPS Scholarship Program where we select and honor outstanding students from Bartram, Parkway, Overbrook, University City and West Philadelphia High Schools. Planning is underway for the June 2004 program.

Help Out at the VA Medical Center. Volunteer to write letters for and read to the elderly veterans. Do you have a valid driver's license? Your help is needed to drive a van to transport Disabled American Veterans to and from the hospital.

March Preview: Annual Penn VIPS Penny Drive March 1-19, Penny Drive to benefit a local West Philadelphia nonprofit organization. Send suggestions for a beneficiary to: Dropsite Committee c/o Isabel Mapp, Center for Community Partnership, Suite 519, 133 S. 36th Street/3246.

EHRS

Access to Employee Exposure Records

The Office of Environmental Health & Radiation Safety (EHRS) monitors employee exposure to toxic substances and harmful physical agents and maintains employee exposure records. The Occupational Safety & Health Administration (OSHA) standard, *Access to Employee Exposure and Medical Records* (29CFR1910.1020) permits access to employer-maintained exposure and medical records by employees or their designated representative and by OSHA.

University employees may obtain a copy of their exposure record by calling EHRS at (215) 898-4453 or by e-mail: ehrs@ehrs.upenn.edu.

Hazard Communication Program

The University of Pennsylvania's Hazard Communication Program consists of information regarding access to Material Safety Data Sheets, proper labeling of hazardous chemicals, and the hazard communication training programs required for all employees who handle hazardous chemicals as part of their work.

Penn's written Hazard Communication Program is available in the Office of Environmental Health & Radiation Safety (EHRS), 3160 Chestnut Street Suite 400/6287. A library of material safety data sheets (MSDS's) for hazardous chemicals used at the University is maintained at EHRS. An MSDS describes the physical and chemical properties of a product, health hazards and routes of exposure, precautions for safe handling and use, emergency procedures, reactivity data, and control measures. Many MSDS's are also available on the EHRS's website, www.ehrs.upenn.edu/resources/msds/default.html. Copies of MSDS's for non-research areas are also available in the art department offices, UNNICO zone offices and the Facilities Services' stockroom.

Laboratory workers should refer to Penn's Chemical Hygiene Plan, www.ehrs.upenn.edu/programs/labsafety/labsafety_manual.html for additional information concerning the safe handling of chemicals in laboratories.

University employees may obtain an MSDS by calling EHRS at (215) 898-4453 or by e-mail: ehrs@ehrs.upenn.edu.

A New Venue for Art at Penn



Tracks, by Demetrius Oliver, a second year fine arts graduate student, will be on view in the Amistad Gallery which is named for the 1839 revolt on the Slave Ship Amistad.

Share the Road: Citations for Violations

A Share the Road campaign in University City—aimed at educating bicyclists and motorists about their responsibilities to abide by the rules of the road—was set in motion during the winter of 2002. In an effort to increase safety for both bicyclists and pedestrians, members of the University City community joined with the Delaware Valley Regional Planning Commission (DVRPC) to encourage safe riding and driving.

The campaign was suspended during the recent winter break; but will be reinstituted beginning February 9. On that date, University of Pennsylvania Police officers will issue citations to bicyclists and motorists who are in violation of the Vehicles Law of Pennsylvania and the ordinances of the City of Philadelphia.

Below are some tips on safe driving.

For bicyclists: stay off the sidewalks; ride on the right; be aware and be visible; obey all traffic signs and signals; always wear a helmet; beware of the "door zone."

For motorists: be aware; pass with care; yield to bicyclists; don't honk your horn at bicyclists; don't drive in a bike lane; look in your rear view mirror before opening your car door.

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

What does it mean to "Share the Road?"

- By law, bicyclists may use the road in the same way as motorists.
- Bicyclists may "take the lane" when traveling as fast as traffic.
- It is illegal to bike on sidewalks in Philadelphia if you're older than 12.
- It is illegal to drive or park in a bike lane.
- The same right of way rules apply to cars and bikes.
- Bicyclists must have a working headlight and rear reflector when riding at night.
- Wearing a helmet can save your life.
- Knowing that a car door opening unexpectedly into the path of a bicyclist can be deadly.
- Knowing that sidewalk riding and wrong-way riding are among the leading causes of car-bike crashes.



• With the right skills and knowledge, riding in the street can be faster and safer than riding on the sidewalk.

CORRECTION

The talk scheduled for February 19, *Access to HIV Care and Treatment in Africa: How Do We Help as Researchers and Clinicians*, is at 1 p.m. not noon as previously printed.

CANCELLATION

The following February UPM talks have been cancelled: *February 3—Fashion Firsts* and *February 19—Sumerians Among Us: Cultural Continuity and the Geopolitics of the Future*.

EXHIBITS

Now

The Plato Songs; audio installation for three headphones by artist Chris Mann; Slought Foundation. *Through February 21.*

Charles Olson at Goddard, 1962; 4 hours of recordings of Mr. Olson reading poems from *Maximus III, Maximus V* and *The Distances* and giving a talk on Melville; Slought Foundation; recordings and transcripts online at <http://slought.org/series/Goddard+1962/>. *Through February 21.*

9 *Dusk of Dawn*; digital photography by School of Design graduate student Demetrius Oliver; the inaugural exhibit at the new Amistad Gallery in the W.E.B. Du Bois College House; reception, 7-9 p.m.; featuring an original poem, written especially for the occasion by Trish Williams, dean of Du Bois House. Open noon-9 p.m. *Through March 31.*

FITNESS/LEARNING

Office of Community Housing

Seminars held at 4046 Walnut St. Register at laedonl@pobox.upenn.edu.

- 3** *Tax Implications of Buying a Home*; 5:30 p.m.
- 4** *Community Housing 101*; noon-1 p.m. & 1-2 p.m.
- 5** *Credit Counseling and Repair*; 5:30 p.m.

FILMS

4 *Bonnie and Clyde*; introduction by Timothy Corrigan, director of Cinema Studies Program; 5 p.m.; The Bridge Cinema de Lux (Penn Cinema Studies).

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **January 19-25, 2004**. Also reported were 13 Crimes Against Property (including 12 thefts and 1 burglary). Full reports are on the Web (www.upenn.edu/almanac/v50/m20/crimes.html). Prior weeks' reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **January 19-25, 2004**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

01/21/04	8:15 AM	3731 Walnut St	Suspect attempted to cash fraudulent checks/Arrest
01/21/04	5:47 PM	3800 Locust Walk	Person charged with embezzlement/Arrest

18th District Report

12 incidents and 5 arrests (including 6 robberies and 6 aggravated assaults) were reported between **January 19-25, 2004** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

01/19/04	5:51 PM	1300 Market St	Aggravated Assault
01/20/04	11:57 PM	4300 Chestnut St	Robbery
01/21/04	11:20 AM	4700 Walnut St	Aggravated Assault
01/21/04	12:45 PM	4905 Catherine St	Robbery
01/22/04	5:09 PM	5008 Spruce St	Aggravated Assault/Arrest
01/22/04	8:00 PM	5100 Walnut St	Robbery
01/23/04	3:00 AM	3600 Chestnut St	Aggravated Assault/Arrest
01/23/04	3:00 AM	3600 Chestnut St	Aggravated Assault/Arrest
01/23/04	3:00 AM	3600 Chestnut St	Aggravated Assault/Arrest
01/24/04	3:45 PM	4800 Chester St	Robbery
01/24/04	4:00 PM	4700 Chester St	Robbery
01/24/04	9:40 PM	4600 Walnut St	Robbery/Arrest

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. Volunteers are compensated.

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.

Do you have Arthritis in Your Knees? Would you like to participate in a study designed to find out if acupuncture may help you walk better and decrease the pain? The study compares real acupuncture with acupuncture using needles that do not puncture the skin in patients who need physical therapy. Call Pat Williams for more information at (215) 898-3038.

Want To Lose Weight? The UPenn Weight and Eating Disorders Program is offering a 2-year weight loss program beginning this February and March. Women aged 21-50 who are 50 or more pounds overweight (BMI 30-40) may be eligible. Please call Lauren at (215) 898-3184 to see if you qualify.

Almanac is not responsible for contents of classified ad material.

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

Overweight volunteers wanted for a study using the dietary supplement **chromium picolinate**, looking at its effects on improving risk factors for diabetes and heart disease such as cholesterol, blood pressure and blood sugar. The Preventative Cardiology Program at the University of Pennsylvania seeks volunteers between the ages of 18 and 75 who are overweight or have high triglycerides, cholesterol, blood pressure, or high blood sugar, but no diabetes. Participants will receive free health assessments, study pills, and dietary counseling as well as compensation for time and travel. Contact Sheri Volger at (215) 898-8672 or sheriv@mail.med.upenn.edu.

Do you have High Cholesterol? If so, are you worried about your risk of heart disease? Doctors at the University of Pennsylvania are studying the ability of an extract from the spice **TURMERIC** (found in **CURRY POWDER**) to protect the heart. If you are between 18-75 years old and have high cholesterol you may be eligible to participate in our research study. Qualified participants will receive: FREE medical exams, blood and urine tests, and study medication containing the extract. Compensation for your time and travel will be provided. CALL (215) 662-9040 for more information.

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

11 *The Piano*; introduction by Timothy Corrigan, director of Cinema Studies Program; 5 p.m.; The Bridge Cinema de Lux (Penn Cinema Studies).

MUSIC

11 *Live Concert with Sonic Openings Under Pressure*; 8 p.m.; Slought Foundation; \$12 (Slought Foundation).

TALKS

3 *Re-make/Re-model: Todd Haynes' Women's Pictures*; Patricia White, Swarthmore College; 5 p.m.; Film Studies Room, Van Pelt Library (History of Art).

6 *Art, Art History, and Art Historians in Fiction*; Charlotte Schoell-Glass, Hamburg University; 3 p.m.; Rich Seminar Room, Jaffe Bldg. (History of Art).

10 *SAS Finance Career Panel*; 4 p.m.; Crest Room, the ARCH (External Affairs).

Deadlines: The deadline for the Update is each Tuesday, for the following issue. The deadline for the March AT PENN calendar is Tuesday, *February 10*. For more information, see www.upenn.edu/almanac/calendar/caldead-real.html.



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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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).

Summer 2004: Penn Camps for Children

Penn offers summertime fun for children ages 6-18 in an array of activities from athletics and academics to Arabic and anthropology. For more information and applications see the specific contact information and web site listed for each camp or program.

PennKids Camp

The Division of Recreation and Intercollegiate Athletics will sponsor a day camp called *PennKids* which provides a summer camp experience for children of Penn faculty, staff, and students, in grades 1-6. The program embodies the principle of play, growth, and development, and the camp features weekly themes, daily swimming, arts/crafts, field trips and sport and game activities. For more information contact Recreation at (215) 898-6100 or visit the web site www.upenn.edu/recreation/pennkids. PennKids features six one-week sessions from June 21-July 30. Each session is full day 8:30 a.m.-4:30 p.m. and cost \$250/session. Early Extended 7:30-8:30 a.m. \$25/session. Late Extended 4:45-5:30 p.m. \$25/session. Early & Late Extended \$40/session. Sibling Discounts: Siblings registered for the same PennKids session will receive \$20 off each week. The first child will pay the full session fee while each child thereafter will receive the discount.

Nike Volleyball Camp at Penn

Nike General Skills Camp, August 7-10, is recommended for females between the ages of 10-18. Campers experience instruction and coaching from both current college players and coaches, while experiencing college life in the residence halls and cafeterias. Cost is \$550 for a resident camper and \$450 for a day camper (9 a.m.-9 p.m.).

Nike Volleyball High Potential Camp, August 12-15, is recommended for females ages 14-18. Cost is \$550 for a resident camper and \$450 for a day camper (9 a.m.-9 p.m.).

Registration information for both camps is available at www.usportscamps.com or by calling 1-800-645-3226.

Penn Junior Fencing Camp

July 18-August 7 for 14-17 year-old fencers with at least one year of competitive fencing experience required. Contact David Micahnik, (215) 898-6116 or e-mail davidmic@pobox.upenn.edu.

Pennsylvania Wrestling Camps

For information about *Wrestling Camps* call (215) 898-9504 or visit www.pennsylvaniaiwrestling.net.

Pennsylvania Elite Camp: technique sessions and leadership development for 40 high school students June 16-20. *Technique Mini-Camp*: 50 children for all levels and ages: June 20.

Gymnastics Camp

Summer Gymnastics Camp provides children with gymnastic instruction on Olympic apparatus led by Penn's head gymnastics coach Tom Kovic. The camp also offers swimming at Hutchinson Gym, arts and crafts, movies and field trips. There are 7 one-week sessions: June 14-18, June 21-25, June 28-July 2, July 6-9, July 12-16, July 19-23, July 26-30. Monday through Friday 9 a.m.-5 p.m. The cost is \$250 per person/per session. The July 6-July 9 session will cost \$200. For registration forms call (215) 898-5316 or e-mail kovic@pobox.upenn.edu.

Penn Elite Field Hockey Camp

The Field Hockey Camp, August 8-12, is designed for elite players who are entering grades 10-pre college and preferably have varsity experience. Enrollment is limited to 85 players; camp director is Val Cloud, head coach of Penn's field hockey. Gwen Alexander, assistant coach, will be the assistant director. Cost is \$475 per week. For information call Val Cloud (215) 898-6308 or e-mail vcloud@pobox.upenn.edu.

Quaker Basketball Camp

The 2004 *Quaker Basketball Camp* sessions—June 21-25 and June 28-July 2—(daily from 9 a.m.—3 p.m.) for boys and girls ages 7-18; \$200 per week; Discounts: Family (2 or more children) \$170 per camper; University employee: \$170 per camper; Multi-Session Discount \$340 for both sessions. Please contact Harris Adler (215) 898-0423 or e-mail hba@pobox.upenn.edu.

Nike Rowing Camp

Both sessions of the *Nike Rowing Camp*—June 26-29 and July 10-13—are co-ed and geared towards campers between the ages of 14-18 who have rowed at least one season. The camp includes on-the-water instruction, videotaping and ergometer training sessions. Cost is \$675 for a resident camper and \$575 for a day camper (8 a.m.-8 p.m.). Instructor: Bruce Konopka, (215) 573-7071. Call 1-800-645-3226 for information and registration or visit www.usportscamps.com.

Levy Junior Tennis Camp

Penn's Summer *Junior Tennis Camp*, for players ages 6-16, will offer nine one-week sessions. The camp will be held at the Tennis Pavilion's eight indoor air-conditioned courts on campus. Camp dates are June 7-11, June 14-18, June 21-25, June 28-July 2, July 6-9, July 12-16, July 19-23, July 26-30, August 2-6. Camp schedule is 9 a.m.-3 p.m., Monday through Friday. The fee—\$250 per week, prorated for July 6-9—includes a daily cafeteria lunch. A family discount is available for two or more children that attend in the same week(s). There is also an extended hours fee (3:30-6 p.m.) of \$7 per day. For information/registration, call Hal Mackin at (215) 898-4741, e-mail hjmackin@pobox.upenn.edu or visit <http://pobox.upenn.edu/~hjmackin/summer.html>.

Penn Men's Lacrosse Camp

Boys entering ninth grade and up can attend *Lacrosse Camp* from July 18-21. Overnight camp \$500, day camp \$400. Learn all aspects of the game from the Penn coaching staff and many Division I players. Call Chris Malone (215) 746-0291 for information or e-mail cmalone@pobox.upenn.edu.

Penn Elite Women's Lacrosse Camp

Girls entering grades 10-12 are eligible to participate in *Women's Lacrosse Camp*—July 6-9, at Franklin Field—the cost is \$420. For information contact (215) 898-9042 or e-mail jmshaner@pobox.upenn.edu.

Quaker Soccer Camps

Junior Quaker Soccer Camp; June 14-18 and July 26-30; boys and girls ages 7-14, 9 a.m.-4 p.m.; \$225, \$200 for Penn employees. A camp for youngsters who are either beginning their soccer careers or who are ready to develop those important first skills of the game. The week's instruction will teach individual skills and techniques through exercises and small-sided games. Call (215) 573-6178 or e-mail cdkouns@pobox.upenn.edu for brochures. Visit <http://pennathletics.ocsn.com/sports/w-soccer> for information.

Al Bagnoli All-Star Football Camp

Football Camp runs July 25-28 and is geared towards boys entering grades 7-12. The camp is intended for players interested in improving basic skills and learning both offensive and defensive techniques. Cost is \$360 for an overnight camper and \$285 for a day camper. Information and registration e-mail football@pobox.upenn.edu. Applications are available at <http://pennathletics.ochs.com/camps/penn-camps.html>.

Al-Bustan Camp

An opportunity for 23-25 children ages 6-12 to develop Arabic language skills and appreciate Arabic culture July 5-23, at the Morris Arboretum, 9 a.m.-4 p.m.; contact Hazami Sayed at (267) 303-0070 or visit www.albustanseeds.org.

Anthropologists in the Making

Adventurous children ages 8-12 and for the first time, young teens ages 13-15 can participate in a day camp that takes them through time, across continents—and it's right on campus. *Anthropologists in the Making Summer Adventures*, organized by the Education Department of UPM, it will run from June 28-August 20, with eight theme-oriented one-week sessions. New this year, there are four weeks of *Junior Explorers Camp* for young teens, July 12-August 6. Children may choose one or more of eight one-week adventure programs; young teens have the option of taking one to four weeks of the *Junior Explorers Camp*. This year's themes are:

- *World Music*, June 28-July 2
 - *From Mesopotamia to Mecca—The Middle East through the Ages*, July 6-9
 - *Archaeological Field Fun*, July 12-16**
 - *Asian Art*, July 19-23**
 - *Mysterious Mummies*, July 26-30**
 - *Creation Myths from Around the World*, August 2-6**
 - *Classical Mythology in the Arts*, August 9-13
 - *Africa's Connection to Animals*, August 16-20
- **Includes a Junior Explorers section

Camp hours are 9 a.m. to 3 p.m., with optional pre-camp (8-9 a.m.) and post-camp (3-5 p.m.) programs. Registration brochures can be requested through the Museum's Education department. Call (215) 898-4015, option 3, or e-mail summercamp@museum.upenn.edu or visit www.museum.upenn.edu/new/kids/summercamp.shtml.

Penn Summer Science Academy

Penn's Summer Science Academy—June 26-July 24—is an intensive non-credit science career program for students entering the 11th or 12th grade. It includes laboratory projects, lectures and discussion groups. Tracks include Biomedical Research or Physics. Program activities take place Mondays-Fridays, with a daily schedule that varies according to the concentration. The cost is \$2,500 for commuters; \$4,400 for residential students. For an application call (215) 746-6900 or e-mail hsprogs@sas.upenn.edu.

Precollege Program

The Precollege Program at Penn—June 26-August 7—is designed for academically-talented high school students entering the 11th or 12th grade. Precollege students enroll in one or two undergraduate courses—often in topics not available in high school programs—as well as engage in a range of workshops (college skills, SAT prep, admissions, careers, majors, leadership) as well as a wide variety of social activities. Students who successfully complete these courses receive college credit from Penn and an official transcript from the University. Residential student program fees and tuition range from \$4,800 to \$6,700; day student program fees and tuition, including activities, range from \$2,850 to \$4,700. For information, call the Office of Summer Sessions at (215) 746-6900 or visit www.sas.upenn.edu/CGS/summer/highschool.

Penn Summer Arts Studio

PSAS—June 26-July 24—is a non-credit arts studio program open to high school students entering the 11th or 12th grade who demonstrate academic achievement as well as evidence of ability to do creative work. Choose an intensive studio in one of six concentrations: Drawing and Painting Studio, Digital Video, Animation, Photography, Architecture: Philadelphia Studio; Ceramic Studio. Along with their studio work, PSAS students enjoy a wide range of academic and social events. Residential student tuition and fees are \$4,500; day student fees are \$2,600. For more information, call Office of Summer Sessions at (215) 746-6900 or visit www.sas.upenn.edu/CGS/summer/highschool.