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Alumni Couple's Gift to Fisher–Bennett Hall and Grad Ed

Alumni Karen and Gary Rose have given \$1 million to SAS for its Fisher–Bennett Hall renovation project and a new master's degree in Jewish Education offered in collaboration with GSE.

In announcing the gift, President Amy Gutmann said, "I am delighted that the Roses are joining with us to build one of the university's most exciting new master's programs and rebuild one of our most revered campus facilities. Their wonderful support, which combines their personal interests in music and Jewish education with their love of Penn, speaks to the vital role our alumni play in moving this university forward."

The Roses' gift will create the Rose Recital Hall on the fourth floor of Fisher–Bennett Hall, which has been undergoing a \$23 million renovation (*Almanac* November 9, 2004).

The renovation preserved and enhanced the architecturally significant details of the nearly 82-year-old building, including restoring a skylight that floods the grand staircase with natural light. The project has uncovered and transformed forgotten and underutilized areas, altering the fourth floor into a series of unusual, beautiful and functional spaces and reconfiguring the former Penniman Library into classrooms and an undergraduate study lounge with a soaring ceiling. The project has provided new rehearsal and teaching spaces for music and a home for the new Cinema Studies Program, include screening rooms.

Improvements throughout the building include technology-equipped classrooms, modernization of the air and heating systems, extensive soundproofing to block out distracting street sounds, and ample lighting in all spaces.

The Rose Recital Hall will provide performance, rehearsal and recording space with a grand piano and other instruments. It will also include a full array of the audio-visual equipment necessary for today's teaching and learning.

Fisher–Bennett Hall has been a campus landmark since 1925 when it was built as a home for the education of female students. Since the English Department moved into the building in 1974, it has become one of the most widely used spaces on campus. It serves not only 500 English majors a year, but also many of Penn's nearly 10,000 undergraduates, who take English and writing courses as part of their degree requirements. The building also houses the Cinema Studies Program and English Language Programs, and also has classrooms, practice rooms and performance space for the Music Department. The opening of the Rose Recital Hall will be celebrated at a special dedication concert on March 30, featuring the Cassatt String Quartet.

"Karen and Gary have been tremendous friends to the School of Arts and Sciences," said Dean Rebecca W. Bushnell. "Over the years, we have been able to count on them to support the



Gary and Karen Rose

critical needs of the school, including everything from faculty support and undergraduate financial aid to this latest gift for facilities and graduate education. We will always be grateful for their friendship and generosity."

Their gift also will establish the Karen and Gary Rose Graduate Fellowship in Jewish Education. This fellowship will support students enrolled in Penn's master's program in Jewish Education, which combines the vast Jewish studies resources of SAS with the pedagogical expertise of GSE to prepare its students for careers as teachers of Jewish studies with full certification at the elementary and secondary levels.

"This wonderful commitment from Gary and Karen certainly will make a difference in our efforts to establish a program that will serve as a model nationwide. We're tremendously grateful for their enthusiastic support and for their understanding of the needs and career aspirations of our students, who are eager to contribute to an ideal Jewish education for the contemporary world," said GSE Dean Susan H. Fuhrman.

The Roses noted, "Great music elevates the listener as well as the performer. We strongly believe that the performing arts enrich the quality of student life at a school such as Penn, which places a high value on the quality of intellectual experiences. We hope that the Rose Recital Hall will provide a venue for many wonderful events." Regarding the fellowship, the Roses added, "As the challenge of educating our youth becomes more acute, support for important initiatives within the Graduate School of Education grows more critical. We are delighted that this graduate fellowship in Jewish Education will help prepare future educators to address one such need in society."

Karen Bress Rose graduated from the College for Women in 1967 and GSE in 1968. Gary Rose, a 1967 graduate of the College of Arts and Sciences, is a member of the SAS Board of Overseers and sits on its Executive Committee. They are longtime supporters whose other gifts have included the Rose Family Endowed Term Chair in SAS, the Karen and Gary Rose Term Chair and the Rose Family Endowed Scholarship Fund.

From President Amy Gutmann, Provost Ron Daniels and EVP Craig Carnaroli

\$5 Million Initiative to Enhance Safety

January 22, 2006

Today, we are announcing a bold new initiative to enhance the safety of our campus and surrounding community.

The University is committing \$5 million immediately to implement additional measures to strengthen safety and security. This is in addition to the \$2 million supplemental resources previously authorized this fiscal year. The safety of our students, faculty and staff continues to be our number one priority.

With the additional funds, Penn Public Safety will immediately add both uniformed and plain clothes police officers and security guards to street patrol during the evening and early morning hours, both on campus and in the surrounding community, and will expand lighting and other security related technology.

Specifically, Penn will aim to saturate the area by:

- Increasing the number of Penn police officers by 20 percent;
- Increasing the presence of security guards by 50 percent;
- Investing \$2-3 million in lighting, security cameras and emergency phones.

The presence of more police officers, security guards and improved lighting has been effective in reducing crime. In December, overall crime on and near campus decreased by 26 percent compared to 2004 due to the additional police and security patrols in our area. Based on these results, we are expanding these initiatives.

Since November 2005, the Penn police department has been working with Philadelphia police and together they have formed a tactical joint Philadelphia-Penn police force comprised of uniformed and undercover police officers. The task force has resulted in more than 90 arrests of perpetrators of crime in our community.

Penn's campus is one of the most vibrant urban campuses in America. Working with our partners in the City and our neighborhood, we will do everything we can to enhance the safety and security of our community.

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The following is published in accordance with the Faculty Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Senate Chair Neville Strumpf at (215) 898-8802, or by e-mail at strumpf@nursing.upenn.edu.

Faculty Senate Executive Committee Actions Wednesday, January 18, 2006

Minutes: Members reviewed and approved minutes from both the November 16, 2005 and December 14, 2005 Senate Executive Committee meetings.

Presentation by John Zeller, Vice President for Development and Alumni Relations: Penn's Development and Alumni Relations operation is one of the largest in the nation, with over 400 staff members. In recent years, we have been moving towards a work method known as "prospect management," which is the industry standard in donor relations.

In fiscal year 2005 (FY 05) Penn ranked third among its peers in the amount of dollars taken in: \$394 million. Total gifts and pledges in FY 05 were \$443 million.

Penn's current campaign began its "quiet phase" in 2002, with a tentative goal of \$3 billion dollars, and with approximately \$1 billion slated for building the endowment. The "public phase" is expected to begin in July 2007, and will probably conclude in 2012.

In recent years, donor gifts have been approximately apportioned as follows: 11% for capital; 9% for faculty support; 16% for student aid; 3% to be determined; 55% for programs and research; and 6% unrestricted.

Penn has roughly 285,000 alumni, 63% of whom are men and 37% women. Of this group, 52% are undergraduate alumni. Of particular interest is that 51% of the alumni pool graduated in the last 20 years.

Obviously stewardship of donors and potential donors is extremely important. More emphasis will be placed on this in the future—donors like to know what Penn is doing with the money that has been given or will do with it in the future.

Chair's Report: Members received a schedule illustrating the percentage of the budget that is allocated to standing faculty salaries and benefits from Craig Carnaroli, the Executive Vice President. The Parking Violations Board, also known as the Towing Board, has a vacancy due to the death of Paul Korshin. The Chair solicited nominations to fill this vacancy.

In February, SEC will discuss the Minority Equity Report and campus safety. The Chair will invite President Gutmann, Provost Daniels, and EVP Craig Carnaroli to return in March. Willis J. Stetson, Dean of Undergraduate Admissions, will be invited to speak to SEC in April.

Past Chair's Report: The Academic Planning and Budget Committee heard from Willis J. Stetson, Dean of Undergraduate Admissions. The numbers from the Early Decision program were outstanding. The rate of admission this year was 28%, and the applicant pool was extraordinarily diverse.

Capital Council did not meet recently.

Presentation and Discussion of Family Friendly Policies with Janice Bellace, Deputy Provost: Last spring the Deputy Provost began meeting with the Associate Deans and selected faculty from the four largest schools to discuss family friendly policies and issues of career-family balance. Because of the decentralized nature of the University, each school publicizes and applies the policies differently, but there are also philosophical issues involved. In reviewing these policies, the goal is fairness, consistency, and improvements in the lives of faculty.

Three major issues are addressed by the policies: leaves of absence; parental policies; and extension of the probationary periods that apply to the granting of tenure or promotion to associate professor.

With minor edits, all of the policies were unanimously approved. Overall, the policies underscore consistency and fairness in a gender neutral fashion. As policies are implemented, there will no doubt be ongoing review and discussion. The policies will be voted on at the next meeting of the Executive Committee of the Board of Trustees, and should be in effect by March 1, 2006. Once approved, policies will be published in *Almanac*. It was noted that Deans, Administrators and HR Personnel need to make faculty aware of these policies and that they need to be readily available and accessible.

Consultation: Members suggested three topics for discussion at upcoming consultation by the tri-chairs with the President and Provost: continuing faculty concern over health benefits for retired faculty; strong support for application and dissemination of family friendly policies; and recruitment and retention of faculty.

The University of Pennsylvania is committed to maintaining the highest standards of care for animals used in research, education and training. This announcement describes the procedures to be followed by anyone in reporting animal welfare concerns and the responsibilities of the institution to respond to these concerns.

Reporting Animal Welfare Concerns

Background: The Animal Welfare Act (AWA) requires the University of Pennsylvania Institutional Animal Care and Use Committee (IACUC), to review and, if warranted, investigate concerns involving the care and use of animals resulting from reports of noncompliance received from laboratory or research facility personnel, or public complaints (9 CFR 2.31[c][4]). The IACUC receives institutional support through the Office of Regulatory Affairs (ORA).

Reporting Policy: The IACUC encourages the rapid reporting of any concerns related to animal welfare and has established procedures to review and investigate any allegation of violations of University policy, IACUC guidelines, Public Health Service Guidelines or United States Department of Agriculture (U.S.D.A.) regulations implementing the AWA.

All concerns must be made through the Office of Regulatory Affairs (ORA) at:

Telephone: (215) 898-2615; Fax: (215) 573-9438; E-mail: IACUC@pobox.upenn.edu

Writing: Mezzanine Level, 133 South 36th Street, Philadelphia, PA 19104-3246

Individuals desiring to remain anonymous should report only through telephone contact.

Individuals may also report any concerns through 1-888-BEN-TIPS, the University's Corporate Compliance Office hotline. Those concerns dealing with animal welfare are reported to the ORA and IACUC for resolution and reporting. All animal welfare concerns will be reviewed regardless of the form in which they are received. The University is also committed to protecting the rights of any individual reporting concerns of animal welfare.

If you have questions concerning this announcement please contact Joseph R. Sherwin, director of the Office of Regulatory Affairs at (215) 898-0082 or by email at sherwin@pobox.upenn.edu

—Perry B. Molinoff, Vice Provost for Research

Agenda for University Council Meeting

Wednesday, January 25, 2006,
4 to 6 p.m.

Bodek Lounge, Houston Hall

- I. Approval of the Minutes of November 30, 2005. (1 minute)
- II. Follow-up comments or questions on Status Reports. (5 minutes)
- III. Discussion of 2004-2005 Committee on Quality of Student Life Report, excluding housing recommendations. (10 minutes)
- IV. Discussion of Graduate Student Housing. (30 minutes)
- V. Discussion of Managing Stress and Work-Life Balance. (30 minutes)
- VI. Annual Open Forum. (3 minutes presentation each, 15 minutes discussion)
 - A. "Warrantless searches of U.S. citizens and its possible effects on the ability of the University to fulfill its mission"
 - B. Financial aid for the MLA program in the College of General Studies

To place an item on the agenda for the next monthly Open Forum, submit it to Neville Strumpf, Steering Committee Chair, strumpf@nursing.upenn.edu by February 1.
- VII. Benjamin Franklin's 300th Birthday Celebration
- VIII. Adjournment by 6 p.m.

Penn Humanities Forum: Call for Topics

Each year, the seminars and public lectures of the Penn Humanities Forum focus on a theme of wide-ranging humanistic interest. Past topics have been: *Human Nature, Style, Time, The Book, Belief, and Sleep & Dreams*. This year, the Forum topic is *Word & Image* (topic directors: Liliane Weissberg and Catriona MacLeod). The 2006-07 theme is *Travel* (Karen Detlefson), and in 2007-08, *Origins* (Gary Tomlinson).

We now invite faculty across the University to submit topics for 2008-09, the Forum's tenth anniversary year. Ideas should be broadly interdisciplinary in nature, and proposers should be prepared to serve as topic director if the PHF Faculty Board selects their topic. Topic directors help to plan the program the year before it runs and participate in most aspects of it the following year, receiving a stipend and the opportunity to explore their interest with distinguished visitors and Penn faculty and students.

Please submit your suggestions with a short rationale by *March 31, 2006* to Wendy Steiner (wsteiner@english.upenn.edu).

For more information, consult the Forum's web site <http://humanities.sas.upenn.edu/about.shtml> or call Jennifer Conway, associate director (215-898-8220).

—Wendy Steiner, Director
Penn Humanities Forum

Honors & Other Things

MLK Community Involvement Awards

On January 18, the eleventh annual *Interfaith Commemoration of the Life of the Reverend Dr. Martin Luther King, Jr.*, took place in Bodek Lounge, Houston Hall, with a keynote address, musical performances, and the presentation of the Community Involvement Awards.

Vanessa Lowery Brown develops and facilitates events and activities such as street festivals, seminars and workshops oriented around a variety of topics, from helping residents with first-time home ownership to digital inclusion. Ms. Brown can be credited with anti-crime activities such as helping to develop a Town Watch with over 50 community members in the Mill Creek section of Philadelphia. She is passionate about improving the quality of life for senior citizen residents of Mill Creek. Ms. Brown is a volunteer for numerous organizations, serving on the Boards of Directors for the East Africa Resource Center, the Philadelphia Unemployment Project and the Jubilee School. She is also active in politics, as a Committeewoman for the 44th Ward. This holiday season she galvanized the Mill Creek community to host a dinner for 200 homeless families.

Gloria Gay has over 44 years experience working on issues such as organizational development, human relations and equity. Ms. Gay is associate director of the Penn Women's Center and an adjunct instructor in human sexuality education in the School of Social Policy and Practice. She has served on Penn's Sexual Harassment Committee for several years and has implemented numerous sexual harassment training programs throughout the University for faculty, staff and students. She is a primary trainer for the team that educates principals, teachers and counselors about sexual harassment in the Philadelphia School System. The program her group developed, *Equity in the Era of Diversity*, has been implemented annually for the past ten years and has reached hundreds. She is a certified rape crisis counselor through Women Organized Against Rape, and a certified domestic violence counselor through the National Association of Forensic Counselors.

Reverend William Gipson is the University Chaplain and Special Advisor to the President; he serves on numerous boards and committees, including the University Council Committees on Pluralism and on the Quality of Student Life and the advisory board for the Division of Public Safety. He is on the Board of Trustees for Smith Col-

lege and is a former member of the Philadelphia Commission on Human Relations. He serves as administrator of religious life on campus and, in that capacity, works closely with the Penn Religious Community Council. He has created several student programs, including the Religious Life Liaison Program, in which a member of each College House creates activities centering on religious dialogue. "Known as a man of profound integrity and empathy, he is sought out for his ability to treat every person with respect and dignity. In that way, he lives Dr. King's principle that everyone can be somebody because everyone can serve."

Jonathan Ludmir C '06 is a senior in the College. During his years at Penn, he has made an important contribution as a volunteer emergency medical technician in the community. He is the founder of Alianza an organization to unite Latino and Jewish populations, to promote tolerance among cultures. In addition, Mr. Ludmir is a spokesperson for the Latino coalition and a volunteer at La Casa Latina, the Center for Hispanic Excellence at Penn. He has worked to educate rural communities about HIV, drugs, hygiene and violence prevention. He has also created health education sessions specifically for children. Mr. Ludmir has performed this work not only here in Philadelphia but also abroad, in Peru, Nicaragua and Mexico. His commitment to helping the underserved and to promoting cultural awareness exemplify the spirit of service Dr. King championed.

Gregory Lyles is the executive director of the West Philadelphia branch of the YMCA. Mr. Lyles has demonstrated a strong commitment to serve the community by opening the doors of the YMCA to welcome underserved families to participate in programs they cannot afford. This includes after-school programs for children and teens, as well as health and wellness activities for adults and seniors. Over the past two years, the Y has served over 15,000 men, women and children and is truly a resource that enriches the life of all citizens of the West Philadelphia community. Mr. Lyles has collaborated with religious, cultural and educational institutions to garner support and raise awareness of the Y's mission.

MLK Community Education Award In Honor of Dr. Judith Rodin

For outstanding contributions to the advancement of education and educational opportunities in West Philadelphia

Walter Palmer is a lawyer who has been an activist against racism in Philadelphia for over 30 years. In 1978, he helped to negotiate an end to the confrontation between Philadelphia police and the group MOVE in West Philadelphia. More recently, he has been involved with the Leadership Learning Partners Charter School. Currently a lecturer at the School of Social Policy and Practice, Mr. Palmer conceived the idea for the Institute for the Research and Study of American Racism. One of the Institute's purposes is to serve as a home for a worldwide online database of information about racism. Members of the Institute will also advocate for the creation of courses about racism, and will train people in how to teach them. Mr. Palmer is in the process of raising \$10 million to support the Center's work. Throughout his career, he has worked towards Dr. King's ideal of transforming American society so that racism will disappear.

Best Academic Book: Dr. English



James English

Dr. James English, professor of English and chair of the English department, received the Best Academic Book of 2005 from *New York Magazine's* Culture Awards for his book *The Economy of Prestige: Prizes, Awards, and the Circulation of Cultural Value*. The magazine states that Dr. English "has written a book about the manufacture of cultural prestige that is both intellectually shrewd and consistently entertaining." The Culture Awards give recognition to the "Culture Elite" in art, books, dance, movies, theatre, and television.

Dr. English is a specialist in 20th-century British literature and culture, and teaches courses in contemporary British cinema. He is currently at work on a study of cultural translation between the U.K. and the U.S.

New Jersey Assembly: Ms. Lampitt

Pamela Lampitt, general manager of Conference Services, was elected into the New Jersey Assembly for the 6th District. Ms. Lampitt won an open seat to replace assemblywoman Mary Pre-vite, who did not seek reelection. Ms. Lampitt has served on a number of committees at Penn, and is on the Committee for Manufacturer Responsibility. She is a councilwoman in Cherry Hill, the Council liaison to the Cherry Hill Business Partnership; she has served on the Cherry Hill Zoning Board, and serves as a committee member for the South Jersey Chapter of City of Hope, a cancer research institution.



Pamela Lampitt



Above, from left to right: the 2006 MLK awardees Chaplain William Gipson, Walter Palmer, Gloria Gay, along with President Amy Gutmann, and other awardees Jonathan Ludmir, Vanessa Lowery Brown, and Gregory Lyles.

Proposals Relating to the Education of Youth in Pensilvania

Philadelphia, 1749

Ben Franklin's 1749 pamphlet on the aims of education, *Proposals Relating to the Education of Youth in Pensilvania*, led directly to the founding of the Academy of Philadelphia, since 1791 known as the University of Pennsylvania. In this document, Franklin described his revolutionary and visionary plan to properly educate American youth. He believed in combining "every Thing that is useful, and every Thing that is ornamental."

Advertisement to the Reader.

It has long been regretted as a Misfortune to the Youth of this Province, that we have no ACADEMY, in which they might receive the Accomplishments of a regular Education.

The following Paper of Hints towards forming a Plan for that Purpose, is so far approv'd by some publick-spirited Gentlemen, to whom it has been privately communicated, that they have directed a Number of Copies to be made by the Press, and properly distributed, in order to obtain the Sentiments and Advice of Men of Learning, Understanding, and Experience in these Matters; and have determin'd to use their Interest and best Endeavours, to have the Scheme, when compleated, carried gradually into Execution; in which they have Reason to believe they shall have the hearty Concurrence and Assistance of many who are Wellwishers to their Country.

Those who incline to favour the Design with their Advice, either as to the Parts of Learning to be taught, the Order of Study, the Method of Teaching, the Oeconomy of the School, or any other Matter of Importance to the Success of the Undertaking, are desired to communicate their Sentiments as soon as may be, by Letter directed to B. Franklin, Printer, in Philadelphia.

AUTHORS quoted in this PAPER.

1. The famous Milton, whose Learning and Abilities are well known, and who had practised some Time the Education of Youth, so could speak from Experience.

2. The great Mr. Locke, who wrote a Treatise on Education, well known, and much esteemed, being translated into most of the modern Languages of Europe.

3. Dialogues on Education, 2 Vols. Octavo, that are much esteem'd, having had two Editions in 3 Years. Suppos'd to be wrote by the ingenious Mr. Hutcheson (Author of A Treatise on the Passions, and another on the Ideas of Beauty and Virtue) who has had much Experience in Educating of Youth, being a Professor in the College at Glasgow, &c.

4. The learned Mr. Obadiah Walker, who had been many Years a Tutor to young Noblemen, and wrote a Treatise on the Education of a young Gentleman; of which the Fifth Edition was printed 1687.

5. The much admired Mons. Rollin, whose whole Life was spent in a College; and wrote 4 Vols. on Education, under the Title of, The Method of Teaching and Studying the Belles Lettres; which are translated into English, Italian, and most of the modern Languages.

6. The learned and ingenious Dr. George Turnbull, Chaplain to the present Prince of Wales; who has had much Experience in the Educating of Youth, and publish'd a Book, Octavo, intitled, Observations on Liberal Education, in all its Branches, 1742.

With some others.

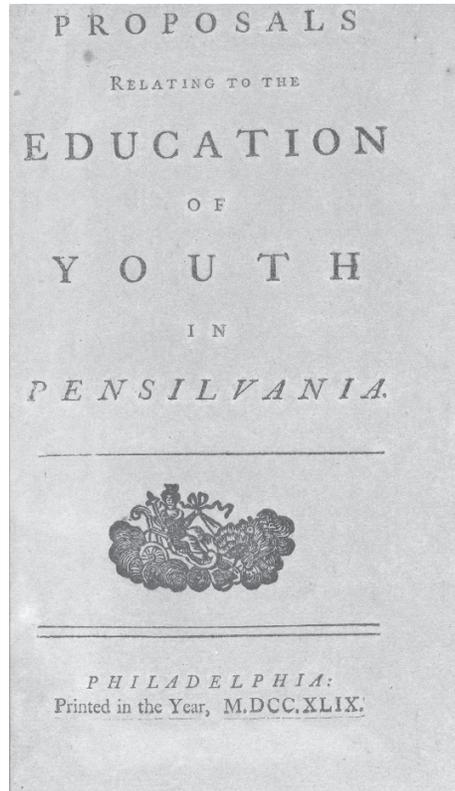


Image courtesy of the Rare Book & Manuscript Library, University of Pennsylvania

Proposals Relating to the Education of Youth in Pensilvania: Franklin and Hall, 1749; from the exhibit, *Educating the Youth*, at the Rosenwald Gallery, Van Pelt-Dietrich Library, now through May 31.

This document, along with Franklin's 29 extensive footnotes which pertain to the parenthetical numbers below, can be found at www.archives.upenn.edu/primdocs/1749proposals.html.

Proposals, &c.

The good Education of Youth has been esteemed by wise Men in all Ages, as the surest Foundation of the Happiness both of private Families and of Common-wealths. Almost all Governments have therefore made it a principal Object of their Attention, to establish and endow with proper Revenues, such Seminaries of Learning, as might supply the succeeding Age with Men qualified to serve the Publick with Honour to themselves, and to their Country. (*1)

Many of the first Settlers of these Provinces, were Men who had received a good Education in Europe, and to their Wisdom and good Management we owe much of our present Prosperity. But their Hands were full, and they could not do all Things. The present Race are not thought to be generally of equal Ability: For though the American Youth are allow'd not to want Capacity; yet the best Capacities require Cultivation, it being truly with them, as with the best Ground, which unless well tilled and sowed with profitable Seed, produces only ranker Weeds.

That we may obtain the Advantages arising from an Increase of Knowledge, and prevent as much as may be the mischievous Consequences that would attend a general Ignorance among us, the following Hints are offered towards forming a Plan for the Education of the Youth of Pensilvania, viz.

It is propos'd, THAT some Persons of Leisure and publick Spirit, apply for a CHARTER, by which they may be incorporated, with Power to erect an ACADEMY for the Education of Youth, to govern the same, provide Masters, make Rules, receive Donations, purchase Lands, &c. and to add to their Number, from Time to Time such other Persons as they shall judge suitable.

That the Members of the Corporation make it their Pleasure, and in some Degree their Business, to visit the Academy often, encourage and (*2) countenance the Youth, countenance and assist the Masters, and by all Means in their Power advance the Usefulness and Reputation of the Design; that they look on the Students as in some Sort their Children, treat them with Familiarity and Affection, and when they have behav'd well, and gone through their Studies, and are to enter the World, zealously unite, and make all the Interest that can be made to establish them (*3), whether in Business, Offices, Marriages, or any other Thing for their Advantage, preferably to all other Persons whatsoever even of equal Merit.

And if Men may, and frequently do, catch such a Taste for cultivating Flowers, Planting, Grafting, Inoculating, and the like, as to despise all other Amusements for their Sake, why may not we expect they should acquire a Relish for that more useful Culture of young Minds. Thompson says,

'Tis Joy to see the human Blossoms blow,
When infant Reason grows apace, and calls
For the kind Hand of an assiduous Care;
Delightful Task! to rear the tender Thought,
To teach the young Idea how to shoot,
To pour the fresh Instruction o'er the Mind,
To breathe th' enliv'ning Spirit, and to fix
The generous Purpose in the glowing Breast.

That a House be provided for the ACADEMY, if not in the Town, not many Miles from it; the Situation high and dry, and if it may be, not far from a River, having a Garden, Orchard, Meadow, and a Field or two.

That the House be furnished with a Library (if in the Country, if in the Town, the Town (*4) Libraries may serve) with Maps of all Countries, Globes, some mathematical Instruments, and Apparatus for Experiments in Natural Philosophy, and for Mechanics; Prints, of all Kinds, Prospect, Buildings, Machines, &c. (*5)

That the RECTOR be a Man of good Understanding, good Morals, diligent and patient, learn'd in the Languages and Sciences, and a correct pure Speaker and Writer of the English Tongue; to have such Tutors under him as shall be necessary.

That the boarding Scholars diet (*6) together, plainly, temperately, and frugally.

That to keep them in Health, and to strengthen and render active their Bodies, they be frequently (*7) exercis'd in Running, Leaping, Wrestling, and Swimming (*8) &c.

That they have peculiar Habits to distinguish them from other Youth, if the Academy be in or near the Town; for this, among other Reasons, that their Behaviour may be the better observed.

As to their STUDIES, it would be well if they could be taught every Thing that is useful, and every Thing that is ornamental: But Art is long, and their Time is short. It is therefore

(continued on next page)

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propos'd that they learn those Things that are likely to be most useful and most ornamental. Regard being had to the several Professions for which they are intended.

All should be taught to write a fair Hand, and swift, as that is useful to All. And with it may be learnt something of (*9) Drawing, by Imitation of Prints, and some of the first Principles of Perspective.

(*10) Arithmetick, Accounts, and some of the first Principles of Geometry and Astronomy.

The (*11) English Language might be taught by Grammar; in which some of our best Writers, as Tillotson, Addison, Pope, Algernon Sidney, Cato's Letters, &c. should be Classics: The Stiles principally to be cultivated, being the clear and the concise. Reading should also be taught, and pronouncing, properly, distinctly, emphatically; not with an even Tone, which under-does, nor a theatrical, which over-does Nature.

To form their Stile, they should be put on Writing (*12) Letters to each other, making Abstracts of what they read; or writing the same Things in their own Words; telling or writing Stories lately read, in their own Expressions. All to be revis'd and corrected by the Tutor, who should give his Reasons, explain the Force and Import of Words, &c.

To form their (*13) Pronunciation, they may be put on making Declamations, repeating Speeches, delivering Orations, &c. The Tutor assisting at the Rehearsals, teaching, advising, correcting their Accent, &c.

But if (*14) HISTORY be made a constant Part of their Reading, such as the Translations of the Greek and Roman Historians, and the modern Histories of antient Greece and Rome, &c. may not almost all Kinds of useful Knowledge be that Way introduc'd to Advantage, and with Pleasure to the Student? As

GEOGRAPHY, by reading with Maps, and being required to point out the Places where the greatest Actions were done, to give their old and new Names, with the Bounds, Situation, Extent of the Countries concern'd, &c.

CHRONOLOGY, by the Help of Helvicus or some other Writer of the Kind, who will enable them to tell when those Events happened; what Princes were Cotemporaries, what States or famous Men flourish'd about that Time, &c. The several principal Epochas to be first well fix'd in their Memories.

ANTIEN T CUSTOMS, religious and civil, being frequently mentioned in History, will give Occasion for explaining them; in which the (*15) Prints of Medals, Basso Relievo's, and antient Monuments will greatly assist.

MORALITY, (*16) by descanting and making continual Observations on the Causes of the Rise or Fall of any Man's Character, Fortune, Power, &c. mention'd in History; the Advantages of Temperance, Order, Frugality, Industry, Perseverance, &c. &c. (*17) Indeed the general natural Tendency of Reading good History, must be, to fix in the Minds of Youth deep Impressions of the Beauty and Usefulness of Virtue of all Kinds, Publick Spirit, Fortitude, &c.

History will show the wonderful Effects of ORATORY, in governing, turning and leading great Bodies of Mankind, Armies, Cities, Nations. When the Minds of Youth are struck with Admiration at this, (*18) then is the Time to give them the Principles of that Art, which they will study with Taste and Application. Then they

may be made acquainted with the best Models among the Antients, their Beauties being particularly pointed out to them. Modern Political Oratory being chiefly performed by the Pen and Press, its Advantages over the Antient in some Respects are to be shown; as that its Effects are more extensive, more lasting, &c.

History will also afford frequent Opportunities of showing the Necessity of a Publick Religion, from its Usefulness to the Publick; the Advantage of a Religious Character among private Persons; the Mischiefs of Superstition, &c. and the Excellency of the CHRISTIAN RELIGION above all others antient or modern (*19).

History will also give Occasion to expatiate on the Advantage of Civil Orders and Constitutions, how Men and their Properties are protected by joining in Societies and establishing Government; their Industry encouraged and rewarded, Arts invented, and Life made more comfortable: The Advantages of Liberty, Mischiefs of Licentiousness, Benefits arising from good Laws and a due Execution of Justice, &c. Thus may the first Principles of sound (*20) Politicks be fix'd in the Minds of Youth.

On Historical Occasions, Questions of Right and Wrong, Justice and Injustice, will naturally arise, and may be put to Youth, which they may debate in Conversation and in Writing (*21). When they ardently desire Victory, for the Sake of the Praise attending it, they will begin to feel the Want, and be sensible of the Use of Logic, or the Art of Reasoning to discover Truth, and of Arguing to defend it, and convince Adversaries. This would be the Time to acquaint them with the Principles of that Art. Grotius, Puffendorff, and some other Writers of the same Kind, may be used on these Occasions to decide their Disputes. (*22) Publick Disputes warm the Imagination, whet the Industry, and strengthen the natural Abilities.

When Youth are told, that the Great Men whose Lives and Actions they read in History, spoke two of the best Languages that ever were, the most expressive, copious, beautiful; and that the finest Writings, the most correct Compositions, the most perfect Productions of human Wit and Wisdom, are in those Languages, which have endured Ages, and will endure while there are Men; that no Translation can do them Justice, or give the Pleasure found in Reading the Originals; that those Languages contain all Science; that one of them is become almost universal, being the Language of Learned Men in all Countries; that to understand them is a distinguishing Ornament, &c. they may be thereby made desirous of learning those Languages, and their Industry sharpen'd in the Acquisition of them. All intended for Divinity should be taught the Latin and Greek; for Physick, the Latin, Greek and French; for Law, the Latin and French; Merchants, the French, German, and Spanish: And though all should not be compell'd to learn Latin, Greek, or the modern foreign Languages; yet none that have an ardent Desire to learn them should be refused; their English, Arithmetick, and other Studies absolutely necessary, being at the same Time not neglected.

If the new Universal History were also read, it would give a connected Idea of human Affairs, so far as it goes, which should be follow'd by the best modern Histories, particularly of our Mother Country; then of these Colonies; which should be accompanied with Observations on their Rise, Encrease, Use to Great-Britain, Encouragements, Discouragements, &c. the Means to make them flourish, secure their Liberties, &c.



With the History of Men, Times and Nations, should be read at proper Hours or Days, some of the best Histories of Nature (*23), which would not only be delightful to Youth, and furnish them with Matter for their Letters, &c. as well as other History; but afterwards of great Use to them, whether they are Merchants, Handicrafts, or Divines; enabling the first the better to understand many Commodities, Drugs, &c. the second to improve his Trade or Handicraft by new Mixtures, Materials, &c. and the last to adorn his Discourses by beautiful Comparisons, and strengthen them by new Proofs of Divine Providence. The Conversation of all will be improved by it, as Occasions frequently occur of making Natural Observations, which are instructive, agreeable, and entertaining in almost all Companies. Natural History will also afford Opportunities of introducing many Observations, relating to the Preservation of Health, which may be afterwards of great Use. Arbuthnot on Air and Aliment, Sanctorius on Perspiration, Lemery on Foods, and some others, may now be read, and a very little Explanation will make them sufficiently intelligible to Youth.

While they are reading Natural History, might not a little Gardening, Planting, Grafting, Inoculating, &c. be taught and practised; and now and then Excursions made to the neighbouring Plantations of the best Farmers, their Methods observ'd and reason'd upon for the Information of Youth. The Improvement of Agriculture being useful to all (*24), and Skill in it no Disparagement to any.

The History of Commerce, of the Invention of Arts, Rise of Manufactures, Progress of Trade, Change of its Seats, with the Reasons, Causes, &c. may also be made entertaining to Youth, and will be useful to all. And this, with the Accounts in other History of the prodigious Force and Effect of Engines and Machines used in War, will naturally introduce a Desire to be instructed in (*25) Mechanicks, and to be inform'd of the Principles of that Art by which weak Men perform such Wonders, Labour is sav'd, Manufactures expedited, &c. &c. This will be the Time to show them Prints of antient and modern Machines, to explain them, to let them be (*26) copied, and to give Lectures in Mechanical Philosophy.

With the whole should be constantly inculcated and cultivated, that Benignity of Mind (*27), which shows itself in searching for and seizing every Opportunity to serve and to oblige; and is the Foundation of what is called GOOD BREEDING; highly useful to the Possessor, and most agreeable to all (*28).

The Idea of what is true Merit, should also be often presented to Youth, explain'd and impress'd on their Minds, as consisting in an Inclination join'd with an Ability to serve Mankind, one's Country, Friends and Family; which Ability is (with the Blessing of God) to be acquir'd or greatly increas'd by true Learning; and should indeed be the great Aim and (*29) End of all Learning.

Division of Human Resources—Upcoming HR Programs

Further your professional and personal development by taking advantage of upcoming Human Resources programs. Note that you must pre-register for all programs by visiting the online Course Catalog at www.hr.upenn.edu (click on Course Catalog at top of page).

Learning and Education Programs

Learn valuable skills through American Management Association (AMA) programs, Brown Bag Matinees, Career Focus Brown Bags, and other programs. Don't forget to pre-register. For questions on Learning and Education programs, call (215) 898-3400 or visit www.hr.upenn.edu/learning.

Career Focus Brown Bag—Fulfilling Your Career Potential at Penn; February 1; noon to 1 p.m.; free. Do you have career goals and dreams, but don't know how to achieve them? This workshop provides an overview to the career planning process. You'll discuss self-assessment and setting goals, both short-term and long-term. Then the inspirational video *The Passion Plan: Putting your Passion to Work* will show you practical suggestions to help you identify your goals and create your action plan.

The Cornell Interactive Theatre Ensemble (CITE); February 7; 9–11:30 a.m. OR 2–4:30 p.m.; free. CITE is an award-winning group of professional actors and facilitators who explore sensitive workplace issues in a safe and open forum. Using carefully scripted scenarios and follow-up dialogue with the audience, the CITE facilitators help you understand more about what causes problematic situations in the workplace and discover strategies for managing and preventing such problems.

Brown Bag Matinee—Painless Performance Improvement; February 14; noon to 1 p.m.; free. Real change only happens when the decision to change comes from the person doing the changing. If you're a manager or supervisor, we urge you to attend this program to learn about a simple and proven technique that can help your team members improve their own performance without the drama, conflict or pain often associated with performance issues. Discover how to focus on performance instead of attitude, intervene rather than confront, and recognize and deflect common sidetracks.

Career/Life Strategies for Baby Boomers—Retirement Money Matters; February 22; noon to 1:30 p.m.; free. As you think about retirement, many issues arise, especially the all-important financial questions: What about the money? How much will I need? How much will I have? Will my savings last as long as I do? Penn's retirement counselors will provide tools for answering these questions and strategies to get your financial plans on track.

Learning to Avoid Injuries—New Health Promotion Series for Spring 2006

Injuries can happen anytime—while you're on the job, in your own home, or playing sports. To help you and your family avoid the possibility of injury no matter where you are, Human Resources is pleased to announce a new health promotion series this spring: *Avoiding Injury at Work, Home, and on the Playing Field*. These monthly lunchtime presentations will outline the best medical advice for keeping you and your family healthy and fit. Specialists from Penn's

Health System, Penn's Office of Environmental Health and Radiation Safety, and Independence Blue Cross will be on hand to provide information and answer your questions. Pre-register today to start on the path for a healthier you.

Go to www.hr.upenn.edu/quality/wellness/workshops.asp to pre-register and find more details, including location information. Questions? Contact Human Resources at (215) 898-5118 or orna@hr.upenn.edu.

The series starts on Wednesday, February 15 with *Helping Your Child Avoid Sports Injuries*. This workshop will help you recognize current trends in sports participation that can lead to injury, and become familiar with the most common sports injury areas: shoulder, knee, and ankle. You will also learn injury prevention techniques and "Back to Play" guidelines.

The full series runs noon-1 p.m. as follows:
Wednesday, February 15; *Helping Your Child Avoid Sports Injuries*; led by Dr. Lawrence Wells, MD, assistant professor of orthopaedic surgery, School of Medicine; Attending Physician, CHOP

Wednesday, March 15; *Avoiding Back Injury*; led by Dianne Bariolotti, RN, coordinator of client services, Independence Blue Cross Preventative Health and Wellness

Tuesday, April 18; *Keep on Moving: How to Keep your Joints Healthy*; led by Dr. Craig Israelite, MD, assistant professor of orthopaedic surgery, School of Medicine, Penn Orthopaedic Institute, Orthopaedic Surgeon

Tuesday, May 9; *Workplace Ergonomics*; led by Karen Kelley, industrial hygienist, Office of Environmental Health and Radiation Safety



Another tip in a series provided by the Offices of Information Systems & Computing and Audit, Compliance & Privacy.

How Hackers Use Password Dictionaries

Weak and poorly protected passwords remain the single biggest threat to computer security. Unfortunately, many of us still choose passwords that are easily "cracked," like birthdays, pets' names, foreign words, and celebrities' names.

Powerful, automated tools for cracking poorly chosen passwords are readily available to malicious individuals, and are often carried in computer worms and viruses.

These tools call on large dictionaries to guess what a user's password might be. Password dictionaries generally contain hundreds of thousands of entries, including words and phrases from numerous languages, from pop culture, and sequences like "12345678" and "fjdksla," which are common passwords. Password cracking tools take each dictionary entry and use it in numerous ways—spelling it forwards and backwards, and making common substitutions like replacing the letter "O" with a zero and the letter "S" with a dollar sign (\$).

For information about selecting a strong password, please visit www.upenn.edu/computing/email/pswd_guide.html.

Work-Life Balance Workshops

Dealing with the demands of work and personal life can be challenging. That's why we offer a variety of workshops led by experts from Penn's Employee Assistance Program and Work & Family provider, Penn Behavioral Health, to provide you with support for your personal and professional life challenges. For more information or to pre-register, visit the Human Resources website at www.hr.upenn.edu/quality/workshop.asp or call (215) 898-5116.

Handling Rejection Personally and Professionally; February 9; 11:30 a.m. to 1 p.m.; free. We all deal with rejection at some point in our lives. This workshop is designed to move individuals away from "rejection victimization". It provides an in-depth look at some of the dynamics of rejection, with "hands on" techniques for dealing with associated emotions and consequences. Learn the components and emotional impact of rejection, as well as coping and preventative mechanisms.

Effective Communications With Your Teenager; February 23; 11:30 a.m. to 1 p.m.; free. If you are the parent of teenagers, you know that talking to them without alienating them is a skill. This seminar helps you develop this skill, while learning what works most effectively and what does not work. Explore how to create discourse and improve listening skills to foster better communication between you and your teen.

Handling the Difficult and Angry Customer; February 28; 11:30 a.m. to 1 p.m.; free. This seminar is designed to provide participants with specific skills and strategies for effecting "Win-Win" solutions for customer relationships, specifically those that are hard to manage. Participants will learn about assertiveness techniques with customers, collaboration and partnering to effect results, handling internal reactions, and effective communication with all customers.

Note: For personalized assistance with dependent care issues and personal well-being, contact Penn's Employee Assistance Program (EAP) and Work & Family Services provider, Penn Behavioral Health, at 1-888-321-4433 or go online to www.hr.upenn.edu/quality/wellness/eap.asp, or go to the EAP website www.pennbehavioralhealth.org. For questions on QOWL programs, contact Human Resources at orna@hr.upenn.edu or (215) 898-5116.

—Division of Human Resources

Almanac Deadlines:

The deadline for the weekly Update is every Tuesday, for the following Tuesday's issue. The deadline for the March AT PENN calendar is Tuesday, February 14. For information see www.upenn.edu/almanac/calendar/caldead-real.html.

Speaking Out letters on University issues will be accepted by Thursday at noon for the following Tuesday's issue, subject to right-of-reply guidelines.

Get On Board Express Almanac

Sign up to receive e-mail notification when we post breaking news between issues. Send an e-mail to listserv@lists.upenn.edu with "subscribe e-almanac <your full name>" in the body of the message. —Ed.

Update

January AT PENN

FILMS

- 24** *Madchen in Uniform*; 7 p.m.; Cinema at Penn, 3925 Walnut St. (Cinema Studies).
- 29** *Zatoichi*; Japanese; 8 p.m.; Film Lounge, Van Pelt Manor (Cinema Studies).
- 31** *Olympic II: Festival of Beauty*; Cinema at Penn, 3925 Walnut St. (Cinema Studies).

MUSIC

- 31** *Jeffrey Haden Shurdut*; 8 p.m.; Cinema at Penn, 3925 Walnut St.

SPECIAL EVENTS

- 27** *Selling Democracy Symposium*; 9-11 a.m.; Terrace Room, Logan Hall; film screenings: *January 28, 29* at the International House; info./register: www.pgcs.asc.upenn.edu/events_sellingdemocracy.php (Cinema Studies).
- 30** *6th Annual Robert Burns Lunch*; Burns' poetry reading with a bagpiper, a la carté Scottish menu and single malt scotch; 12:15 p.m.; Children's Luncheon, Penn Museum; \$10, \$6; info.: (215) 898-4089 (Penn Museum Catering).

TALKS

- 25** *A NOD to Pro-Inflammatory Cell Death: Mouse Macrophages Detect Cytosolic Flagellin to Restrict Legionella Infection*; Michele Swanson, University of Michigan; noon; Austrian Auditorium, CRB (Microbiology).
- Show Me the Money*; Michael Bryan, Federal Reserve Bank of Cleveland; 5 p.m.; ICA (ICA).
- Merchant Princes of the Silk Road and Their Homeland: Archaeological Discoveries of Pianjikent*; Boris Marshak, State Hermitage Museum, Rus-

CLASSIFIEDS—PERSONAL

FOR SALE

1919 Steinway & Sons Model M baby grand piano. Gloss mahogany finish. Serial # 195715. Size: 5' 7". Location: Center City Philadelphia. Price: \$26,000. Bench included. Selling to fund son's tuition. Photo and details on Pianomart.com ad #2154, or email jwong@cceb.upenn.edu.

EVENT

The Wilma Theater presents the impassioned theatrical exposé Heather Raffo's *9 Parts of Desire*, Feb. 1st through Mar. 12th. Tickets \$10-\$49. Call (215) 546-7824 or online at www.wilmaheater.org. Mention the *Almanac* for \$5 off tickets! Discounted subscriptions for educators available.

sia; 5:30 p.m.; classroom 2, Penn Museum (Center for Ancient Studies).

26 *Silks from Central Asia: On the So-Called Soghdian Silks*; Boris Marshak, State Hermitage Museum, Russia; 5 p.m.; rm. B14, Meyerson Hall (Center for Ancient Studies).

27 *Another Approach to the Sino-Soghdian Tomb Reliefs*; Boris Marshak, State Hermitage Museum, Russia; 11 a.m.; rm. B2, Meyerson Hall (Center for Ancient Studies).

Christ and the Samaritan Woman: The Emergence of a New Subject in Late Medieval Art and Why that Matters; Lynn Ransom, Penn Humanities Forum; 3:30 p.m.; rm. 201, Jaffe Bldg. (History of Art).

30 *Mitotic Spindle Formation: What it takes to find a chromosome*; Alexey Khodjakov, Wadsworth Center; 2 p.m.; Class of '62 Auditorium, John Morgan Bldg. (PMI).

31 *Future Scenarios for Human Resource Management*; Roch Parayre, Mack Center for Technological Innovation; 7:30 a.m.; G06, Jon M. Huntsman Hall (Human Capital Institute; Wharton).

New Methods to Study Cell Migration; Kenneth Jacobson, University of North Carolina; noon; rm. 2000, Vagelos Research Labs (Institute for Medicine & Engineering).

CLASSIFIEDS—UNIVERSITY

RESEARCH

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 using needles that do not puncture the skin in patients who need physical therapy. Call Pat Williams for information at (215) 898-3038.

Are you Looking to lose weight and change our eating behaviors? The University of Pennsylvania School of Medicine is searching for individuals 18 to 75 years old, and interested in losing 30 lbs. or more. This is an 18-month research study that offers two dietary approaches to weight loss. Call Kerri at (215) 746-1747 ext. 4. Compensation included.

Is your blood pressure borderline high? Would you like to control it naturally with lifestyle changes such as DIET or YOGA? Researchers at the University of Pennsylvania are beginning a new research study examining the effects of YOGA and NUTRITION on lowering blood pressure. Qualified participants will receive at no cost: study related exams and lab tests, study related classes and instruction, \$650 will be compensated for time, travel & effort. If you are over 18 years of age and not currently on a blood pressure medication, then please call the Study Coordinator, Sue Yang at: (215) 898-4516.

Osteoporosis Study: Women 60 years and older. Do you think you might have osteoporosis (bone loss)? Have you lost height? Did your mother have osteoporosis? Has a DEXA (bone density) scan indicated that you have osteoporosis? Have you broken a bone when you were an adult? If you are a woman 60 years or older who has osteoporosis and has never taken a bisphosphonate medication (Fosamax, Actonel, Aredia, Zometa, Boniva), you may be eligible to participate in a research study to determine if teriparatide (Forteo), which is approved by the US FDA, improves bone architecture. If you qualify for the study, the study will provide you with Forteo for 18 months, provide DEXA and MRI scans at 0, 9, and 18 months at no cost to you, and reimburse your travel expenses. Please contact Louise Loh at (215) 898-5664 for more information.

Almanac is not responsible for contents of classified ad material.

For information call (215) 898-5274.

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **January 9-15, 2006**. Also reported were 7 Crimes Against Property (including 5 thefts, 1 burglary and 1 act of fraud). Full reports are on the www.upenn.edu/almanac/volumes/v52/n19/creport.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 9-15, 2006**. 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.

01/10/06	10:23 AM	106 38th St	Male wanted on warrant/Arrest
01/12/06	2:31 AM	4044 Walnut St	Complainant assaulted by unknown person
01/12/06	6:31 PM	3600 Market St	Male wanted on bench warrant/Arrest
01/13/06	12:39 AM	3900 Sansom St	Male cited for disorderly conduct
01/13/06	3:27 AM	3700 Locust St	Male cited for urinating in public
01/13/06	6:53 AM	3437 Walnut St	Male panhandling/wanted on warrant/Arrest
01/13/06	9:46 AM	51 N 39th St	Unauthorized male in building/Citation
01/13/06	2:02 PM	3800 Chestnut St	Male cited for violation of city ordinance
01/14/06	9:17 PM	4200 Sansom St	Complainant robbed/4 Arrests
01/15/06	2:48 AM	100 38th St	Complainant injured during robbery
01/15/06	12:32 PM	4000 Walnut St	Male took merchandise/Arrest

18th District Report

13 incidents and 5 arrests (including 7 robberies, 6 aggravated assault) were reported between **January 9-15, 2006** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

01/09/06	12:48 PM	4000 Baltimore Ave	Robbery
01/10/06	8:55 AM	433 49th St	Aggravated Assault
01/10/06	8:20 PM	5000 Walton Ave	Robbery
01/11/06	12:57 AM	4044 Walnut St	Aggravated Assault/Arrest
01/12/06	2:31 AM	4000 Walnut St	Aggravated Assault
01/13/06	8:50 PM	5113 Irving St	Aggravated Assault/Arrest
01/13/06	10:15 PM	4600 Pine St	Robbery/Arrest
01/14/06	9:10 PM	4200 Sansom St	Robbery
01/14/06	9:46 PM	1416 Hanson St	Aggravated Assault
01/15/06	2:48 AM	100 38th St	Robbery
01/15/06	4:45 PM	4600 Locust St	Aggravated Assault/Arrest
01/15/06	6:30 PM	4617 Pine St	Robbery
01/15/06	9:20 PM	4400 Chester Ave	Robbery/Arrest



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).

Calendar Year 2005 W-2 Form

EMPLOYER'S - STATE, LOCAL OR FILE COPY			
Form W-2 Wage and Tax Statement 2005		7 Social Security tax	1 Medicare tax (including supplemental)
a Employer name, address and ZIP code The Trustees of the University of Pennsylvania 3451 Walnut Street, Room 310 Philadelphia, Pa 19104-6284		8 State income tax	3 State social security tax
b Employee's name (last, first, middle initial) Ben Franklin 3500 Locust Walk Phila., PA 19104		9 Social Security number	4 Social Security tax withheld
c Employer's federal EIN		10 Excess insurance benefits	5 Medicare tax withheld
d State or local identification number		11 Unemployment tax	12a Section 457(b) deferrals
e State or local tax identification number		12b Other	12c Other
f State or local tax identification number		12d Other	12e Other
13 State income tax withheld	14 State social security tax	15 State unemployment tax	16 Local income tax
17 Total amount paid for the year	18 Local social security tax	19 Total amount paid for the year	20 Total amount paid for the year

The University has recently mailed over 30,000 Calendar Year (CY) 2005 W-2 Forms to our employees' home addresses as they appear on the Payroll File (Employee Database). An explanation of the contents of the various boxes on the W-2 form is as follows:

A. Wages, tips, other compensation: this represents the total amount of Federal Taxable compensation paid or imputed to you during Calendar Year 2005 through the University Payroll System. This amount includes:

- The value of your taxable graduate and/or professional tuition benefits, if you, your spouse and/or your dependent children have received such benefits;
- The value of Group Life Insurance coverage for amounts greater than \$50,000. The premium payments for this excess coverage, if any, have been included as imputed income (see Excess Insurance Premium—below); Amounts that are excluded from this amount are:
- Tax deferred annuity contributions (i.e., TIAA/CREF);
- Health, Dental and Vision Care insurance premiums that have been sheltered;
- Amounts voluntarily contributed to a dependent care or a medical reimbursement account. Also included this year are fees for Parking, Transit Checks, TransPass and the Van Pool.

B. Federal income tax withheld: this represents the amount of Federal Income tax which was withheld from your earnings during the year and paid to the Internal Revenue Service, on your behalf, by the University.

C. Dependent care benefits: this represents the total amount which you have voluntarily "sheltered" for dependent care expenses, regardless of whether you have been reimbursed by the University for the expenses associated with this "shelter" as of December 31, 2005.

D. Social security wages: this represents the total amount of compensation paid to you during Calendar Year 2005 which was subject to Social Security (FICA/OASDI) tax, including all of your tax deferred annuity contributions and excess life insurance premiums, if applicable, but excluding health and dental insurance premiums and any voluntary dependent care or medical reimbursement account contributions which you have "sheltered."

E. Social security tax withheld: this represents the total amount of Social Security (FICA/OASDI) tax which was withheld from your earnings during the year and paid to the Social Security Administration, on your behalf, by the University.

F. Other: If you have received certain fringe benefits, the value of such benefits is shown here. These benefits include the value of taxable graduate and/or professional tuition benefits and other benefits relating to imputed income. If you have received any of these benefits the University has recently advised you, individually and personally, concerning their taxability; please refer to those communications specifically.

G. Medicare wages and tips: this represents the total amount of compensation paid to you during Calendar Year 2005 which was subject to Medicare tax, including all of your tax deferred annuity contributions and excess life insurance premiums, if applicable, but excluding health and dental insurance premiums and any voluntary dependent care or medical reimbursement account contributions which you have "sheltered."

H. Medicare tax withheld: this represents the total amount of Medicare tax which was withheld from your earnings during the year and paid to the Social Security Administration, on your behalf, by the University.

I. Excess insurance premium: the Internal Revenue Service requires that the premiums paid by an employer for group life insurance coverage in excess of \$50,000 be imputed as income to the employee. The amount, which appears in Box 12 and labeled (C), is the value of the premiums paid for this excess insurance coverage. This amount is based on an Internal Revenue Service (IRS) table, which identifies premiums for different age groups.

J. Tax deferred annuity contributions: this represents the total amount of contributions made by an employee to a retirement plan on a tax-deferred basis. The amount is shown in Box 12 and labeled (E) on the actual form.

K. Excludable moving expense reimbursements: this represents the nontaxable moving expenditures that were paid to you as a reimbursement. The amount is shown in Box 12 and labeled (P) on the actual form. If any reimbursements or third party payments were deemed to be taxable income you were notified of these amounts under separate cover.

L. Employee's social security number: this is the number that the Federal and State Governments use to identify you with the tax returns that you file, so please review it for accuracy. If the number is incorrect, then the University Payroll system is also inaccurate and you should contact the Payroll Office, immediately, before you file your returns.

M. State wages, tips, etc.: this represents the total amount of compensation paid to you during Calendar Year 2005 which was subject to State Income Tax.

N. State income tax: this represents the total amount of State Income Tax withheld during Calendar Year 2005.

O. Local wages, tips, etc.: this represents the total amount of compensation paid to you during Calendar Year 2005 which was subject to Local Wage Tax.

P. Local income tax: this represents the total amount of Local Wage Tax withheld during Calendar Year 2005.

Q. Elective deferrals and employer contributions (including nonelective deferrals) to any governmental or nongovernmental section 457(b) deferred compensation plan: this amount is shown in box 12 and labeled (G) on the actual form.

If you have availed yourself of certain taxable benefits please review any additional information which was provided to you, under separate cover, concerning these benefits and their impact on your tax status. If you still believe that your W-2 is in error, please contact the W-2 Office at (215) 573-3277 or write to W-2 Office, Room 310, Franklin Building/6284.

You should have received, via the U.S. Postal Service, your Federal and State Income Tax Forms and related instructions for filing. Federal Tax forms are available at the Internal Revenue Service, 600 Arch Street, Philadelphia, or by calling (800) TAX-FORM. Pennsylvania Income Tax forms are available at the State Office Building, 1400 Spring Garden Street, Philadelphia, or by calling (800) 362-2050. Federal and State forms are also available at many libraries and U.S. Post offices and online at www.irs.gov/formspubs/index.html.

New: The 2005 W-2 Form will be available to employees on *U@Penn*. You will need your PennKey and password to access. Additional information to follow.

—Terri Pineiro, Payroll Manager