A new Center for Excellence in Ethical, Legal and Social Implications (ELSI) Research has been established at the University of Pennsylvania School of Medicine, in collaboration with the School of Nursing, the School of Arts and Sciences, the Wharton School and the Annenberg School for Communication.

Penn’s Center will be known as the Center for the Integration of Genetic Healthcare Technology (Penn CIGHT). It will receive over $5 million over the next five years from the National Institutes of Health to study the certainty or uncertainty of results from genetic testing.

“The University of Pennsylvania and the Children’s Hospital of Philadelphia have outstanding expertise in studying the human genome and the causes of genetic diseases, and in the care, counseling and treatment of people with hereditary diseases,” said Center director Dr. Reed Pyeritz, director of the Division of Medical Genetics at the Penn School of Medicine. “However, this expertise is spread over many centers and departments in multiple institutions. This grant begins the process of bringing together not only these people, but enabling them to interact with faculty and students from multiple disciplines from the wider university.”

The overall goal of the Penn CIGHT is to develop tools that will help educate consumers, professionals, policy makers, and insurers understand and cope with the certainty or uncertainty of results from genetic technologies. Team members will conduct original research to evaluate genetic technologies including:

- an historical and sociological analysis of the ethical, legal, and social consequences of prenatal testing in the areas of cystic fibrosis and Down syndrome, led by Dr. Ruth Schwartz Cowan, chair of the department of the history and sociology of science.
- an assessment of patient and provider perceptions of the utility of a genetic test to identify the likelihood of disease and increase quality of life.
- a project studying the ethical, legal and social implications of genome research and the development of two new ELSI centers to address the most critical ethical, legal and social questions relating to genetics.
- examining the ethical, legal and social implications of genomic research.
- a project dedicated to the safety and effective movement of discoveries into the clinic, in collaboration with the University of North Carolina-Chapel Hill.

“Examining the emerging ethical, legal and social implications of genomic research is central to our goal of safely and effectively moving discoveries into the clinic,” said Dr. Francis S. Collins, NHGRI director. “These centers will work to identify and address the most pressing issues being confronted by individuals, families, and communities as a result of genetic and genomic research.”

The work of the new center at Penn will be conducted by a team of experts representing a broad range of disciplines, such as medical genetics, medical ethics and public health.

(continued on page 3)

**Glossberg Chair: Joseph Farrell**

Dr. Joseph Farrell has been appointed to the Joseph B. Glossberg Term Chair in the Humanities, SAS Dean Rebecca Bushnell announced. Dr. Farrell is a professor of classical studies who specializes in Latin literature and Roman culture, focusing on Augustan poetry. His books include *Latin Language and Latin Culture from Ancient to Modern Times*, *Vergil’s Georgics* and the *Traditions of Ancient Epic: The Art of Illusion in Literary History*. He is currently writing a book with the working title *Juvenal’s Aeneid: Narrativity, Metapoetics, Dissent.*

Dr. Farrell has been part of the Penn faculty for over two decades. He serves as associate dean for arts and letters in the School of Arts and Sciences from 2003 to 2006 and as associate dean for graduate studies from 1999 to 2002. He has also chaired the undergraduate program in comparative literature and was director of the Post-Baccalaureate Program in Classical Studies. Previously, Dr. Farrell was the holder of an Edmund J. and Louise W. Kahn Endowed Term Chair.

The Glossberg Chair was established in the late 1980s with gifts from Joseph B. Glossberg and Burton X. Rosenberg, both of whom earned undergraduate degrees in economics at Penn in 1963. Mr. Glossberg, a Library Overseer, is a former manager of Gofen & Glossberg Inc., a firm of investment counselors in Chicago. He is currently a partner in the Chicago law firm Seyfarth Shaw, which has given generously over the years. He and his wife, Sheli Rosenberg, have recently funded the Sheli Z. and Burton X. Rosenberg Professorship in SAS. After a career in business, Mr. Rosenberg is now a co-founder and president of the new Center for Executive Women at the J. L. Kellogg Graduate School at Northwestern University.

**Marking Time: Historical Markers**

There is now an historical marker commemorating the old Philadelphia General Hospital (PGH) which closed 30 years ago, at the foot of the steps on the west side of the School of Nursing. The Pennsylvania Historical and Museum Commission (PHMC) marker on Curie Boulevard was unveiled yesterday. It reads: Founded in 1729, PGH was the nation’s longest operating public health care institution. Originally an almshouse, the hospital moved to this location in 1871. PGH implemented innovative medical care and education under Dr. William Osler, and the work of Florence Nightingale protégée Alice Fisher advanced nursing as a profession. Pioneering methods of cancer diagnosis and radiation therapy were applied. The hospital closed in 1977.

Another PHMC historical marker will be unveiled next week at the Wistar Institute on 36th. The installation event will be on November 2, 2001, at 2 p.m., 3601 Spruce Street. The marker will read: The nation’s first independent biomedical research institution was founded in 1892 by Isaac Jones Wistar. It houses the anatomical collection of the Wistar and Horner Museums. Many critical vaccines and the albino Wistar rats used in medical research were developed here.

There is also a PHMC marker at the entrance to Franklin Field which was installed in 1995 to commemorate the 100th anniversary of the Penn Relays (Almanac May 2, 1995). In 2000 a PHMC marker was unveiled at SEAS to commemorate the invention of ENIAC, 55 years before the PHMC marker on Curie Boulevard.

For information about the University of Pennsylvania, contact Barbara Benson, Assistant Director for University Relations, 215-898-2000, bensonba@upenn.edu.
TO: Members of the Faculty Senate  
FROM: Larry Gladney, Chair  
SUBJECT: Senate Nominating Committee

1. In accordance with the requirements of the Faculty Senate Bylaws, notice is given to the Senate Membership of the Senate Executive Committee’s slate of nominees for the Nominating Committee for 2008. The Nominating Committee nominates candidates for election to the Offices of the Faculty Senate, to the at-large and assistant professor positions on the Senate Executive Committee, and to the Senate Committee on the Economic Status of the Faculty, and the Senate Committee on Academic Freedom and Responsibility. The nine nominees, all of whom have agreed to serve, are:

   Janet Deatrick (Nursing)  
   Joan Von Feldt (SOM/Rheumatology)  
   Helen Furjan (Design)  
   Janice Madden (SAS/Sociology)  
   Charles Mooney (Law)  
   Ann Moyer (SAS/History)  
   Henry Teune (SAS/Political Science)  
   Michael Topp (SAS/Chemistry)  
   Barbie Zelizer (Annenberg)

2. Pursuant to the Bylaws, additional nominations may be submitted by petition containing at least 25 signed names and the signed approval of the candidate. All such petitions must be received by November 30, 2007. If no additional nominations are received, the slate nominated by the Executive Committee will be declared elected. If additional nominations are received, a mail ballot will be distributed to the Faculty Senate membership. Please forward any nominations by petition via intramural mail to the Faculty Senate, Box 9 College Hall/6303. Please forward any questions to Susan White by e-mail at senate@pobox.upenn.edu or by telephone at (215) 898-6943.

Nominations for University-wide Teaching Awards: December 14

Nominations for Penn’s University-wide teaching awards are now being accepted by the Office of the Provost. Any member of the University community, past or present, may nominate a teacher for these awards. There are three awards:

• The Lindback Award for Distinguished Teaching honors eight members of the standing faculty — four in the non-health schools (SAS, Wharton, Engineering, Law, Education, Social Policy and Practice, Design and the Annenberg School for Communication) and four in the health schools (Dental Medicine, Medicine, Nursing, and Veterinary Medicine).

• The Provost’s Award for Distinguished PhD Teaching and Mentoring honors two faculty members for their teaching and mentoring of PhD students. Standing and associated faculty in any school offering the PhD are eligible for the award.

• The Provost’s Award for Teaching Excellence by Non-Standing Faculty honors two members of the associated faculty or academic support staff who teach at Penn — one in the non-health schools and one in the health schools.

The nomination forms can be downloaded at www.upenn.edu/provost/teaching.html. For more information, please email provost-ed@upenn.edu or call (215) 898-7225. The deadline is December 14, 2007.

There will be a reception honoring all the award winners on Tuesday, April 22, 2008.

Jeanne Arnold to Grand Valley State University

Dr. Jeanne Arnold has received her position as Executive Director of the Office of Affirmative Action and Equal Opportunity Programs effective December 7 to become the inaugural Vice President for Inclusion and Equity at Grand Valley State University (GVSU) in Michigan. GVSU is one of the first regional four-year public universities to hire a person at this senior leadership level.

“During a distinguished 12-year career at Penn, first as Director of the African American Resource Center and now as the Executive Director of Affirmative Action and Equal Opportunity Programs, Jeanne has played a key role in strengthening Penn’s efforts to become a more welcoming and supportive environment for all members of our community. She has played a pivotal role in shaping and implementing strategies for creating an even more supportive learning and working environment,” said JoAnn Mitchell, vice president of institutional affairs.

Dr. Arnold also has been “generous in lending her time and wisdom to others as a member of the advisory boards for the Penn Women’s Center, the Division of Public Safety, and the African American Resource Center,” Ms. Mitchell added.

Dr. Arnold has worked closely with the University’s Economic Inclusion Committee and the Steering Committee that plans the year-long Women of Color at Penn celebration. She also served as an adjunct faculty member in the School of Social Policy and Practice. She has been active in the Penn Professional Women’s Network, formerly AFWA (Association of Women Faculty and Administrators) and the Faculty Club (now University Club) Board of Governors, serving as secretary in 2002. Dr. Arnold also serves on the boards of the Association of Black Women in Higher Education, Episcopal Community Services, and St. Mary’s Family Respite Center.

“Penn has benefited in countless ways from Jeanne’s experience and expertise as a social worker and educator. Jeanne has dedicated her talent, energy, and commitment to affirmative action, diversity, equity, and inclusion to helping move Penn closer to achieving its aims in these important areas,” Ms. Mitchell added.

A search for a new executive director will begin immediately.

Criteria and Guidelines

1. The Lindback and Provosts’ Awards are given in recognition of distinguished teaching. “Distinguished teaching” is teaching that is intellectually demanding, unusually coherent, and permanent in its effect. The distinguished teacher has the capability of changing the way in which students view the subject they are studying. The distinguished teacher provides the basis for students to look with critical and informed perception at the fundamentals of a discipline, and he/she relates that discipline to other disciplines and to the worldview of the student. The distinguished teacher is accessible to students and open to new ideas, but also expresses his/her own views with articulate and informed understanding of an academic field. The distinguished teacher is fair, free from prejudice, and single-minded in the pursuit of truth.

2. Distinguished teaching means different things in different fields. While the distinguished teacher should be versatile, as much at home in large groups as in small, and in beginning classes as in advanced, he or she may have skills of special importance in his/her area of specialization: skillful direction of dissertation students, effective supervision of student researchers, ability to organize a large course of many sections, skill in leading seminars, special talent with large classes, ability to handle discussions or structure lectures—these are all relevant attributes, although it is unlikely that anyone will excel in all of them.

3. Distinguished teaching is recognized and recorded in many ways; evaluation must also take several forms. It is not enough to look solely at letters of recommendation from students. It is not enough to consider “objective” evaluations of particular classes in tabulated form; a faculty member’s influence extends beyond the classroom and beyond individual classes. Nor is it enough to consider only at a candidate’s most recent semester or at opinions expressed immediately after a course is over; the influence of the best teachers lasts, while that of others may be great at first but is not enough merely to gauge student adulation, for its basis is superficial; but neither should such feelings be discounted as unworthy of investigation. Rather, all of these factors and more should enter into the identification and assessment of distinguished teaching.

4. The Lindback and Provosts’ Awards have a symbolic importance that transcends the recognition of individual merit. They should be used to advance effective teaching by serving as reminders to the University community of the expectations of the University for the quality of its mission.

5. Distinguished teaching occurs in all parts of the University and therefore faculty members from all schools are eligible for consideration. An excellent teacher who does not receive an award in a given year may be re-nominated in some future year and receive the award then.

6. The Lindback and Provosts’ Awards may be given to eligible faculty members who have many years of service remaining, or they may recognize many years of distinguished service already expended. The teaching activities for which the awards are granted must be components of the degree programs of the University of Pennsylvania.
Creditable Coverage: Prescription Drug Notice

Statement Date: November 6, 2007

Medicare requires all employers who offer group health plans with prescription drug coverage to provide this standard notice to employees, retirees and their dependents.

Generally, you become eligible for Medicare coverage when you retire and reach age 65 or when you are disabled and receiving Social Security Disability Income (SSDI) for at least 24 months. This notice is written for those who are age 65 or are disabled and are enrolled in one of Penn’s retiree medical plans.

Important Notice from the University of Pennsylvania about Your Prescription Drug Coverage and Medicare

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with the University of Pennsylvania and about your options under Medicare’s prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage HMO or PPO Plan that offers prescription drug coverage. All Medicare drug plans provide at least the standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.

2. The University of Pennsylvania has determined that the prescription drug coverage offered by the University of Pennsylvania Retiree Health Plan is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is considered Creditable Coverage.

Because your existing coverage is, on average, at least as good as standard Medicare prescription drug coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

You can enroll in a Medicare prescription when you first become eligible for Medicare and each year from November 15th through December 31st. If you lose creditable prescription drug coverage through no fault of your own, you will be eligible for a sixty (60) day Special Enrollment Period (SEP).

You should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area.

If you do decide to enroll in a Medicare drug plan and waive your Penn prescription drug coverage, be aware that you and your dependents will not be able to enroll in the company sponsored prescription plan in the future unless Medicare’s change in policy adversely affects your coverage.

If you lose or waive your University of Pennsylvania-sponsored prescription drug coverage, you will be eligible to join a Medicare Part D prescription plan at that time using an Employer Group Special Enrollment Period.

You should also know that if you drop or lose your coverage with the University of Pennsylvania and don’t join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without prescription drug coverage that’s at least as good as Medicare’s prescription drug coverage, your monthly premium may go up by at least 1% of the base beneficiary premium per month for every month that you did not have that coverage. For example, if you go 19 months without coverage, your premium may consistently be at least 19% higher than the base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following November to join.

For more information about this notice or your current prescription drug coverage:
Contact Retiree Assist at 1-866-789-7366 for further information.

Note: You will receive this notice each year. You will also get it before the next period you can join a Medicare drug plan, and if this coverage through the University of Pennsylvania changes. You also may request a copy.

For more information about your options under Medicare prescription drug coverage:
More detailed information about Medicare plans that offer prescription drug coverage is in the “Medicare & You” handbook. You’ll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:
• Visit www.medicare.gov
• Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the “Medicare & You” handbook for their telephone number) for personalized help.
• Call 1-800-MEDICARE (1-800-633-4227). TTY users: call 1-877-486-2048.

For people with limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at 1-800-772-1213 (TTY 1-800-325-0778).

Remember: Keep this Creditable Coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and whether or not you are required to pay a higher premium (a penalty).

—Division of Human Resources

Speaking Out

Penn’s Fundraising Campaign
Concerning President Amy Gutmann’s launch of Making History and Penn Connects, it’s about time that programs such as these are well underway. For the past 25 years, Penn just “sat there” not doing anything in the matter of making this University a showcase to the rest of the country and even the world. State College and other well-known universities have their places of attraction, now it’s the University of Pennsylvania, under the leadership of President Amy Gutmann, as well as her staff, to have their plan for this University. I have worked here nearly 25 years, and I saw certain areas such as the postal lands, buildings on campus that outlived their usefulness. Now those areas are going to be used for a purpose to present this University as a centerpiece of attraction.

By the time that I retire from this University—a place that I never left to go somewhere else to work—President Gutmann’s Campaign to make this University a major showcase should be made into fact, not fiction. I am sure that Penn’s plans for the future of this historic University will be achieved. I can say to others that I work at the University of Pennsylvania with pride and to have those same individuals also become impressed with the University of Pennsylvania. March on!

—Charles F. King, Jr.
Housekeeping, Facilities Services, Management Planning

Speaking Out welcomes reader contributions. Short, timely letters on University issues will be accepted by Thursday at noon for the following Tuesday’s issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated. Eds.

ALMANAC November 6, 2007 www.upenn.edu/almanac 3
During the proceedings surrounding a Just Cause case a few years ago, the Tri-Chairs of the Faculty Senate realized that several processes outlined in the Handbook for Faculty and Academic Administrators, in section II.E.16, Procedures Governing Sanctions Taken Against Members of the Faculty were unworkable. The Office of General Counsel and the Faculty Senate Committee on Faculty Administration set out to revise the policy and over the course of 18 months, focused on reducing the length and complexity of the procedures, eliminating unrealistic time frames and simplifying the Hearing Panel composition. The revised policy was approved by the Faculty Senate Committee on Faculty Administration, the Provost, the Council of Deans, the Academic Planning and Budget Committee and the Faculty Senate. It was then approved by the Trustees October 19, 2007.

Procedure Governing Sanctions Taken Against Members of the Faculty

II.E.16. Procedure Governing Sanctions Taken Against Members of the Faculty

(Source: Trustees, June 20, 1997, revised October 19, 2007)

1. Introduction and Definitions

A. Introduction

The imposition of a sanction on a faculty member of the University of Pennsylvania is a rare event. However, when situations that might lead to such an action arise, they must be handled fairly and expeditiously. It is essential to have a process that both protects the rights of faculty members and addresses the legitimate concerns of the University. This policy replaces the previously existing “Procedure Governing Sanctions Taken Against Members of the Faculty” (Almanac, October 21, 1997), the “Suspension or Termination of Faculty for Just Cause” (Handbook for Faculty and Academic Administrators 1989, as revised 1991, pages 47-51), and also modifies the “Procedures of the Senate Committee on Conduct” (Almanac, October 31, 1989).

Any cases initiated after this policy is in force, even if the alleged actions preceded its adoption, will be governed by the procedures prescribed here.

B. Definitions

1) “Charging party”—the Provost, a Dean of a School, or a Provost’s or Dean’s designee who shall be a faculty member of the University, or a Group for Complaint.
2) “Complainant”—individual bringing to the attention of a Dean or the Provost a situation that may call for a sanction against a faculty member. The complainant may be a student or faculty or staff member of the University, or any individual outside the University.
3) “Faculty Member”—a member of the standing faculty, or a standing faculty clinician educator.
4) “Counsel”—an advisor, who may be an attorney.
5) “Group for Complaint”—a charging party elected by the standing faculty of a school, by majority vote, from its own tenured professors.
6) “Hearing Board”—the body, selected by the Chair of the Faculty Senate, in consultation with the Past Chair and Chair-Elect of the Faculty Senate from the University Tribunal, that adjudicates a just cause matter. It serves both an investigative and deliberative function. The Board will consist of five members, with a chair chosen by and among the members. If feasible, one member of the Hearing Board should be on the faculty of the Respondent’s school. Should any Hearing Board member become unable to serve or to satisfy his or her responsibilities on the Board as the matter progresses, the Chair of the Faculty Senate shall select a substitute from the University Tribunal.
7) “Major infraction of University behavioral standards”—an action involving flagrant disregard of the standards, rules, or mission of the University or the customs of scholarly communities, including, but not limited to, serious cases of the following: plagiarism; misuse of University funds; misconduct in research; repeated failure to meet classes or carry out major assigned duties; harassment of, improperly providing controlled substances to, or physical assault upon, a member of the University community; the bringing of charges of major or minor infractions of University standards against a member of the University community, knowing these charges to be false or recklessly indifferent to their truth or falsity; flagrant or knowing violation of the University’s conflict of interest policy or commission of serious crimes such as, but not limited to, murder, sexual assault or rape.
8) “Major sanction”—serious penalties that include, but are not limited to, termination; suspension; reduction in academic base salary; zero salary increases stipulated in advance for a period of four or more years.
9) “Minor infraction of University behavioral standards”—an action involving disregard of the University’s standards, rules, or mission, or the customs of scholarly communities that is less serious than a major infraction.
10) “Minor sanction”—penalties less serious than a major sanction that may include, but are not limited to, a private letter of reprimand, a public letter of reprimand, monitoring the manner and conditions of specific future research, teaching, or supervision of students, provided they relate to the infraction.
11) “Respondent”—the Faculty Member against whom a complaint is lodged.
12) “University Tribunal”—a body comprised of past and present tenured faculty members on the Senate Committee on Academic Freedom and Responsibility, the school committees on Academic Freedom and Responsibility, and if necessary, past and present members of SEC.

2. Suspension or Termination for Just Cause

A. Preliminary Procedures

Should a question arise regarding the possible infraction of University behavioral standards, the Dean or Provost shall interview the respondent, normally in the presence of any department chair concerned, and may afford the respondent the opportunity for informal resolution of the matter under appropriate circumstances. The Dean or Provost shall provide a written description of the charges to the respondent, if requested by the respondent in writing. If the matter is resolved informally to the satisfaction of the Dean or Provost and the respondent, no further proceedings shall be invoked by them. An informal resolution must be consistent with all existing University policies and behavioral standards, and does not derogate from a complainant’s right to invoke procedures subsumed under these policies and standards.

If the matter is not adjusted informally, the Dean or Provost shall consult with several tenured members of the University faculty. Relying on these consultations, the Dean or Provost shall decide whether to invoke the just cause procedures in a case involving major infractions of University behavioral standards, to impose minor sanctions directly in a case involving minor infractions of University behavioral standards, or to discontinue the matter. If the decision is to discontinue the matter, the Dean or Provost shall notify the respondent and any complainant in writing.

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(continued from page 4)

B. Formulation of a Group for Complaint

If the Dean or Provost decides to discontinue the matter or impose a minor sanction, no further proceedings shall be initiated with the single exception of the standing faculty's prerogative to form a Group for Complaint. If formed, the Group shall promptly conduct an investigation and, based on this investigation, may a) initiate proceedings for imposition of a major sanction, b) recommend imposition of a minor sanction, or c) determine not to proceed further.

3. Minor Sanction

A. Imposition by Dean or Provost

If, having consulted with several members of the tenured faculty, the Dean or Provost concludes that the situation involves a minor infraction of University behavioral standards, the Dean or Provost shall impose a minor sanction on the respondent. The Dean or Provost shall notify the respondent in writing of the date and place of the hearing. If the respondent requests a hearing before the Hearing Board in writing. If the respondent requests a hearing before the Hearing Board in writing. If the respondent requests a hearing before the Hearing Board in writing. If the respondent requests a hearing before the Hearing Board in writing.

B. Application for Relief to Faculty Grievance Commission

The respondent may apply to the Faculty Grievance Commission for relief from any minor sanction imposed by the Dean or Provost.

4. Major Sanction

A. Charging Party Requests Formation of Hearing Board

If the charging party believes that a major infraction of University standards has occurred, the charging party shall promptly request that the Chair of the Faculty Senate convene a Hearing Board. The Dean or Provost shall notify the respondent in writing of this decision.

B. Disqualification of Potential Members of Hearing Board

The hearing shall be held at the earliest date that is practicable to the respondent, charging party and Hearing Board, and ordinarily no more than three months from the notification date. Two weeks prior to the date of the hearing, the respondent shall provide to the Chair of the Hearing Board a written answer to the charging party's statement of the grounds for the complaint and for the recommendation of a major sanction. At that time the respondent shall also provide to the Chair of the Hearing Board a list of witnesses, a detailed summary of the testimony expected from each witness, copies of relevant extracts from the Statutes and standing resolutions of the Trustees of the University of Pennsylvania, and copies of any other University documents that are relevant to the respondent's procedural and substantive rights in this matter.

C. Hearing Board Determines Whether to Proceed

1) Once the composition of the Hearing Board is determined, the charging party shall promptly send to the Chair of the Hearing Board, the respondent and the Dean and Provost a written statement which sets forth in as much detail as is practicable the grounds for the complaint and for the recommendation of a major sanction. In the case of misconduct in research, the report of the formal investigation committee issued under the Misconduct in Research Procedures shall be included. To determine whether formal hearings shall take place, the Hearing Board shall immediately consider the statement from the charging party, consult the relevant documents, and afford the charging party opportunity to present oral and written arguments, but shall not hold a hearing to receive evidence.

2) If the Hearing Board concludes that the grounds stated, if true, would clearly not constitute just cause for imposition of a major sanction, it shall issue a report to that effect, sending copies to the charging party, the President, any complainant, and the respondent. The substance of the complaint shall not be the basis of any further proceedings with respect to major sanctions. However, the Hearing Board may remand the case to the Dean or Provost for further proceedings or actions that relate to a minor sanction.

3) If the Hearing Board concludes that the grounds stated, if true, might constitute just cause for the imposition of a major sanction, and it believes that there is probable cause that in further proceedings the grounds stated will be found to be true, it shall conduct such proceedings as hereafter provided.

D. Notification of Right to a Hearing

If further proceedings are conducted, the Chair of the Hearing Board shall send to the respondent written notice that the respondent may preserve and elect the right to a hearing by promptly notifying the Chair of the Hearing Board in writing. If the respondent requests a hearing before the Hearing Board, the Chair of the Hearing Board shall notify the charging party and the respondent in writing of the date and place of the hearing.

E. Major Sanction in the Absence of Participation by Respondent

If the respondent does not request a hearing, the charging party shall nevertheless present evidence to the Hearing Board. The Hearing Board shall then make a written report of its findings, conclusions and recommendations and send a copy of its report to the charging party and the respondent. If the Hearing Board concludes that the charging party has not shown clear and convincing evidence of just cause for the imposition of a major sanction, no major sanction may be imposed, and the substance of the complaint shall not be the basis for any further proceedings with respect to major sanctions. However, based on clear and convincing evidence of a minor infraction, the Hearing Board may recommend that the Dean or Provost impose a minor sanction and he or she will normally implement that recommendation. If the Hearing Board concludes that the charging party has shown clear and convincing evidence of just cause for the imposition of a major sanction, the Hearing Board shall promptly send to the President a copy of its report recommending the major sanction.

F. Hearing Board Procedure when Respondent Participates

The hearing shall be held at the earliest date that is practicable to the respondent, charging party and Hearing Board, and ordinarily no more than three months from the notification date. Two weeks prior to the date of the hearing, the respondent shall provide to the Chair of the Hearing Board a written answer to the charging party’s statement of the grounds for the complaint and for the recommendation of a major sanction. At that time the respondent shall also provide to the Chair of the Hearing Board a list of witnesses, a detailed summary of the testimony expected from each witness, copies of relevant extracts from the Statutes and standing resolutions of the Trustees of the University of Pennsylvania, and copies of any other University documents that are relevant to the respondent’s procedural and substantive rights in this matter.

G. Procedures During a Hearing

Hearings shall be private with two exceptions. The respondent shall have the right to invite as observers, representatives of national professional academic associations concerned with matters of academic freedom and labor relations. Other observers may be invited to attend if the respondent, the charging party, including a list of witnesses, a detailed summary of the testimony expected from each witness, copies of relevant extracts from the Statutes and standing resolutions of the Trustees of the University of Pennsylvania, and copies of any other University documents that are relevant to the respondent’s procedural and substantive rights in this matter. The Hearing Board shall issue a report to that effect, sending copies to the charging party, the President, any complainant, and the respondent. The substance of the complaint shall not be the basis of any further proceedings with respect to major sanctions. However, the Hearing Board may remand the case to the Dean or Provost for further proceedings or actions that relate to a minor sanction.

3) If the Hearing Board concludes that the grounds stated, if true, might constitute just cause for the imposition of a major sanction, and it believes that there is probable cause that in further proceedings the grounds stated will be found to be true, it shall conduct such proceedings as hereafter provided.

D. Notification of Right to a Hearing

If further proceedings are conducted, the Chair of the Hearing Board shall send to the respondent written notice that the respondent may preserve and elect the right to a hearing by promptly notifying the Chair of the Hearing Board in writing. If the respondent requests a hearing before the Hearing Board, the Chair of the Hearing Board shall notify the charging party and the respondent in writing of the date and place of the hearing. One month prior to the hearing, the charging party shall supply to the Chair of the Hearing Board a summary statement of the evidence to be presented by the charging party, including a list of witnesses, a detailed summary of the testimony expected from each witness, copies of relevant extracts from the Statutes and standing resolutions of the Trustees of the University of Pennsylvania, a copy of these procedures, and copies of any other University documents that are relevant to the respondent’s procedural and substantive rights in this matter. The Chair of the Hearing Board shall immediately furnish these documents with the notice to the respondent.

E. Hearing Board Procedure in the Absence of Participation by Respondent

If the respondent does not request a hearing, the charging party shall nevertheless present evidence to the Hearing Board. The Hearing Board shall then make a written report of its findings, conclusions and recommendations and send a copy of its report to the charging party and the respondent. If the Hearing Board concludes that the charging party has not shown clear and convincing evidence of just cause for the imposition of a major sanction, no major sanction may be imposed, and the substance of the complaint shall not be the basis for any further proceedings with respect to major sanctions. However, based on clear and convincing evidence of a minor infraction, the Hearing Board may recommend that the Dean or Provost impose a minor sanction and he or she will normally implement that recommendation. If the Hearing Board concludes that the charging party has shown clear and convincing evidence of just cause for the imposition of a major sanction, the Hearing Board shall promptly send to the President a copy of its report recommending the major sanction.

F. Hearing Board Procedure when Respondent Participates

The hearing shall be held at the earliest date that is practicable to the respondent, charging party and Hearing Board, and ordinarily no more than three months from the notification date. Two weeks prior to the date of the hearing, the respondent shall provide to the Chair of the Hearing Board a written answer to the charging party’s statement of the grounds for the complaint and for the recommendation of a major sanction. At that time the respondent shall also provide to the Chair of the Hearing Board a list of witnesses, a detailed summary of the testimony expected from each witness, copies of relevant extracts from the Statutes and standing resolutions of the Trustees of the University of Pennsylvania, and copies of any other University documents that are relevant to the respondent’s procedural and substantive rights in this matter.

G. Procedures During a Hearing

Hearings shall be private with two exceptions. The respondent shall have the right to invite as observers, representatives of national professional academic associations concerned with matters of academic freedom and labor relations. Other observers may be invited to attend if the respondent, the charging party, including a list of witnesses, a detailed summary of the testimony expected from each witness, copies of relevant extracts from the Statutes and standing resolutions of the Trustees of the University of Pennsylvania, and copies of any other University documents that are relevant to the respondent’s procedural and substantive rights in this matter.
OF RECORD

Procedure Governing Sanctions Taken Against Members of the Faculty

(continued from page 5)

H. Report of Hearing Board and Objections of Respondent

1) Upon concluding the hearings, the Hearing Board shall deliberate privately, and determine whether or not the charging party has established by clear and convincing evidence that a major infraction has occurred. If so, the Hearing Board shall recommend what the major sanction should be. Decisions shall require a majority of the members participating. The Hearing Board may, in its discretion, recommend a minor sanction instead if it determines that a minor infraction has occurred.

2) The Hearing Board shall conclude its deliberations promptly and send to the President a written report in which it shall set forth its findings, conclusions, recommendations, and a transcript of the hearings. Copies of these documents shall also be sent to the respondent, and to the charging party, and the Dean and/or Provost.

3) The respondent may request reconsideration of the sanction by submitting a written statement to the Chair of the Hearing Board within 5 days of the receipt of the Hearing Board’s recommendation. In the event of such a request, the Chair shall reconvene the Hearing Board as soon as possible and hear statements from both the complainant and the respondent, delivered either personally or through counsel. The Hearing Board may, by majority vote, change its recommendation, but only if there is new evidence or there are new arguments to be presented. If there is a change in the recommendation the Chair of the Hearing Board shall communicate it to the President, the Dean and/or Provost, and to the respondent promptly.

4) The respondent may send to the President, within a reasonable time, any objections to the findings, conclusions or recommendations of the Hearing Board.

I. The President’s Actions

1) The President, relying only upon the materials forwarded by the Hearing Board and objections submitted by the respondent, shall normally accept the Hearing Board’s recommendations.

2) The President may depart from the Hearing Board’s recommendations only in exceptional circumstances, and only to reduce the severity of recommended sanctions or to dismiss the charges for failure of proof. Any departure may be made only after consulting the individuals then serving as the Chair, Past Chair and Chair-elect of the Faculty Senate (“the three Chairs”). When a departure is proposed, the President shall send to the three Chairs a copy of the documents received from the Hearing Board and the respondent and shall secure their views before taking action. Should any of the three Chairs be unable to serve, the other two Chairs shall select a replacement from the available former Chairs of the Faculty Senate.

3) Without limit to the right of departure, the President may request reconsideration of the decision recommended by a hearing board by submitting a written statement to the Chair of the Hearing Board within a reasonable time. In the event of such a request, the Chair shall reconvene the Hearing Board promptly and hear statements from both the President and the respondent, delivered either personally or through counsel. The Hearing Board may, by majority vote, elect to adopt or reject the recommendation of the President.

4) The President may also remand the matter to the Hearing Board because there has been a significant defect in procedure. The Hearing Board shall reconvene, take steps to repair any procedural defects, and hold an additional hearing, if needed. The Hearing Board shall then send a second report to the President, along with the transcript of any second hearing, with copies to the respondent by certified mail, and to the charging party and the Dean and/or Provost.

5) After all proceedings of the Hearing Board have been concluded, including any reconsideration proceedings, the President shall render his or her decision and send it, together with his or her reasons. The President’s decision, except a decision that is subject of an appeal as described below, is final within the University.

J. Appeal of the President’s Decision

If the respondent objects that there has been a significant defect in procedure but the President declines to remand the matter to the Hearing Board, the respondent may appeal on that ground in writing to the Senate Committee on Academic Freedom and Responsibility (SCAFR). The President shall promptly forward to SCAFR all of the documents upon which the decision was made. SCAFR shall review the documents forwarded by the President and the respondent’s written statement of appeal and shall decide the appeal promptly. If SCAFR finds that there has been a significant defect in procedure, it shall remand the matter to the Hearing Board for further proceedings in accordance with paragraph I(4).

K. Termination

If the Hearing Board recommends that the respondent’s appointment be terminated, it shall also recommend a date of termination and a date of termination of salary, benefits, and other privileges of employment which cannot be more than one calendar year after the date of the President’s final action.

L. Hearing Board Records

On the completion of the case the Hearing Board shall transfer all of its records to the Office of the General Counsel. These records shall be stored in a locked file. The Chair, Past Chair and Chair-elect of the Faculty Senate are responsible for obtaining and maintaining these records.

5. Interim Suspension

A faculty member shall not be suspended prior to the conclusion of proceedings under this policy unless continuance of employment poses a threat of immediate harm to the faculty member or others, or seriously threatens to significantly disrupt the academic or research activities of the University. Any such suspension shall be with salary. A Dean’s decision to suspend a faculty member shall be accompanied by a concise statement of the factual assumptions on which it is based and the grounds for concluding that the faculty member’s continuance threatens immediate harm. Such a decision should be made only after consultation with the school’s Committee on Academic Freedom and Responsibility (CAFR), which should, whenever possible, afford the faculty member an opportunity to be heard, and to present evidence of why interim suspension should not be imposed.

6. General Matters

A. No Public Statements When Proceedings Are in Progress

To preserve the integrity of the process, members of the University community shall avoid public statements about charges and proceedings that involve minor or major sanctions until the proceedings have been completed.

B. Actions When Charges Are Unfounded

If final action completely exonerates the respondent, and a determination is made that the allegations were without any foundation or were filed in bad faith, the University shall reimburse that individual for the reasonable costs and expenses, including attorney fees, incurred in his or her defense. In that event, the administration should also attempt to ameliorate any damage wrongly done to the reputation of the respondent or of any complainant, provided that the complainant acted in good faith. If it appears that the complainant did not act in good faith, the administration shall investigate and take appropriate action.

C. Statements Following a Minor Sanction

If the respondent has been subjected to a minor sanction, the Dean or Provost, after consultation with the President and discussion with the Chair of the Faculty Senate, may publicize this fact.

D. Statements Following a Major Sanction

If the respondent has been subjected to a major sanction, the President, after informal discussion with the Chair, Past Chair and Chair-elect of the Faculty Senate, shall publish in Almanac a statement describing the case and its disposition in appropriate detail.

E. Modification of Time Periods

The time periods contained in these procedures may be modified by the Hearing Board in its discretion.

F. Timeliness

If the President determines that the Hearing Board is untimely in pursuit of its charge, thereby detrimentally affecting the legitimate interests of the University, the President may disband the existing Hearing Board. The President shall then promptly request that the Chair of the Faculty Senate reconstitute the Hearing Board.
SENATE

Faculty Senate Committees, 2007–2008

Senate Executive Committee

Officers:
Chair Larry Gladney, SAS/Physics & Astronomy
Chair-Elect Sherrill Adams, Dental
Past-Chair Neville Strumpf, Nursing
Secretary Andrew Metrick, Wharton
Secretary-Elect Therese Richmond, Nursing
Past-Secretary Ali Malkawi, Design

At-large Members:
Barbara Savage, SAS/History
Peter Dodds, SOM/Vet. Medicine
Peter Fader, Wharton
Steven Sondheimer, SOM/Obygn
Arts & Sciences: Vivian Gadsden, GSE
Sohrab Rabii, SEAS
Margaret Beale Spencer, GSE
James Ross, SAS/Philosophy
Emma Furtth, SOM/Path & Lab Medicine
Karim McGowan, SOM/Path & Lab Medicine
Sean Clarke, Nursing
Dwight Jaggard, SEAS
Lynn Lees, SAS/History

Members Elected by Constituency:
1. Annenberg School: Katherine Sender
2. Arts & Sciences (History): Margo Todd
3. Arts & Sciences (Anthropology, History of Art, Music): Robert Preucel
4. Arts & Sciences (Mathematics): Peter Freyd
5. Arts & Sciences (Biology): Philip Rea
7. Arts & Sciences (Classical Studies, German, Romance Languages, Slavic Languages): Ignacio Javier Lopez
8. Arts & Sciences (Economics): Antonio Merlo
9. Arts & Sciences (English): Toni Bowers
10. Arts & Sciences (Linguistics, Philosophy): Paul Guyer
13. Arts & Sciences (Political Science, Regional Science): Robert Vitalis
15. Arts & Sciences (Sociology, Criminology): Janice Madden
16. Dental Medicine: Lawrence Levin
17. Education: Jonathan Supovitz
20. Design School: Peter McCleary
21. Law School: Kermit Roosevelt
22. Medicine (Biochemistry & Biophysics, Cell & Developmental Biology, Biostatistics & Epidemiology, Center for Bioinformatics, Cancer Biology, Biostatistics Division, Pathology): John Tomaszewski

Committees Elected by the Senate Executive Committee

The Senate Committee on Faculty and the Academic Mission (SCOF):
Stephen Phipps, SAS/Earth & Environ. Sci., Chair
Grace Kao, SAS/Sociology
Jan Lustick, SAS/Political Science
Diana Slaughter-Defoe, GSE
Frank Goodman, Law
Reed Pyeritz, SOM/Genetics
Ex officio
Senate Chair, Larry Gladney, SAS/Physics
Senate Chair-Elect, Sherrill Adams, Dental

The Senate Committee on Students and Educational Policy (SCSEP):
Paul Siegewski, SAS/Biology, Chair
David Brownlee, SAS/History of Art
Sarah Kagan, Nursing
Paul Heiney, SAS/Physics
Michael Zuckermain, SAS/History
Kelly Jordan-Sciutto, Dental
Ex officio
Senate Chair, Larry Gladney, SAS/Physics
Senate Chair-Elect, Sherrill Adams, Dental

The Senate Committee on Faculty and the Administration (SCOA):
Cindy Christian, SOM/Pediatrics, Chair
William Ewald, Law
James Ross, SAS/Philosophy
Michael Katz, SAS/History
Rogers Smith, SAS/Political Science
Henry Teune, SAS/Political Science
Howard Kunreuther, Wharton
Ex officio
Senate Chair, Larry Gladney, SAS/Physics
Senate Chair-Elect, Sherrill Adams, Dental

The Senate Committee on Publication Policy for Almanac:
Martin Pring, SOM/Physiology, Chair
Helen Davies, SOM/Microbiology
Joseph Turow, Annenberg
Emily Blumberg, SOM/Infectious Diseases
R. Polk Wagner, Law
William Breilhy, SAS/Sociology
Ex officio
Senate Chair, Larry Gladney, SAS/Physics
Senate Chair-Elect, Sherrill Adams, Dental

The Senate Committee on Faculty Development, Diversity, and Equity:
Lois Evans, Nursing, Chair
Stephanie Abbiuli, SOM/Emergency Medicine
Olana Jacenko, Ver: Helen Davies, SOM/Microbiology
Susan Margulies, SEAS
Vivian Gadsden, GSE
Clifford Deutschman, SOM/Anesthesiology & Critical Care
Ex officio
Senate Chair, Larry Gladney, SAS/Physics
Senate Chair-Elect, Sherrill Adams, Dental

Faculty Grievance Commission:
Joan Goodman, GSE, Chair
Jennifer Pinata-Martin, Nursing, Past-Chair
Barry Cooperman, SAS/Chemistry, Chair-Elect

Senate Committee on Academic Freedom and Responsibility (SCAFR):
Alan Charles Kerns, SAS/History, Chair
Yale E. Goldman SOM/Physiology
Vivian Gadsden, GSE
Ann Kutner, SAS/Histoy of Art
Carolyn Marvin, Annenberg
Andrew Rappe, SAS/Chemistry
Kermit Roosevelt, Law
Richard Ross, SOM/Pathology
Jonathan Moreno, SOM/Medical Ethics and SAS/History & Sociology of Science
Ex officio
Senate Chair-Elect, Sherrill Adams, Dental

Senate Committee on Economic Status of the Faculty (SCESF):
Laura Pernia, GSE, Chair
Anne O’Sullivan, Nursing
David Pope, SEAS
Petra Todt, SAS/Economics
Daniel Raff, Wharton
Chris Sanchirico, Law
Ex officio
Senate Chair, Larry Gladney, SAS/Physics
Senate Chair-Elect, Sherrill Adams, Dental
Senate Past-Chair, Neville Strumpf, Nursing

Senate Committee on Academic Freedom and Responsibility (SCAFR):
Alan Charles Kerns, SAS/History, Chair
Yale E. Goldman SOM/Physiology
Vivian Gadsden, GSE
Ann Kutner, SAS/Histoy of Art
Carolyn Marvin, Annenberg
Andrew Rappe, SAS/Chemistry
Kermit Roosevelt, Law
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ALMANAC November 6, 2007
www.upenn.edu/almanac

Members of University Council, 2007–2008

Steering Committee
The Steering Committee shall consist of the president of the University, the provost, the chair, the chair-elect and the past-chair of the Faculty Senate, the chair of the Undergraduate Assembly, the chair of the Graduate and Professional Student Assembly, the chair of the Penn Professional Staff Assembly, and the chair of the Weekly-Paid Professional Staff Assembly. Drawn from the Council membership there shall be in addition four faculty members, one graduate/professional student, and one undergraduate student elected by the respective governing bodies, as well as one additional member of the Penn Professional Staff Assembly, and one additional member of the Weekly-Paid Professional Staff Assembly, each elected by their respective assemblies. The chair of the Faculty Senate shall be the chair of the Steering Committee. In the absence of the chair, or at the request of the chair, the chair-elect shall serve as chair of the Steering Committee. The Council moderator will be an official observer at meetings of the Steering Committee. The secretary of the Council shall serve as secretary of the Steering Committee. Members of the Steering Committee may attend the meetings of Council committees.

COUNCIL

Members of Council

Members of the Administration
Rebecca Bushnell
Ron Daniels
Michael X. Delli Carpini
William Gipsen
Eduardo Glandt
Amy Gutmann
Gary Hack
Joan Hendricks
Stephanie Ives
Valarie Swain-Cade McCoullum
Maureen Rush

Elected by the Faculty At Large (Faculty Senate Officers Are Indicated)
Sherrill Adams, Chair-Elect
Sean Clarke
Larry Gladney, Chair
Ali Malkawi, Past-Secretary
Andrew Metrick, Secretary
Therese Richmond, Secretary-Elect
Margaret Beale Spencer
Neville Strumpf, Past-Chair

Elected by Faculty Constituency
Term Expires May 2008
1  Margo Todd
2  Peter Freyd
3  Philip Rea
4  Jeffrey Winkler
5  Antonio Merlo
6  Paul Guyer
7  M. Frank Norman
8  Lawrence Levin
9  Noam Lior
10  Peter McCleary
11  John Tomaszewski
12  Clifford Deutschman
13  Michael Kochman
14  Phyllis Denney
15  Michaela C. McPherson
16  Bernard Shapiro
17  James Serpell
18  Marshall Fisher
19  Eric Orts

Term Expires May 2009
1  Katherine Sender
2  Robert Preucel
3  Ignacio Javier Lopez
4  Toni Bowers
5  Paul Goldin
6  Jain Bhuvnesh
7  Robert Vitalis
8  Janice Madden
9  Janis Porosz
10  Barry Silverman
11  Karmit Roosevelt
12  Jim McKay
13  Kevin Judy
14  Reed Pyritz
15  Laurie Loener
16  Irene Wong
17  Eric Bradlow

Assistant Professors
Term Expires May 2008
Matthew Hartley

Term Expires May 2009
Christine Bradway
William Burke-White

For more information regarding University Council, including Status Reports and Resolutions, see the Council web site: www.upenn.edu/secretary/council/index.html.

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Junior and Research Faculty Members
Term Expires May 2008
Ellen Giarelli

Term Expires May 2009
Elizabeth MacKenzie

Graduate/Professional Students
Anne-Katrin Arnold
Frances Patrick Ellis
Jamie Ford
Daniel Grabel, Chair
Alejandro Hagan
Christa Heyward
Shawnika Hull
Conor Kamada
Lauren Mattern
Andrew Rennekamp
Jackqui Simonet
Nanda Srikantiah
Roksolana Starodub
Roger Turner
Christopher Wong

Undergraduate Students
Zac Byer
Alex Flamm
Jason Karsh
Alexandra Kotsovos
Jun Li
Megan Mayer
Azim Muniwar
Mark Pan
Dipal Patel
Kevin Rurak
Michael Shiely
Seth Shapiro
Promise Sullivan
Wilson Tong
Lauren Usher

Penn Professional Staff Assembly
Suzanne Bellan, Chair
Nancy McCue

Librarians Assembly
David Azzolina

Weekly-Paid Penn Professional Assembly
Steven Hauber, Chair
Michelle Wells Lockett

United Minorities Council
Ameya Ananth

ROTC Representative
Col. Glenn L. Wagner, USMC*

Moderator
Paul Guyer*

Parliamentarian
Mark Lloyd*

Secretary
Leslie Laird Kruhy*

Faculty Senate officers are italicized. Asterisk [*] indicates observer status.

Members of Council

Faculty: Forty-five members of the Executive Committee of the Faculty Senate. The Faculty Senate shall insure that each faculty is represented and that at least three assistant professors serve on the Council. The members of the Faculty Senate Executive Committee who are members of the Council shall otherwise be chosen in accordance with the rules of the Faculty Senate.

One full-time lecturer and one full-time member of the research faculty to be selected to serve two-year terms by vote facilitated by the Office of the Secretary in consultation with the Steering Committee of the full-time lecturers and research faculty, respectively, from a slate consisting of the five lecturers, and the five members of the research faculty receiving the largest number of nominations by lecturers and members of the research faculty. If the Steering Committee receives fewer than five nominations for either group, additional nominations shall be solicited from the constituency representatives of the Senate Executive Committee.

Administrative and Staff: Eleven administrative officers, including the president, the provost, and nine members of the administration to be appointed annually by the president, at least five of whom shall be deans of faculties.

Two elected representatives of the Penn Professional Staff Assembly. One elected representative of the Librarians Assembly. Two elected representatives of the Weekly-Paid Professional Staff Assembly.

Students: Fifteen graduate and professional students elected as members of the Graduate and Professional Student Assembly. The Graduate and Professional Student Assembly shall ensure that, to the extent possible, each school is represented. The members of the Graduate and Professional Student Assembly who are members of the Council shall otherwise be chosen in accordance with the rules of the Graduate and Professional Student Assembly.

Fifteen undergraduate students elected as members of the Undergraduate Assembly. The Undergraduate Assembly shall ensure that, to the extent possible, each undergraduate school is represented. The members of the Undergraduate Assembly who are members of the Council shall otherwise be chosen in accordance with the rules of the Undergraduate Assembly.

One elected representative of the United Minorities Council.

—Council Bylaws

Members of Steering Committee
Sherrill Adams, Chair-Elect
Suzanne Bellan
Eric Bradlow
Sean Clarke
Ron Daniels
Larry Gladney, Chair
Daniel Grabell
Amy Gutmann
Steven Hauber
Jason Karsh
Lawrence Levin
Michelle Wells Lockett
Nancy McCue
Andrew Rennekamp
Margaret Beale Spencer
Neville Strumpf, Past-Chair
Wilson Tong

ALMANAC  November 6, 2007
University Council Committees, 2007–2008

Standing Committees

Academic & Related Affairs
Chair: Sohrab Rabbi
Staff: Anita Matroieni
Faculty:
Peter DeCherney
Michael Gamer
Bill McCool
Barbara Medoff-Cooper
Paul Shuman
Daniel Wagner
Graduate Students:
Rachel Pereira
Jessica Lautin

Undergraduate Students:
Cynthia Wright
Sam Pawliger

PPSA:
Heather Calvert
Emily Papir

WPSA:
Suzanne Oh
Catherine Smith

Campus & Community Life
Chair: Eileen Sullivan-Marx
Staff: Matthew Waller
Faculty:
Joretha Bourjolly
Deborah Linebarger
Philip Nichols
Yvonne Paterson
Richard Shlansky-Goldberg
Larry Sipe
Henry Teune
Graduate Students:
Shih-Wen (Wenny) Lin
Saurabh Madaan

Undergraduate Students:
Jun Li
Carine Carmy

WPSA:
Lauren Swain
* To Be Named

PPSA:
Shahedah Saalim
Abigail Mason Woodworth

Facilities
Chair: Walter Wales
Staff: Daniel Garofalo
Faculty:
Eugenie Birch
William Braham
Thomas Daniels
Jerry Jacobs
Michael McGarvey
Bernard Shapiro
Susan Wachtler
Graduate Students:
Ross Bruch
Martin Smith

Undergraduate Students:
Ankit Dhir
Lisa Zhu

WPSA:
Rachael Alford
Karima Williams

PPSA:
Laura Holtman
Helen Di Caprio

Personnel Benefits
Chair: David Freiman
Staff: Erin Doyle
Faculty:
Ed Boe
Howard Goldfine
Andrew Metrick
David Pope
Gerald Porter
Mark Tykocinski
Ingrid Waldron
WPSA:
Candice Cozart
Luz Marin
Linda Satchell

PPSA:
Valeri Dorn
Victoria Mulhern
Lynne Rotoli

Diversity and Equity
Chair: John Jackson
Staff: Jeanne Arnold
Faculty:
Herman Beavers
Grace Cole
Andres Pinto
Jorge Santiago
Yolanda Slaughter
Howard Stevenson
Nancy Tkacs
Graduate Students:
Christa Heyward
* To Be Named

Undergraduate Students:
Efe Johnson
Lisa Lim De Barona
Aiasha B. Saalim Graham

Committee on Committees
Chair: Sherri Adams
Staff: Sue White
Faculty:
Larry Gladney
Eric Bradlow
Sean Clarke
Lawrence Levin
Margaret Beale Spencer
Neville Strumpfer
Graduate Student:
Kes Puckor
Undergraduate Student:
Brittany Stark

WPSA:
Loretta Hauber

PPSA:
Nancy McCue

Independent Committees

Honorary Degrees
Chair: David Brownlee
Staff: Brenda Brand
Faculty:
Franklin Allen
Neta Engheta
Famida Handy
Linda McCauley
Charles Mooney
Jerry Sabloff
Katherine Nathanson
Graduate Students:
Daniel Garcia-Pedrosa
Lauren Mays

Undergraduate Students:
Brandon Hedvat
Gan Hong Tan

WPSA:
Steven Hauber

PPSA:
Jessica O’Neil Carswell

Open Expression
Chair: Carolyn Marvin
Staff: Brenda Brand
Faculty:
Helen Davies
Klaus Krippendorff
Nancy Hanrahan
Yvonne Paterson
Katherine Sender
James Serpell
Josef Wegner
Graduate Students:
Nathan Denning
Susan D. Haas
Lindsay Holmes

Undergraduate Students:
Akok Pendey
Sonia Pascual
Leigh Anne Tu

WPSA:
Loretta Hauber
* To Be Named

PPSA:
Ruthanne Porreca
Patricia Rose

University Council Meetings
Following are the dates for meetings of the University Council, which are open to observers who register their intention to attend by calling the Office of the University Secretary, (215) 898-7005, in advance.
November 14
January 30
March 26
April 30
All meetings are held on Wednesdays, at 4 p.m. in Bodek Lounge, Houston Hall. The agenda will be announced in Almanac prior to each meeting. Council meeting coverage is also published in Almanac in the next issue following the meeting.
The October 24 meeting coverage of the State of the University is on Almanac’s website at www.upenn.edu/almanac/volumes/v54n10/council.html.
Thanksgiving Food Drive: Through November 19

You too can make a contribution to help out during the Thanksgiving Holidays. Please join us in the Annual Penn Volunteers In Public Service Food Drive. Your canned and dry goods donations will be donated to areal shelters and community service agencies to help families during the Thanksgiving season. The following are locations throughout campus to drop off your donations.

President’s Office
Provoat Office
Museum Reception Desk
Women’s Center
Al-Am Resource Center
SAS
Van Pelt Library
Renal Division

College of Arts & Sciences
Phi Beta Kappa House
100 College Hall
3638 3401 Walnut
Near Kress Gallery
3643 Locust Walk
3537 Locust Walk
120 Logan Hall

Shared Catalogue Dept.

111 Clinical Research Bldg.

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Update
November AT PENN

CHILDREN’S EVENT
9 Animal Junction: featuring Jungle Joe and a mother and baby sloth. Honey the kinkajou (from Winnie the Pooh), and Oliver, the Eurasian eagle owl; 7:8:30 p.m.; Slought Foundation (Slought).

MUSIC
10 Pennsylvania Six S000 (male a cappella) Presents: Gutmann’s Senior Package—The Impressive Endowment Revealed!; 8:17 p.m.; Irvine Auditorium; $5.
12 Frode Haliti Quartet; a new look at music from traditional sources; 8 p.m.; Bodek Lounge, Houston Hall; donations accepted (Ars Nova).

ON STAGE
8 Gallows humor; 8 p.m.; Houston Hall Auditorium; $10/general, $8 w/PennCard; also November 9 and 10 (Front Row Theater Company).
9 Soul Expressions Featuring Monologues on Black Life by Gus Edwards and Inspired Black Music; 8 p.m.; Harold Prince Theatre, Annenberg Center; $8, $10 at door; also November 9 and 10 (African American Arts Alliance; The Inspiration).
13 Kissin’; Middle Eastern dance; 7:30 p.m.; Dunlop Auditorium, Stemberl Hall; $7; also November 9 (Y’alla).
9 Date at the Gate; 8 p.m.; Iron Gate Theater; $8, $10 at door; also November 10 (PennMusical Arts House Dance Company).

TALKS
8 Citsiness and Literariness: Architecture Dejeuner with Lindsay Brenmer; noon; Slought Foundation; RSVP: info@slought.org (Slought).
13 Academic Careers in Different Types of Institutions: A Program for PhD Students and Postdocs; Peter Stambler, University of the Arts and Frank Wilkinson, Philadelphia University; 5 p.m.; Ben Franklin Room, Houston Hall (Career Services).

Deadlines: Submissions for the Update are due every Monday for the following Tuesday’s issue. The deadline for the December AT PENN is Tuesday, November 6. For information see www.upenn.edu/almanac/calendar/caldead-real.html.

See a mother and baby sloth when Animal Junction, a traveling wildlife education company, comes to the Slought Foundation on November 9. They introduce children and adults to the world of exotic animals by providing zoology enrichment programs. Animal Junction combines entertainment with education, thus providing an “edutainment” experience. Jungle Joe will talk about the animals’ survival instincts, natural history, physical geography, natural behaviors and conservation education. The program is structured and conducted to entertain and hold the interest of audience members, and to provide participants with basic information about exotic animals and their role in our environment. The interactive programs allow people to discover why these animals are unique and why they need protection.

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 October 22-28, 2007. Also reported were 22 crimes against property (including 19 thefts, 1 auto theft, 1 burglary and 1 act of fraud).

Full reports are available at: www.upenn.edu/almanac/volumes/v54/n11/report.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 October 22-28, 2007. 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.

10/25/07 11:37 PM 4000 Ludlow St Male cited for urinating in public
10/26/07 3:07 AM 4002 Walnut St Male arrested for disorderly conduct
10/26/07 5:32 AM 39th and Spruce Sts Male wanted on warrant/Arrest
10/27/07 2:10 AM 4000 Chestnut St Drugs found during traffic stop/Arrest
10/27/07 11:10 PM 3800 Walnut St Intoxicated driver/Arrest
10/28/07 1:37 AM 3901 Walnut St Male cited for public urination
10/28/07 2:12 AM 3800 Ludlow St Assault on police/Arrest
10/28/07 5:41 PM 40th and Spruce St Male arrested after eluding police
10/28/07 8:53 PM 4200 Sansom St Compliant robbed by unknown male

18th District Report
12 incidents with 5 arrests (including 10 robberies and 2 aggravated assaults) were reported between October 22-28, 2007 by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

10/22/07 5:00 PM 4600 Sansom St Robbery
10/22/07 5:30 PM 4700 Walnut St Robbery/Arrest
10/23/07 3:00 AM 4700 Walnut St Robbery
10/23/07 7:30 PM 3400 Spruce St Robbery
10/24/07 10:11 PM 4800 Larchwood Ave Robbery/Arrest
10/25/07 8:11 PM 22 Slat St Aggravated Assault/Arrest
10/25/07 8:49 PM 4935 Cedar Ave Robbery/Arrest
10/27/07 12:39 AM 4800 Locust St Robbery
10/27/07 2:06 AM 4700 Larchwood Ave Robbery
10/27/07 10:55 AM 5100 Sansom St Robbery
10/28/07 1:26 AM 3900 Market St Aggravated Assault/Arrest
10/28/07 8:10 PM 4255 Sansom St Robbery

10/28/07 8:53 PM 4200 Sansom St Male cited for urinating in public
10/26/07 3:07 AM 4002 Walnut St Male arrested for disorderly conduct
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CLASSIFIEDS—UNIVERSITY

RESEARCH
The University of Pennsylvania Smell and Taste Center is recruiting healthy males and females, aged 21-65, to participate in a clinical research study examining the potential side effects (such as changes in taste and smell) of a common sleep medication. Those who qualify will receive a physical exam and may take part in a five-week study where sleep medication will be provided for two weeks. Contact Isabelle at (215) 862-6580 for more information.

Postmenopausal Women Needed for Endocrine Study. The University of Pennsylvania Health System Division/Endocrinology seeks non-diabetic women 50 to 79 years old. Eligible volunteers will receive free medical exams and blood test results. Participants will be compensate. Please contact Terry Scattergood at (215) 898-5664 for more information.

Almanac is not responsible for contents of classified ad material.

CLASSIFIEDS—PERSONAL

FOR SALE
$389,900 Priced to Sell Queen Village Home, 305 Fitzwater http://philadelphia.craigslist.org/fts/451562880.htm

Submissions for classified ads are due every Thursday for the following Tuesday’s issue. For information call (215) 898-5274 or visit www.upenn.edu/almanac/faqso.html.

Almanac is not responsible for contents of classified ad material.

Ed. Note: Almanac will not be published on Tuesday, November 27. Almanac will resume weekly publication on Tuesday, December 4 and will publish through Tuesday, December 18. After the Winter Break, Almanac will commence publishing for the Spring Semester on Tuesday, January 15, 2008.

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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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Policing and providing safety and security in an urban university environment like Penn is an ever challenging and difficult proposition. Much of the difficulty in understanding policing in the Penn patrol zone, which extends from 30th Street to 43rd Street, Market Street to Baltimore Avenue, lies in the fact that the Penn community is unaware of the depth and breadth of the portfolio of responsibilities falling under the University of Pennsylvania Police Department (UPPD).

From the student perspective, the Penn Police are most visible in terms of their varied community policing programs, which include collaborating with the Liquor Control Enforcement (LCE) Agency to monitor underage drinking at fraternity parties, as well as enforcing public order and quality of life crimes such as panhandling, disorder management, graffiti, traffic and driving under the influence violations, and retail and bicycle thefts.

What is very difficult to convey to the Penn community are all of the activities that are invisible to the student, staff and faculty bodies—activities that involve arresting between 600 and 700 people every year, unaffiliated with Penn, for violent crimes, narcotics violations, quality of life crimes and outstanding court-issued warrants (many of which are for violent crimes committed across the city, such as robbery and firearms violations). Our officers on patrol, and our outstanding detective unit, supplemented by our AlliedBarton security officers and our PennComm emergency operators providing virtual patrol via Closed Circuit Television Cameras, work 24/7, 365 days a year, proactively both to prevent and solve all crimes, from petty theft, to robbery, to weapons violations.

Two weeks prior to the ‘Koko Bongo’ incident, Penn’s Chief of Police Mark Dorsey and his commanders met with the commanding officer of the Philadelphia Police 18th District (in which Penn is situated), to discuss ongoing problems at this nightclub. Subsequent to that meeting, the Philadelphia Police Department (PPD), at the request of the UPPD, assigned a special detail outside of Koko Bongo to work with UPPD officers already deployed in the area, in anticipation of continued problems. Officers from the UPPD and PPD, in conjunction with the LCE, the Philadelphia District Attorney’s Nuisance Task Force and the Philadelphia Department of Licenses and Inspections, have been and will continue to work with the owners of this nightclub to ensure that they are putting measures in place to reduce future violence inside and outside of the club.

The University City District (UCD) ucitvphilal.org, the Special Services District established in 1997 has worked tirelessly as a partner not only with Penn, but with numerous organizations, institutions, businesses and University City residents to improve the quality of life in this 2.2 square mile area of West Philadelphia. Both the Penn and Philadelphia Police patrol the University City area, and are continually examining the ways in which they can address crime through law enforcement initiatives.

For those members of the Penn community interested in providing specific feedback as to how the UPPD can adjust their deployment or policing priorities, we would welcome an open dialogue in person with any member who can provide informed suggestions. We would also recommend that all Penn students take advantage of the faculty experts in this area in the Jerry Lee Center for Criminology, and work with them, as well as the Division of Public Safety, in devising constructive evidence-based law enforcement initiatives for the Penn Police.

As the City of Philadelphia prepares to lay to rest a veteran and well-loved police officer, our Penn Police officers will also be in mourning. You may notice that they will be wearing a black mourning crepe across their badges for the next 30 days, which is a memorial band worn as a sign of respect when one of our own has fallen. We are very proud of their work ethic and commitment to service in University City. Our officers are well-aware of the prevalence of illicit firearms in Philadelphia. Their bullet-proof vests, worn every time on duty, are a continual reminder of the dangers of their chosen profession and their priorities, without question, are in the right place.

Maureen Rush,
Vice President for Public Safety

Mark Dorsey,
Chief of Police, University of Pennsylvania Police Department