The University of Pennsylvania has announced a $16.25 million commitment from the Harold W. McGraw, Jr. Family Foundation to its Graduate School of Education (Penn GSE). The gift is the largest ever received by Penn GSE. It directs $10 million to the preparation of leaders who can navigate change, through the creation of the new McGraw Center for Educational Leadership. An additional $6.25 million will expand existing support for the Harold W. McGraw, Jr. Prize in Education, which has been housed within Penn GSE since 2020.

“We all know that leadership matters, and few things matter more to our society than cultivating leaders who can navigate change and are devoted to educating people at every stage of their lives,” said Penn President Liz Magill. “With the launch of the McGraw Center, those dedicated to teaching and learning will be able to devise more effective responses to the rapidly changing needs of learners today. We are deeply grateful to the McGraw family for their exceptional generosity.”

The Harold W. McGraw, Jr. Family Foundation, Inc. is a not-for-profit private foundation whose primary mission is to improve the lives of others through thoughtful grantmaking focused on education, youth services, community health, and medical research. It honors the legacy of the former chairman and CEO of McGraw-Hill, a global educational publishing and financial services company. Mr. McGraw spent his career advancing education and literacy.

“We are tremendously thankful that the McGraw family has made this new Center possible,” said Pam Grossman, dean of Penn GSE and the George and Diane Weiss Professor of Education. “More and more, society needs educators who are well prepared to respond to the accelerated rate of change in the educational landscape, to turn challenges into opportunities, and to develop pioneering solutions to complex problems. Building on Penn GSE’s outstanding legacy of preparing leaders in preK-12, higher education, and workplace learning, the new center will champion innovation across thought and practice.”

Slated to launch in fall 2023, the center’s portfolio of programs will focus on meeting the legacy of the former chairman and CEO of McGraw-Hill, a global educational publishing and financial services company. Mr. McGraw spent his career advancing education and literacy.

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In 2021, she received the WSU College of Education’s Early Childhood Education award, and in 2022, the Association for Early Learning Leaders awarded WSU’s facility the National Accreditation for Early Care and Education Programs. Ms. MacDermott-Havey was hired as the new executive director of the WSU Children’s Center in Pullman, Washington. She comes to Penn after serving as the Director of the Washington State University Children’s Center, in Pullman, Washington. Before her time at Washington State University, Ms. MacDermott-Havey was the Education Coordinator at Bright Horizons in Seattle, Washington, and held multiple roles with the Gritman Medical Center in Moscow, Idaho.

Ms. MacDermott-Havey holds a master’s degree in early childhood education from Boise State University, and a bachelor’s degree in elementary education from Central Washington University. In 2021, she received the WSU Adminstrative Professional Excellence Award, and in 2022, the Association for Early Learning Leaders awarded WSU’s facility the National Accreditation for Early Care and Education Programs.

As executive director, Ms. MacDermott-Havey will oversee a staff of over 45, including teaching, operations, senior leadership, and financial staff.

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**Heather MacDermott-Havey:**

**Executive Director of Penn Children’s Center**

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**Penn’s Way Campaign:**

In this last week of the Penn’s Way campaign, there is still time for you to make a difference! The campaign has raised over $1 million—but we can’t stop here.

Penn’s Way provides University of Pennsylvania and Penn Medicine faculty and staff the opportunity to give back to the communities in which we live and work. As one of Philadelphia’s largest private employers, our collective contributions have the ability to reach farther and the power to last longer.

We ask you to join us in Going the Distance for Our Community. Please consider donating to the Penn’s Way Campaign before it concludes on November 18. We know you are busy, so we have made participating easier than ever. Pledges can be entered on the mobile-friendly Penn’s Way website at pennsway.upenn.edu. Pledging online is secure, convenient, efficient, and supports our sustainability efforts.

You can watch this video to hear why your colleagues give. Then, share why you give by posting your personal story to social media using #OurWayPennsWay.

There are some great raffle prizes to be awarded during this last week (see page 3), and everyone who participates is eligible to win.

Thank you for your generosity. Your support will make a difference.

—Maureen Rush and Patricia Sullivan

Penn’s Way Co-Chairs
from pre-school through corporate learning—
who are at the forefront of educational excellence in the 21st century.”

More than 50 graduates of the school’s doctoral programs in higher education management are currently serving as college presidents. The Chief Learning Officer doctoral program, the first of its kind when it launched more than twenty years ago, has prepared leaders in workplace learning in finance, internet and technology, and manufacturing. Hundreds of alumni of Penn GSE’s school leadership master’s and doctoral programs serve as superintendents, principals, and other school leaders across the nation.

“The McGraw Center will have a multipler effect, impacting schools, districts, colleges, universities, and workplaces on a vast scale,” said Dean Grossman. “We have deeply valued our ongoing partnership with the McGraw Family Foundation over the past several years and look forward to taking this next transformational step together.”

The center will be housed in Penn GSE’s ambitious building expansion (Almanac, May 3, 2022), currently underway, which will feature 21st-century instructional spaces and support the school’s portfolio of innovation, education, and leadership programs in the heart of the Penn campus.

Penn Transit Acquires Electric Vehicles

Penn Transit has announced the inclusion of the first full-size electric vehicles to its fleet.

Four new vans will primarily accommodate the following transit routes: On-Request Evening Shuttles, Penn Accessible Transit, A.M. Medical Service Shuttle, FWS Shuttle, and Pennovation Works Shuttle.

As fully electric passenger vans are not yet widely available for purchase, electric-powered cargo vans were retrofitted for passenger service. Not only was this solution cost-effective, but it also allowed Penn to begin supporting the University’s carbon-neutral commitment sooner than anticipated.

Why electric? Fleet electrification decreases carbon emissions reducing Penn’s carbon footprint. Each vehicle saves 13.2 metric tons of CO2 per year, or 53.04 metric tons for Penn’s four vehicles. According to the U.S. Department of Energy, the environmental benefit of this transition equates to growing 893 tree saplings for 10 years.

The electric vehicles debuted on October 10 as part of Penn Climate Week. Full service began in early November.

Call for Applications for Resident Faculty Within College Houses and Academic Services

The Office of the Provost and College Houses and Academic Services (CHAS) invite applications for service as a college house fellow and/ or faculty within college houses starting in the 2023-2024 academic year. This is a residentially-based service opportunity that carries a renewable two-year term.

Faculty applicants from all 12 of Penn’s schools are welcome to apply. The most important qualification is a strong interest in mentoring and engaging undergraduate students within the residential setting. Members of the University’s faculty and full-time administrative staff in academic or student affairs who will be in their positions for at least two years are welcome to apply.

College house fellows play a key role in connecting the houses to the larger academic community at Penn. Fellows are responsible for working with the faculty director of their college house to develop each house as an educational resource that encourages intellectual inquiry, promotes academic performance, residence, fosters faculty and student interaction and builds strong, supportive house and CHAS communities.

Specific responsibilities will differ from house to house, but the general time commitment is approximately 10 hours per week. For these highly-sought-after positions, the selection process can be quite competitive. Applicants are reviewed by the undergraduate deans, vice provost for education, the Office of College Houses and its faculty director, and the individual house community members, including the house faculty director, house director and student residents.

Information about each college house, the fellow position and application process may be found at www.collegehouses.upenn.edu. Please explore the “join us” section of the website for position information. If you have any questions please contact Deven Patel, faculty director of CHAS (deven@upenn.edu) or Karu Kozuma, executive director of College Houses and Academic Services (kozuma@upenn.edu).

The application deadline is January 31, 2023.
Deaths

Stanley Baum, Radiology
Stanley (Stan) Baum, GME’61, an emeritus professor of radiology in the Perelman School of Medicine and chair of the department for over 20 years, passed away peacefully on October 15. He was 92.
Born in the Bronx, New York, Dr. Baum attended the Faculty of Medicine at the University of Utrecht in Holland, earning an MD in 1957. He continued his medical career at Penn’s School of Medicine, where he completed his residency in 1961. He remained at Penn throughout the 1960s as an associate professor of radiology. During this decade, he made his name as a pioneer in the field of interventional radiology, speaking at conferences across the world and holding visiting professorships at the MD Anderson Hospital in Houston, Texas, where he lectured on the role of angiography in the detection of gastrointestinal hemorrhage, and at Harvard Medical School, where he lectured on cardiovascular radiology.
In 1975, Dr. Baum became the fifth chair of the department of radiology. As chair, he contributed to the development of magnetic resonance imaging and initiated the first hospital-based magnetic resonance imaging program in the nation. While at Penn, he developed radiological techniques for studying diseases of the blood vessels and for locating sites of internal abdominal bleeding, research that led to the non-operative treatment of gastrointestinal bleeding. Dr. Baum served as department chair until 1996, building the department’s reputation during his tenure. In addition, in 1977, Dr. Baum was named the Eugene P. Pendergrass Professor of Radiology. Dr. Baum served on Penn’s Faculty Senate Executive Committee and on the University Council (notably the Council’s Committee on Honorary Degrees) during the 1980s and 1990s. He also served on several Penn-wide ad-hoc committees, task forces, and working groups. Dr. Baum retired in 2013 and took emeritus status. In 2001, Penn established the Stanley Baum Professorship of Radiology in his honor.
Outside of Penn, Dr. Baum was an active radiological scholar. He was a founding member of the Society for Cardiovascular and Interventional Radiology and served on the Philadelphia advisory board of Physicians for Social Responsibility. In 1985, he was elected to the Institute of Medicine (now the National Academy of Medicine), and three years later, he was appointed to its medicine committee. In 1998, he played a critical role in the formation of a medical imaging institute at the National Institutes of Health. He received gold medals from several learned societies around the U.S., including the Radiological Society of North America and the American College of Radiology.
Dr. Baum is survived by his wife of 64 years, Jeanne Masch Baum; his children, Richard Baum, Laura Baum Holland, Carol Baum Gupta; his son-in-law, Kris Gupta; his grandchildren, Joseph Holland, Emily Holland Carpino (Jesse Carpino), Sarah Holland, Zachary Baum, William Baum, Sophia Baum, Sam Baum, Becca Gupta, Caleb Gupta; and his great-grandson Jack George Carpino.

Elizabeth Johns, History of Art
Elizabeth Bennett Johns, a professor emerita of history of art in the School of Arts & Sciences, died peacefully on September 12.
Born in Dallas, Texas, Dr. Johns received her BA from Birmingham-Southern College, where she graduated Phi Beta Kappa. She then went on to earn an MA from the University of California at Berkeley and her PhD from Emory University. Before and during her PhD studies, she held positions in English and Humanities at Albany State College, Clayton Community College, and Savannah State College, all in Georgia. In 1975, she accepted an appointment in the department of art history at the University of Maryland, College Park. Twelve years later, she became the Andrew Mellon Professor of Fine Arts and History at the University of Pittsburgh and in 1989, she joined the Penn faculty as the Silfen Term Professor of the History of Art. She remained in this position until 2001, when she retired from teaching and took emerita status; during the 1990s, she also served as the undergraduate chair of history of art.
In 1996, Dr. Johns received a Lindback Award for Distinguished Teaching from Penn (Alumnae, April 23, 1996). The award citation noted that Dr. Johns not only “has a talent for asking questions that encourage students to find the answers themselves,” but also “frequently brings up pedagogical issues in her graduate seminars and regularly discusses teaching strategies with her TAs...the teaching experience becomes a learning experience.”
After retiring from Penn, Dr. Johns served for three years as the Lilly Vocation Fellow at the Center for Religion, Ethics and Culture at the College of the Holy Cross and as the museum scholar at the Washington County Museum of Fine Arts in Hagerstown, Maryland. She was an avid member of the Haven Lutheran Church of Hagerstown and served as chaplain at the Hospice of Washington County, Maryland.
Dr. Johns is survived by her brother, Sam Bennett, sister-in-law, Elizabeth Dreyer Bennett; children Alan Butsch (Melissa), Nancy Wersick, and Tatiana Johns (Branden Defriese); her late husband Don Evason’s children, David and Cathy Evason; and by her grandchildren, Morgan and Emily Butsch, Dallas and Korben Defriese, Adam and Ethan Calkul, and Madelyn Evason.
A celebration of life was held on October 30. In lieu of flowers, the family asks that donations be made to the Michael J. Fox Foundation, or to a charity of the donor’s choice. Dr. John was a strong supporter of the Southern Poverty Law Center, Habitat for Humanity, MercyCorps, Doctors Without Borders, and the Evangelical Lutheran Church of America relief programs.

Penn’s Way Raffle Drawings
Visit https://pennsway.upenn.edu for more information. Online participation must be completed by midnight on Sunday for inclusion in a given week’s drawing that Monday morning. Note: list subject to change.

Week Six–Drawing November 14
EMSCO Scientific: Restaurant Gift Card ($50 Value): Megan Moyer, Clinical Care Assoc., Valley Forge
EMSCO Scientific: Restaurant Gift Card ($50 Value): Hannah Campbell, DAR Communications
Philadelphia Eagles: Autographed photo of Dallas Goedert ($50 Value): Charles Johnston, Business Services, Penn Dining
National Constitution Center: Four (4) Admissions ($60 Value): Antoine Taylor, FRES
AdVenture Aquarium: Two admissions ($60 Value): Lionel Waters, HUP
World Cafe Live: Voucher for two Tickets ($75 Value): Jamie Grant, Student Services, Penn Dining
Morris Arboretum: Five Admissions ($100 Value): Jennifer O’Connell, Business Services, Davis|Waas
Corporate

Penn Museum: Four (4) Admissions ($72 Value): Katelyn Hellings, GSE
World Cafe Live: Voucher for two Tickets ($75 Value): Katelyn Hellings, GSE
Neta Scientific & Diagnocine LLC.: Penn Travel Tote ($80 Value)
SU Group LLC.: Blink Video Doorbell ($85 Value)
12th Street Catering: Gift Certificate for Delivered Lunch ($100 Value)
Fearless Restaurants: Gift Certificate ($100 Value)
Modern Eye: Gift Card ($100 Value)
Morris Arboretum: Five Admissions ($100 Value)
Philadelphia Ballet: Two Tickets for the 2022-2023 Season ($100 Value)

Final Drawing–December 6
World Cafe Live: Voucher for two Tickets ($75 Value): Katelyn Hellings, GSE
Neta Scientific & Diagnocine LLC.: Penn Travel Tote ($80 Value)
SU Group LLC.: Blink Video Doorbell ($85 Value)
12th Street Catering: Gift Certificate for Delivered Lunch ($100 Value)
Fearless Restaurants: Gift Certificate ($100 Value)
Modern Eye: Gift Card ($100 Value)
Morris Arboretum: Five Admissions ($100 Value)
Philadelphia Ballet: Two Tickets for the 2022-2023 Season ($100 Value)
Report of the Committee on Manufacturer Responsibility for the 2021-2022 Academic Year

Committee on Manufacturer Responsibility

I would like to thank Steven O. Kimbrough, professor of operations, information and decisions, the Wharton School, for his leadership this past year as chair of the Committee on Manufacturer Responsibility. I also thank all committee members for their participation and thoughtful contributions. The committee's report for 2021-2022 is below.

—Medha Narvekar, Vice President and University Secretary

The following report for the 2021-2022 academic year was sent to Medha Narvekar, Vice President and University Secretary from Dr. Kimbrough, chair of the Committee on Manufacturer Responsibility (CMR), in accordance with the effectiveness of monitoring; review the state of compliance of the apparel licensees and review any alleged violations of the Code.

The Code of Workplace Conduct for the Penn Licensed Product Manufacturers is attached hereto below and published of record.

Report of the Committee on Manufacturer Responsibility for the 2021-2022 Academic Year

It is my pleasure to report on the deliberations of the Committee on Manufacturer Responsibility during the 2021-2022 academic year.

Code Compliance

As of June 2022, 134 of 135 licensees were reviewed. One licensee indicated they will not seek license renewal.

All licensees were found to be in compliance with the code or are actively working on resolution of known violations.

The committee recommends that a letter of thanks go out to licensees that indicated laudable achievements or shared details of instances where they were taking an active approach in addressing known violations.

I would like to express my appreciation to all the committee members for their work on the committee.

—Steve Kimbrough, Chair, Professor OIDD

Code of Workplace Conduct for Penn Licensed Product Manufacturers

I. Introduction

With a view to stimulating economic growth and development, raising living standards, meeting staffing requirements and overcoming unemployment and underemployment, the University of Pennsylvania has adopted this Code of Workplace Conduct (the code) to promote full, productive and freely-chosen employment.

The University of Pennsylvania expects its licensees to conduct their business in a manner consistent with this code, and to follow workplace standards that adhere to this code. The code is subject to amendment to reflect any subsequently developed standards by the University.

II. Notice

This code shall apply to all trademark licensees of the University of Pennsylvania. Throughout this code the term “licensee” shall include all persons or entities that have entered a written licensing agreement with the University to manufacture products bearing the name, trademarks and/or images of the University. Additionally, this code shall apply to all of the licensee’s contractors. Throughout this code the term “contractor” shall include each contractor, subcontractor, vendor, or manufacturer that is engaged in a manufacturing process that results in a finished product for the consumer. “Manufacturing process” shall include assembly and packaging.

As a condition of being permitted to produce and/or sell licensed products bearing the name, trademarks and/or images of the University, each licensee must comply with this code and ensure that its contractors comply with this code. All licensees and contractors are required to adhere to this code, however, no licensee or contractor may represent that they have been certified as being in compliance with this code.

III. Standards

University licensees and their contractors must operate workplaces that adhere to the following minimum standards and practices:

A. Legal Compliance

University licensees and their contractors must comply, at a minimum, with all applicable legal requirements of the country in which products are manufactured. Where this code and the applicable laws of the country of manufacture conflict or differ, the higher standard shall prevail. Such compliance shall include compliance with all applicable environmental laws.

B. Ethical Principles

Licensees shall commit to conducting their business according to a set of ethical standards that include, but are not limited to, honesty, integrity, trustworthiness, and respect for the unique intrinsic value of each human being.

C. Environmental Compliance

Licensees and their subcontractors will be committed to the protection of the local environment, including their factories and their surroundings.

They will protect residential areas around their factories, disposing of garbage and waste in such a way as not to endanger the safety and health of nearby areas.

D. Employment Standards

1. Wages and Benefits

Licensees and their contractors must provide wages and benefits which comply with all applicable laws and regulations and which match or exceed the local prevailing wages and benefits in the relevant industry, whichever provides greater wages and benefits. The University is strongly committed to the employees of licensees receiving a “living wage.”

2. Hours of Work

a. Except in extraordinary circumstances, or as required by business necessity, employees shall not be required to work (regardless of location) more than the lesser of:
   i. forty eight (48) hours per week and twelve (12) hours of overtime;
   ii. the limits on the regular and overtime hours allowed by the law of the country

   iii. In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at such a premium rate as is legally required in that country, but not less than at a rate equal to their regular hourly compensation rate.

b. Employees shall be entitled to at least one day off in every seven (7) day period.

3. Homework

The employer must ensure that work not done at the place of manufacture is performed in a manner safe for the employee and any persons who may be in the surrounding vicinity.

4. Child Labor

Licensees and their subcontractors shall not employ any person younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15. Young workers will not be forced to work overtime hours that would prevent them from attending school. Licensees agree to work with governmental, human rights and non-governmental organizations as determined by the University and licensee to minimize the negative impact on any child released from employment as a result of enforcement of this code.

5. Forced Labor

Licensees and their subcontractors shall not use any forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

(continued on page 5)

ALMANAC November 15, 2022
6. Harassment or Abuse

Licensees and their subcontractors shall treat every employee with respect and dignity. Licensees and their subcontractors will not subject any employee to any physical, sexual, psychological or verbal harassment or abuse.

7. Nondiscrimination

Licensees and their subcontractors will not subject any person to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion or political affiliation, union involvement, or social or ethnic origin. Because, historically, the overwhelming majority of workers in light industry are women, assuring and safeguarding women’s rights is of particular importance for all parties.

a. Women workers will receive equal remuneration for comparable work, including benefits, equal treatment, equal evaluation of the quality of their work, and equal opportunity to fill all positions as male workers.

b. Pregnancy tests will not be a condition of employment, nor will they be demanded of employees. Workers will not be forced or pressured to use contraception.

c. Women who take maternity leave will not, because of the maternity leave, face dismissal or threat of dismissal, loss of seniority or reduction of wages. Licensees must permit women returning from maternity leave to return to their prior position or comparable position at least at their prior wage rate and benefits. Local laws and regulations, or the prevailing practice in the relevant industry, whichever is greater, shall determine appropriate length of maternity leave.

d. Licensees and their subcontractors shall provide, to the extent required by applicable law and regulations, or the local prevailing practice in the relevant industry, whichever is greater, services and accommodations to pregnant women, including but not limited to access to legally required health care provided by the employer, government or other provider.

8. Health and Safety

Licensees and their contractors must provide workers with a safe and healthy work environment free from recognized hazards and must, at a minimum, comply with local and national health and safety laws. If residential facilities are provided to workers, they must be safe and healthy facilities. Workers will not be exposed to conditions that may endanger their reproductive health without their informed consent.

9. Freedom of Association

Licensees and their contractors shall recognize freedom of association and collective bargaining with bargaining representatives of their own choice. No employee shall be subject to harassment, intimidation or retaliation as a result of his or her efforts to freely associate or bargain collectively.

IV. Compliance

Prior to the date of annual renewal of a license agreement, the licensee shall be required to provide the following to the University, as set forth in the license agreement.

A. The company names, owners and/or officers, addresses, phone numbers, e-mail addresses and the nature of the business association of all the licensees’ contractors and manufacturing plants which are involved in the manufacturing process of items which bear, or will bear, the name, trademarks and/or images of the University.

B. Written assurances that it and its contractors adhere to this code (except that in the initial phase-in period, licensee must provide such written assurances within six months of receipt of this code); and

C. A summary of the steps taken, and/or difficulties encountered, during the preceding year in implementing and enforcing this code at each site.

Licensees and/or their contractors are responsible for conducting regular inspections of each facility at which University products are manufactured to ensure workplaces are free from recognized hazards as established in consensus standards as well as hazards as defined by local law.

V. Remediation

If the University determines that any licensee or contractor has failed to remedy a violation of this code, the University reserves the right to terminate its relationship with any licensee in accordance with the terms set forth in the licensee agreement.

VI. Public Disclosure

A. The company names, owners, and/or officers, addresses, and nature of the business association, including the steps performed in the manufacturing process, of all the licensees’ contractors and manufacturing plants which are involved in the manufacturing process of items which bear, or will bear, the name, trademarks and or images of the University shall be made public information.

B. The licensee shall be required to supply each year a list of all factory locations referred to in paragraph A above, and all locations licensee anticipates will be used during the term of the license. Any additions or deletions to this list shall be reported to the University within two months of the effective date of such addition or deletion.

VII. Monitoring and Oversight

The President will establish a Committee on Manufacturer Responsibility (“the committee”) on the implementation of the University’s Code of Conduct.

A. Composition and Selection

1. Voting Members

a. Three members of the University faculty selected by the President in consultation with the chair of the Faculty Senate, one of whom will chair the committee.

b. Four members of the student body, including two representatives chosen by the Civic House, and one undergraduate and one graduate student, to be chosen by the Undergraduate Assembly (UA) and the Graduate and Professional Student Assembly (GAPSA), respectively.

c. One representative of University staff selected by the Penn Professional Staff Assembly (PPSA) and the Weekly Paid Staff Assembly (WPSPA) respectively.

2. Ex-Officio Members (non-voting)

a. Representative of Business Services

b. Representative of the Office of the President

c. Representative of the Office of the Provost

d. Member of the Office of the General Counsel

e. Representative of the Office of the University Secretary

An administrative staff person and a work-study intern will staff the committee. The intern will be appointed by the committee, and paid by the President’s Office. The administrative staff person will be appointed by the President’s Office.

The division of responsibilities will be as follows:

1. Staff Person. The administrative staff person will act as a liaison between the Committee and the Office of the President to ensure timely implementation of all decisions of the Committee. The staff person will also send out notices for committee meetings to ensure maximum participation, and work closely with the intern to coordinate all committee-related administrative tasks.

2. Intern: The intern will to the best of his/her abilities research the University’s licensees in order to recognize violations of the code. This responsibility will include the compilation of a list of licensees and the maintenance of any relevant records necessary to enforce the code, including information received from monitoring organizations about licensees for consideration by the committee. The intern will also actively work on developing mechanisms with other campuses who have signed codes of conduct to improve the effectiveness and efficiency of the codes.

B. Decision-Making

A simple majority of the committee (not including ex-officio members) must be present either by telephone or in person for a vote to take place. Only members who are present may vote, and decisions will pass by majority of members present and voting.

C. Meeting Schedule

The committee will meet no fewer than one time each semester, with additional meetings to be scheduled as necessary in the determination of the committee chair, in the chair’s discretion.

(continued on page 6)
D. Responsibilities

1. Reviewing the Code of Conduct
   The committee will review the code annually to evaluate its effectiveness. Amendments to the code must be submitted to the committee for its approval.

2. Review Effectiveness of Monitoring
   The committee will review, at least annually, the effectiveness of the organization(s) conducting monitoring to ensure compliance with this code and take appropriate steps to ensure effective monitoring.

3. Reviewing the State of Compliance
   Licensees will be reviewed on an annual basis.

4. Reviewing Violations
   The committee will review any alleged violations of the University’s code of conduct including consulting with monitoring organizations, such as the Fair Labor Association (FLA), and the Workers Rights Consortium (WRC), and determine whether they constitute violations. Based on this judgment, the committee will recommend an appropriate course of action to the Trademark Licensing Unit. At the same time, should Trademark Licensing Unit identify any alleged violations, the department will consult with the committee on an appropriate course of action.

E. Public Accountability

1. The Office of the Secretary will publish the University’s Code of Conduct annually and amendments as necessary in Almanac.

2. The Trademark Licensing Unit will make available to any interested persons information regarding licensees’ working conditions, monitoring reports, and other relevant materials.

3. The committee will work with other schools and interested organizations to improve responsible business practices in the manufacture of licensed University products.

F. Seeking and Rewarding Responsible Business Practices

1. The committee will work with the Trademark Licensing Unit to seek out manufacturers that have instituted proactive measures to insure the responsible production of goods and give them preference by encouraging the University to consider doing business with them, taking into consideration competitive price, quality, and style.

2. Through the efforts of the committee in seeking out manufacturers with demonstrated responsible business practices, the University commits itself to giving preference to those with responsible monitoring policies, particularly manufacturers that agree to sign disclosure agreements with the University, taking into account competitive price, quality, and style. Representatives of departments responsible for purchasing University products will keep in regular contact with the committee.

Members of the Committee on Manufacturer Responsibility 2021-2022

Steven Kimbrough (Chair), Wharton
Mark Stern, Social Policy & Practice
Kathleen Hall, Graduate School of Education
Jon Shaw, PPSA
Lorene Tran, Undergraduate Assembly
Jaydee Edwards, GAPSA

Ex Officio members
Lizann Boyle Rode, Office of the Secretary
Christopher Bradie, Business Services
Sean Burke, Office of the General Counsel
Jessie Burns, Office of the Provost
Leah Popowich, Office of the President

Response

Dear Steve:

Thank you for forwarding your report on the work of the Committee on Manufacturer Responsibility in 2021-2022. I commend you and the committee for your thorough review of Penn’s licensees and careful work in ensuring that Penn’s licensees are aligned with the University’s goals. Also please accept my thanks for your significant contributions of time and talent during your time as chair of the committee. I look forward to your continued counsel as chair in the coming year.

—Medha Narvekar, Vice President and University Secretary

Penn Museum: Eastern Mediterranean Gallery: Crossroads of Cultures Opening Weekend

The Penn Museum will reveal its new Eastern Mediterranean Gallery: Crossroads of Cultures with a public opening weekend celebration, November 19-20, 2022 from 10 a.m.-4 p.m.

Featuring live performances, pop-up talks, and workshops, the two-day celebration marks the official opening of the museum’s reimagined permanent gallery, which takes a region often known for conflict and tells a new story about human ingenuity and the creative power of cross-cultural collaboration.

Interactive, multi-sensory elements involving touch, sight, and smell will bring the process of archaeological excavation to life, making connections between the region’s past and the contemporary world by showing visitors how innovations rooted in this diverse region continue to have an impact today—from the world’s first alphabet to the origins of Judaism, Islam, and Christianity.

During opening weekend, the museum will host hands-on activities for all ages, including make-your-own cylinder seals, paper mosaics, and votive offerings to celebrate family traditions; scavenger hunts; and drumming and dance workshops. In addition, the Penn Museum archives department will open its doors to the public, enabling everyone to view photographs and original documents from the museum’s foundational excavations at Kourion, Cyprus and Beth Shean, Israel.

Activities during Opening Weekend include:

- 11 a.m.-1 p.m.: Stories from the Penn Museum Archives. Photographs, drawings, and original documents from the excavations at Kourion and Beth Shean are on display.
- 11 a.m.: Drum workshop. Artist Joseph Tayoun leads a workshop about the dombek, a Middle Eastern percussion instrument.
- Noon-1 p.m.: Cylinder Seal workshop. Visitors can make their own cylinder seals and roll out a clay imprint to take home. 1:00 p.m. Dabke Dance workshop Artist Michele Tayoun leads a workshop about an Arabic folk dance that originated in the mountains of the Levantine region.
- 1-2:30 p.m. (Saturday only): Center for the Analysis of Archaeological Materials Open House. The Penn Museum’s laboratory space, the Center for the Analysis of Archaeological Materials (CAMA), will open its doors to the public to showcase their work on artifacts from the Eastern Mediterranean.
- 3 p.m.: Al-Bustan Ensemble. A live performance from a Middle Eastern musical ensemble.

All opening weekend celebration activities, including access to the Eastern Mediterranean Gallery, are included with Penn Museum admission.
The University of Pennsylvania Police Department
Community Crime Report
About the Crime Report: Below are the Crimes Against Persons or Crimes Against Society from the campus report for October 31-November 6, 2022. Also reported were 11 crimes against property (6 thefts from vehicle, 1 burglary, 1 other theft, 1 theft from vehicle, 1 retail theft, and 1 vandalism) with 1 arrest. Full reports are available at https://almanac.upenn.edu/sections/crimes. Prior weeks' reports are also online. —Eds.

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 31-November 6, 2022. The University Police actively patrol from Market St to Baltimore Avenue and from the Schuylkill River to 43rd St in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

11/04/22 1:32 PM 3802 Chestnut St Bank robbery, no weapon displayed
11/04/22 10:08 PM 4000 Walnut St Complainant punched and threatened with a gun by known offender
11/05/22 7:42 PM 230 S 40th St Complainant punched by coworker

18th District
Below are the Crimes Against Persons from the 18th District: 11 incidents (3 aggravated assaults, 3 assaults, 3 robberies, 1 homicide, and 1 rape) were reported for October 31-November 6, 2022 by the 18th District over the Schuylkill River to 49th St & Market St to Woodland Avenue.

10/31/22 6:23 PM 508 S 41st St Robbery
11/01/22 1:13 AM 4420 Spruce St Assault
11/02/22 6:25 PM 200 S 47th St Rape
11/04/22 12:16 AM 200 S 47th St Homicide
11/04/22 12:25 PM 4548 Market St Assault
11/04/22 1:32 PM 3800 Chestnut St Robbery
11/04/22 3:34 PM 4000 Market St Aggravated Assault
11/04/22 10:09 PM 4000 Walnut St Aggravated Assault
11/05/22 8:04 PM 230 S 40th St Assault
11/06/22 12:09 AM 300 S 49th St Robbery
11/06/22 2:03 AM 129 S 49th St Aggravated Assault

Promoting LGBTQ+ Inclusivity; interactive session that provides an overview of LGBTQ+ identities, terms, current issues, and tangible tips on how you can check implicit biases to effectively support those who identify within the queer community; 9-11:30 a.m.; room 108, ARCH; register: https://tinyurl.com/lgbtq-wkshp-nov-18-1 (LGBT Center).

Master in Law Information Webinar; debrief on the ML program, which can enable students to incorporate a legal perspective on the issues that intersect with their professional field and academic interests; noon; Zoom webinar; register: https://tinyurl.com/law-info-sessio-n-18 (Carey Law School).

Discovering Philly LGBTQ+ History in the Archives; learn about Philly’s rich LGBTQ+ history with storytelling, local archival objects, and interactive dialogue; 1:30-4 p.m.; room 108, ARCH; register: https://tinyurl.com/lgbtq-wkshp-nov-18-1 (LGBT Center).

Admissions Web Chat Series; ask questions about the Weitzman School’s graduate programs and interact with current students and admissions staff; noon; Zoom webinar; register: https://tinyurl.com/weitzman-web-chat-nov-21 (Weitzman School).

Penn Nursing
Online events unless noted. Info: https://www.nursing.upenn.edu/calendar/

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SP2 Minute – Book Fair; 2:30 p.m.; lobby, Caster Building.

School of Social Policy & Practice
Info: https://www.sp2.upenn.edu/events/.

16
16
SP2 International Thanksgiving Feast; 5:30-7:30 p.m.; lobby, Caster Building.

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Financial Wellness Peer Counseling; 1 p.m.; room B25, Caster Building, and online appointments available.

This is an update to the November AT PENN calendar (move events are available online). To submit events for an upcoming AT PENN everyday or weekly update, send the salient details to almanac@upenn.edu.

Swap and Drop; drop off clothing items you no longer need and to find some new wardrobe pieces for yourself; noon-3 p.m.; LGBT Center (LGBT Center).

16
16
Tonight We Eat Flowers; includes discussion with Bettina Escariza and Sydney Rodriguez, filmmakers; 12:15 p.m.; room 108, Annenberg School Center for Media at Risk.

The Last Chapter of A.B. Yehoshua; remembrance of Mr. Yehoshua’s work, including discussion with Nili Gold, cinema studies; 5:30 p.m.; room 401, Fisher-Bennett Hall (Cinema & Media Studies).

Art and Crimes; a documentary feature film following the story of Philadelphia-based artist, Jesse Krimes, who secretly created monumental works of art while incarcerated; 6 p.m.; Institute of Contemporary Art; register: https://tinyurl.com/art-krim-es-nov-16 (ICA).

FITNESS & LEARNING
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PennTransit’s New Mobile App
On Saturday, November 26, 2022, re-al-time information about Penn Transit’s on-request shuttle services will transition to a new app—Penn Transit Mobile. The new free app, which will replace the current PennRides on Request app, will offer several enhancements to riders’ current on-demand shared ride experience including:

• Improved arrival estimates
• The ability to see Penn Transit’s fixed-route and on-demand options on one screen
• Integration of bike sharing and walking options
• Commonly requested campus points of interest

In addition to the above features, riders can continue to:
• Schedule a ride in advance
• Receive notification when the driver has arrived at the pick-up location

While the app will not be in use until November 26, it’s important that riders download the app now in order to be ready when our transportation service transitions to Penn Transit Mobile. Doing so ensures that individual service can continue uninterrupted.

To learn more about Penn Transit Mobile, please visit the Transportation and Parking website.
The Division of Public Safety is committed to enhancing the quality of life for the campus community by integrating the best practices of public and private policing with state-of-the-art technology. A critical component of a comprehensive security plan using state-of-the-art technology is Closed Circuit Television (CCTV).

As prescribed by the University Policy “Closed Circuit Television Monitoring and Recording of Public Areas for Safety and Security Purposes” (Almanac, April 29, 2008), the locations of all outside CCTV cameras monitored by Public Safety are to be published semi-annually in Almanac. The locations and descriptions of these cameras can also be found on the Division of Public Safety website: www.publicsafety.upenn.edu/about/penncomm#cctv.

The following existing cameras meet those criteria:

**University of Pennsylvania Cameras**

- **CRB-Stemmer Hall (main entrance)**
- **CRB-Stemmer Bridge (interior)**
- **CRB-Stemmer Hall (main entrance hall)**
- English House (Law School bike rack)
- Fels Center (bike rack)
- Fels Institute of Government
- Fisher-Bennett Hall (overseeing Levine Bldg.)
- Franklin Field
- Garage (roof-top)
- Generational Bridge (1&2)
- Gregory College House (bike rack)
- GSE on Plaza 1
- GSE on Plaza 62
- Hamwell College House
- Harrison College House (1&2)
- Hayden Hall (east door & west door)
- High Bay Garage (entrance)
- Hillman (homewood suites –1&2)
- Holloback (lower level rear parking)
- Holloback (roof-top)
- Howard Hall/Penn Commons
- Irving & Preston Sts.
- Jerome Fisher (main entrance)
- John Morgan Building (Hamilton Walk)
- Jon M. Huntsman Hall (NE corner)
- Kane Park (Spruce Street Plaza)
- Law School (Sanson St.)
- Left Bank (loading dock)
- Leyt Dental (loading dock)
- Love statue
- Meyerson House (bike racks 1&2)
- Mod 7 (North)
- Mod 7 (Southeast)
- Mod 7 (West)
- Museum (33rd St. –exterior)
- Museum (Kress entrance-exterior)
- Museum (Kress entrance-interior)
- Museum (loading dock-exerior)
- Museum (upper loading dock-exterior)
- Museum (Warden Garden–main entrance)
- Museum (Stoner Courtyard–lower courtyard)
- New College House West (Bike Rack)
- Old Vet Quat (west gate)
- Oster Circle Courtyard
- Palestra (1&2)
- Pennovation Works
- Pennovation Works (gate)
- Pottruck (bike racks 1&2)
- Public Safety Annex Building (2-5)
- Richards Labs (rear door)
- Ringo Squash Court Parking
- Rodin College House (bike rack)
- Rosenthal (parking lot)
- Ryan Vet Hospital (main entrance area)
- Schattner (coffee shop)
- Schattner (bike rack)
- SEAS (courtyard)
- Shoemaker Green (1-8)
- Singh Center (courtyard)
- Singh Center (east loading dock)
- Singh Center (Nano roof terrace north)
- Singh Center (nitrogen loading dock)
- Singh Center (roof terrace south)
- Singh Center (west loading dock)
- St. Leonard’s Court (roof, rear)
- Solomon Labs (1-4)
- Steinberg Conference Center
- Steinberg Hall-Dietrich Hall (Joe’s Cafe)
- Steinberg Hall-Dietrich Hall (trolley)
- Stellar-Chance Labs (loading dock)
- Stellar-Chance Labs (main entrance)
- Stellar-Chance Labs (roof–rear)
- Stellar-Chance Labs (roof–front)
- Tandem Accelerator Laboratory

**Penn Medical Locations**

- **University Meeting & Guesthouse Courtyard**
- University Meeting & Guesthouse Courtyard
- Van Pelt-Dietrich Library (Button)
- Van Pelt-Dietrich Library (Ben Statue)
- Van Pelt-Dietrich Library (Mark’s Cafe & 2)
- Van Pelt Manor (bike rack)
- VHUP (bike rack)
- VHUP (dog walk & 2)
- Weiss Info Commons (rear door)
- Wharton Academic Research Building
- Bike Racks
- Wharton EMBA (loading dock)
- Williams Hall (bike racks 1-3)
- WXP/N World Cafe Live
- WXP/N (facing South St) (SW side–lower level)
- 1920 Commons (8th & Spruce roof)

**Penn Park**

- Field 1 (bike rack)
- Field 2 (bike rack)
- Field 2 (NE corner)
- Field 2 (SW corner)
- Field 2 (north bike rack)
- Field 4 (South Street Bridge)
- Lower 36th & Walnut Sts. (1&2)
- Paley Bridge (1&2)
- Paley Bridge (entrance walkway)
- Paley Bridge (walkway to Penn Park)
- Parking Lot (SW corner)
- Parking Lot (NE corner)
- Penn Park (NE corner)
- Penn Park (North)
- Penn Park (Plaza)
- Penn Park Drive (entrance)
- River Field
- Ropes Course
- Ropes Course Maintenance Bldgs.
- Softball Stadium (bike racks 1&2)
- Softball Stadium (men’s restroom)
- Softball Stadium (women’s restroom)
- Tennis Center
- Tennis Center (Field 4)
- Tennis Center (Field 4 walkway)
- Tennis Center (Transit Stop)
- Utility shed
- Walnut St. (Pedestrian Bridge)
- Walnut St. (Upper Bridge)
- Weave Bridge (Bower Field)
- Weave Bridge (East)
- Weave Bridge (Hollenback)
- Weave Bridge (Penn Park ramp)

**Penn Medicine Cameras**

- **33rd Street (facing South St.)**
- **33rd Street (facing Civic Center Bldv.)**
- **33rd Street Pedestrian Bridge**
- **Alley between Pavilion and 38th St. (northwest)**
- **38th St. Pedestrian Bridge**
- **38th St. (Healing Garden)**
- **39th St. (haulage dock)**
- **Advanced Care Canopy**
- **Cupp Lobby (entrance)**
- **Convention Ave. (facing Health Sciences Dr.)**
- **Convention Ave. (facing SEPTA station)**
- **Convention Ave. (SEPTA station stairs)**
- **Convention Ave. (stairs to Pavilion walkway)**
- **Convent Ave. and Civic Center Blvd.**
- **Convent Ave. and Health Sciences Dr.**
- **Driveway between Penn Museum and Rittenhouse Square (main entrance)**
- **Dulles Bldg. (bike racks-Spruce St.)**
- **Emergency Department (driveway 1-4)**
- **Emergency Department (ambulance entrance)**
- **Emergency Department (driveway)**
- **Emergency Department (parking lot)**
- **Gates Bldg. (fire exit door-Spruce St.)**
- **Lot 7 Parking Garage (driveway entry)**
- **Lot 7 Parking Garage (entrance from Pavilion walkway)**

**Maloney Bldg.** (entrance–36th & Spruce Sts.)
- **Miller Plaza (adjacent to Steummer Pavilion)**
- **Pavilion (employee entrance)**
- **Pavilion (main entrance/exit)**
- **Pavilion (outdoor seating area, corner of Convention Ave.)**
- **Pavilion (visitor drop-off entrance/exit)**
- **Penn Tower/HUP Bridge/Civic Center**
- **Penn Tower Bridge (Hospital side)**
- **Rawlin Bldg. (Driveway–Civic Center Blvd.)**
- **Rhoads Bldg.** (1st floor–Hamilton Walk)
- **Rhoads Bldg.** (1st floor–pavilion)
- **Rhoads Bldg. (loading docks)**
- **Rhoads Bldg. (loading dock 1&2)**
- **Rhoads Bldg. (loading dock 1&2)**
- **Security Booth (top of loading dock ramp)**
- **SEPTA walkway**
- **Spruce St. between 34th & 36th Sts. (facing east)**
- **Spruce St. between 34th & 36th Sts. (facing west)**
- **Spruce St. (Maloney entrance & morgue driveway)**
- **Spruce St. (Morgue, Maloney Ground & 33rd St.)**
- **Spruce St. (west fire tower door)**
- **Stair Tower between Convention Ave. and Lot 7 from Pavilion walkway**
- **Stair Tower to loading dock**
- **White Bldg. (pavilion)**
- **White Bldg. (entrance–Spruce St.)**

**Perelman and Smilow**

- **3600 CCB-L01 (NW Corner E/W)**
- **3600 CCB-L01 (NW Side E/W)**
- **3600 CCB-L01 (SW Corner E/W; entrance to Lot 51)**
- **3600 CCB-L01 (SW Side E/W; loading Dock)**
- **3600 CCB-L1 (NE Entrance)**
- **Civic Center Blvd. at East Service Dr.**
- **Convention Ave & Health Science Dr.**
- **Discovery Walk (between Museum and Pavilion)**
- **East Service Dr. & Health Sciences Dr.**
- **East Side of Pavilion**
- **Emergency Department Driveway**
- **Health Sciences Dr. (outside loading dock–1&2)**
- **Main Entrance Driveway along Convention Center**
- **Perelman (front door)**
- **Perelman (loading dock)**
- **Perelman Parking garage entrance**
- **(Health Sciences Dr.; PCAM entrance)**
- **West Side of Pavilion**

**Penn Presbyterian Medical Center**

- **Advanced Care Canopy (bench)**
- **Advanced Care Canopy (ED 1&2)**
- **Advanced Care Canopy (Trauma 1-4)**
- **Cupp Lobby (entrance)**
- **Garage (front & side)**
- **Heart and Vascular Pavilion (front entrance)**
- **Heart and Vascular Pavilion (rear entrance)**
- **Help Desk**
- **Mutch Bldg. (roof)**
- **Powelton Ave.**
- **Powelton Ave. (dock)**
- **Powelton Lot**
- **Schweiz Eye Institute (north door)**
- **Wright/Saunders Bldg. (main entrance)**
- **Wright/Saunders Bldg. (entrance–36th & Spruce Sts.)**
- **38th St. (facing Garden)**
- **38th St. (Advanced Care Building)**

**3930 Chestnut Street**

- **Front Main Entrance**
- **Loading Dock Entrance**
- **Patio Seating Area**
- **Parking Lot Bike Rack**
- **Parking Lot Front (Lots)**
- **Parking Lot (Rear)**

8 www.upenn.edu/alamanc

ALMANAC November 15, 2022