

UNIVERSITY OF PENNSYLVANIA

# Almanac

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## From the President

### Major Changes to 2020 Commencement

This is a generation-defining moment. And like every such moment that has gone before, it is not only the crisis itself but also how we respond that matters most.

The Penn community has responded heroically. Everyone has had truly difficult decisions to make. That we have done so together will contribute directly to the health and lives of members of our community and countless others. We will continue to do this guided by the best understanding and evidence for what will protect and save lives.

I write to all of you personally today to thank the entire Penn community and—as importantly—to recognize how wrenching this is for everyone in the Penn family.

To each and every one of our students—Penn undergraduate, graduate, professional and nontraditional students—I know you are deeply concerned and uncertain about what comes next and I share those feelings with you. You have goals and dreams left undone, plays not being performed, games and meets not taking place, research interrupted, spontaneous late-night conversations not occurring, and a thousand other losses both large and small that we all mourn. It hurts to have so much changed so quickly.

To the great Class of 2020 in particular: You have worked so well and achieved so much. And now, life-altering global events that affect all of us have taken away something that is uniquely yours: your final semester on campus, surrounded by friends and faculty, enjoying all of the accomplishments, milestones and traditions that you have gone to such lengths to earn and enjoy. That is a special—and an especially difficult—loss.

But your amazing Penn story does not end this way. I promise.

In light of the disruption our graduating students are going through, we all want to do more, not less, to celebrate and honor you. The day of your scheduled Commencement, May 18, should not pass without recognizing that you are now Penn graduates, which we will do virtually. We also will celebrate and honor you in person with Commencement ceremonies on Penn's campus when it is safe and feasible to do so.

It will be some time before we know the specifics, but we will do our utmost to give your achievements and time at Penn the fullest celebration possible.

To our proud Penn alumni, we also promise that we will hold an on-campus celebration of our 2020 Alumni Weekend when it becomes safe and feasible again to do so. Our Penn alumni and especially those who were planning and working so hard on celebrations for milestone reunion years want to come home, and I cannot wait to welcome all of you in style. Of course, we cannot know the dates for these events right now given how uncertain the immediate future is, but we will provide additional details as soon as it's possible to do so.

I cannot begin to say enough in praise of our faculty and staff, who continue to keep our university functioning, and our doctors, nurses and researchers who keep our medical system operating. You are our heroes. You have children at home, aged parents and family members at risk, and are concerned for your own health and safety. Yet you give your all to support our University and community. I'm so very proud, and we're all tremendously grateful.

This is a difficult moment for everybody. We're all trying to adjust our lives and plans while doing all we can to safeguard public health and the wellbeing of those around us. With all my heart, I want to thank everyone for working together in doing what's right even though it means giving up things we cherish.

There's no other community in the world I'd rather stand with and work with at such a time, and I am so proud of you all. Stay strong, stay safe, stay in touch. We will meet this moment. That's a Penn promise.

—Amy Gutmann, President

### 2020 Penn Relays Cancelled

Penn's Division of Recreation and Intercollegiate Athletics announced that the 2020 Penn Relays, scheduled for April 23-25, has been canceled due to the evolving coronavirus public health threat. The Penn Relays, which has been contested uninterrupted since 1895, celebrated its 125th consecutive running last year.

"Based on the current novel coronavirus pandemic, we cannot host an event in late April without putting our participants, spectators, officials, volunteers and staff at risk," said M. Grace Calhoun, the T. Gibbs Kane, Jr. W'69 Director of Recreation and Intercollegiate Athletics at the University of Pennsylvania. "We remain hopeful that the

recent measures put in place by many health organizations, government officials and academic institutions will curtail the spread of this disease. Penn has hosted the Penn Relays for 125 consecutive years through the World Wars and other world-wide health issues. This spirit of perseverance and resiliency will continue as we plan for a track meet later in the year when the health and safety of our community is more certain."

Penn will endeavor to host a substitute track meet at a later date. The three-day event will shorten into a one-day event designed to provide the opportunity for youth, high school and

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### Martine Haas: Lauder Professor

Wharton Dean Geoff Garrett announced the appointment of Martine Haas as the Lauder Professor at the Joseph H. Lauder Institute of Management & International Studies.

The Lauder Professorship was established by brothers Leonard A. Lauder (W'54) and Ronald S. Lauder (W'65) when they founded the Lauder Institute in honor of their father, Joseph H. Lauder. Dr. Haas's appointment as the Lauder Professor accompanies her role as the Anthony L. Davis Director of the Lauder Institute (*Almanac* May 28, 2019).

"Leonard and I are pleased to have Professor Haas hold the Lauder Professorship," said the Honorable Ronald S. Lauder, chairman of the Lauder Institute Board of Governors. "Martine embodies our vision for the global connectivity and understanding that we seek to support through the Lauder Institute. Professor Haas has already raised the Institute's international profile by highlighting the expertise of our Global Fellows and faculty, and we look forward to many more achievements and the great success that will, no doubt, follow in the coming years."

"This is a wonderful moment," added Leonard A. Lauder. "Professor Haas is a great leader and thinker with a strong vision for the worlds of today and tomorrow. She knows how to inspire and motivate, and is the perfect person to guide the next generation of global leaders. My family and I are honored that she has been appointed as Lauder Professor."

Dr. Haas has been a member of the Penn faculty since 2007. An expert on global business, including collaboration in multinational firms, global teamwork, and the sociology and social psychology of organizations, she has received scholarly awards from the Academy of Management and Academy of International Business and teaching awards from both the Wharton MBA and undergraduate programs. She has worked for McKinsey & Company and Oxfam, and served on the faculty of Cornell University and as a visiting faculty member at London Business School. Dr. Haas earned a PhD in organizational behavior and an MA in sociology from Harvard, an MA in international relations from Yale, and a BA in human sciences from Oxford.



Martine Haas

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## SENATE From the Senate Office

*The following is published in accordance with the Faculty Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Patrick Walsh, executive assistant to the Senate Office, either by telephone at (215) 898-6943 or by email at senate@pobox.upenn.edu*

### Faculty Senate Executive Committee Actions Wednesday, March 18, 2020

**Chair's Report.** Faculty Senate Chair Steven Kimbrough reported that the work of all the Senate Committees is continuing apace. In particular, the Senate's two ad hoc committees – the Committee on the institutional Response to the Climate Emergency and the Committee on Scholarly Communication – are invited to provide verbal interim reports to SEC at its next meeting.

**Past Chair's Report.** No report was offered.

**Get Out the Vote.** SEC member and Professor of Communication, Psychology, and Marketing Emily Falk, together with representatives of the Netter Center for Community Partnerships (Associate Director Cory Bowman and Emerson Fellow Benjamin Oh), presented a non-partisan proposal to advance voter registration, education, and voting across Penn students, staff, and faculty through faculty-student-staff partnerships. Helping students become better and more informed citizens is key to Penn's educational mission, a key component of which is becoming an informed voter. However, voter turnout among Penn community members remains lower than ideal, based on available data. The proposed non-partisan effort would be managed in coordination with the student group "Penn Leads the Vote," which has laid groundwork by encouraging peers to be engaged and educated voters. To date, the student effort has focused on student registration; institutional support could enhance students' registration, educational, and voter turnout efforts. Peer institutions including Northwestern and Stanford have successfully launched efforts similar to this proposal. In the future, this partnership could help expand the work currently being done in partnership with the West Philadelphia community, particularly local schools.

SEC members unanimously endorsed a non-partisan proposal to request institutional action by Fall 2020 on the following matter:

- For implementation during Spring 2020: (1) launch a stand-alone Canvas module for all students that would include links to the Penn Leads the Vote website ([pennvotes.org](http://pennvotes.org)) and a COVID-19-specific voter guide; (2) request a University Notification from the President and Provost on primary registration and voting, beginning with one that would address voting challenges posed by the ongoing pandemic response.

- For implementation by Fall 2020: (1) continue the stand-alone Canvas module for all students that would include links to the Penn Leads the Vote website ([pennvotes.org](http://pennvotes.org)) and voter guide; (2) integrate voter registration (either locally or at the student's permanent home address) with course registration; (3) integrate [pennvotes.org](http://pennvotes.org) materials into Study Abroad orientation to support students in voting while abroad; (4) offer students the option to receive voter engagement communications via email as part of student onboarding, and face-to-face voter registration as part of New Student Orientation; (5) train Resident Assistants and Graduate Assistants to participate in voter engagement efforts within the College House system; (6) integrate registration and voting into the College House system; (7) improve business processes that would provide voter registration materials to all new faculty and staff during onboarding; (8) improve the Penn Mail system to expedite voting-related mail; and (9) continue University Notification from the President and Provost on registration and voting.

Actions that could be taken at the school and departmental levels were discussed. Professor Falk also encouraged action at the individual faculty level, including: listing key voting dates and Penn Leads the Vote resources on all course syllabi and on Canvas; considering the use of some class time to discuss voter engagement efforts; and considering involvement with a cross-university voter engagement group that would meet semestery to coordinate efforts.

All members of the University community are invited to contact Emily Falk ([emily.falk@asc.upenn.edu](mailto:emily.falk@asc.upenn.edu)), Benjamin Oh ([benoh@sas.upenn.edu](mailto:benoh@sas.upenn.edu)), or Cory Bowman ([bowman@upenn.edu](mailto:bowman@upenn.edu)) to get involved in the voter engagement effort.

**Proposed Statement on Impacts to Faculty Travel by the COVID-19 Outbreak.** SEC members reviewed a proposed statement urging departmental tenure and promotion review committees to consider papers accepted at scholarly conferences the same credit in the tenure and promotion process that they would have received had the paper actually been delivered. SEC members supported the content of the statement but expressed by consensus that the statement could be broadened. The statement will be revised and circulated by email for consideration prior to the next SEC meeting.

**Coping with Changes to Penn's Operations Resulting from the COVID-19 Outbreak.** SEC members discussed three issues arising from changes to Penn's operations during Spring 2020: campus housing for students wishing to remain on campus; approaching grading policies and practices amid the shift to online-based instruction; and policies and expectations for recording lectures and discussions convened online.

### Message to Penn Faculty and Staff Regarding University Operations

Consistent with an order issued by Governor Wolf late Thursday afternoon, the University of Pennsylvania is suspending all operations performed onsite except for those that are life-sustaining. Remote work is not impacted by this order and is expected to continue.

Effective 12:01 a.m. on March 21, 2020, only those University employees who are performing life-sustaining work are permitted to be physically present at the University. This includes, but is not limited to, those employees performing the following services for the University:

- Public Safety and Security services
- Ambulatory Healthcare services (e.g., StudentWellness, Penn Dental)—elective procedures prohibited
- Hospital services—elective procedures prohibited
- Animal care
- Support services for students remaining in the dorms (e.g., dining, housekeeping and maintenance)
- Transportation and delivery services
- Building and facility support services (e.g., housekeeping and maintenance) for those areas performing life-sustaining services or to address emergent situations
- Scientific research services
- Data processing, hosting and related services
- IT Support for those performing life-sustaining services or to address emergent situations
- Broadcasting services (e.g., WXPB)
- Utility services
- Hotels

Each School/Center should have a list of employees who are essential to the performance of life-sustaining work for the University. These employees should be notified of their essential designation in response to the latest order regarding COVID-19 and be provided a notice indicating this that can be shared in conjunction with the state's enforcement efforts related to the Governor Wolf's order.

Faculty who are not already prepared and ready to complete virtual instruction from a location other than campus beginning this Monday should make arrangements to do so as soon as possible. Any questions or concerns should be directed to the Dean of their respective School.

When scheduling staff for onsite work, staffing should not be in excess of what is necessary to support life-sustaining operations. While on campus, practice social distancing and other healthy habits.

Should you have any additional questions or concerns, please contact your supervisor directly. Further inquiries can be directed to the Employee Solution Center at (215) 898-7372 or you may send an email to [hcmsolutioncenter@upenn.edu](mailto:hcmsolutioncenter@upenn.edu)

—Wendell E. Pritchett, Provost

—Craig R. Carnaroli, Executive Vice President

### 2020 Penn Relays Cancelled

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open runners to persevere and enjoy a competitive and festive atmosphere which they might have missed this spring.

"No one associated with the Penn Relays has ever wanted to see a cancellation," said Dave Johnson, the Frank Dolson Director of the Penn Relays. "While participating in the meet as an athlete, coach or official remains a bucket list goal for many, the event has long served as an annual homecoming for families, friends, teams and social groups. Without the Penn Relays, springtime in Philadelphia will not be the same."

We will be back for the 2021 Penn Relays on April 22-24 at Franklin Field, when we hope to see brighter days and be reunited with Penn Relays family."

The Penn Relays has adapted to worldwide conditions in the past. The meet was altered in 1917 and 1918 when several colleges, including most Ivy League institutions, curtailed their track programs during World War I. During World War II, travel restrictions reduced participation and spectator attendance while gas rationing was in effect in 1943 and 1944.

By default, all ticket orders will be credited

toward the 2021 event; however, refunds for the sale price of 2020 tickets will be available by request. Per ticket fees and order processing fees will not be refunded. By processing a refund, the account holder agrees to have all tickets removed from their account. Account holders will not be eligible for ticket renewal rates and must purchase at general public rates for the 2021 Relays. Should you wish to move forward with a ticket refund, you may not have access to the same seat location for the 2021 Relays. The deadline to request a refund is **March 27, 2020**. If you would like to proceed with a ticket refund, please go to <https://tinyurl.com/relaysrefund>



## Deaths

### George Preti, PSOM

George Preti, former adjunct professor in dermatology who also worked in the department of OB/GYN at Penn's Perelman School of Medicine, died on March 3 from bladder cancer. He was 75.

Raised in Brooklyn, New York, Dr. Preti graduated from Fort Hamilton High School in 1962. He earned a BS in chemistry in 1966 from the Polytechnic Institute of Brooklyn (now Tandon School of Engineering of New York University), and then he received his PhD in chemistry in 1971 from MIT. He studied under the renowned advisor and innovator of mass spectrometry, Klaus Biemann. In 1970, while completing his doctoral research, he co-authored a paper in *Science*, "Search for Organic Material in Lunar Fines by Mass Spectrometry."

In 1971, he took on appointments at both the Monell Chemical Senses Center in Philadelphia, as a research associate, and in the University of Pennsylvania's chemistry department as a lecturer. He continued to hold positions at both Monell and Penn for almost his entire career.

At Penn, he went on to serve as a research assistant professor, then adjunct assistant and then associate professor, all in obstetrics and gynecology. During the 1990s, he was an adjunct professor in dermatology. He also served on the mass spectrometry advisory board in the department of metabolic diseases at CHOP.

Dr. Preti became a full member of Monell in 1986. He published numerous articles for Monell, including the chemistry and biology of human body odors and their potential diagnostic significance. Patents were eventually granted for some of the work described in his early publications. He also served various administrative appointments.

Over the years, Dr. Preti and his colleagues studied volatile emanations from a wide variety of species, though his focus was on human odors and their meaning, including underarm odor, bad breath, and a diagnostic tool to detect early-stage ovarian cancer using odor biomarkers in blood. To the latter end, he was part of a collaborative team with Penn's Working Dog Center to train dogs to "sniff out" the cancer in patient blood samples, and a physicist to develop sensors to distinguish between blood samples from cancer patients and healthy volunteers.

Dr. Preti was an active counselor to young scientists. He was a longtime member of the Committee of Arts and Sciences for the Franklin Institute and a member of the Sensory Advisory Board for Fragrances and Oral Care for Symrise, Inc. Dr. Preti served as the executive editor of the scholarly journal *Chemosensory Perception* for 13 years, and in 2002, the American Chemical Society recognized him for promoting chemistry to the general public through the media.

He is survived by his wife, Kathleen; two children, Gregory Preti (Lauren) and Stephanie Ruscin (and husband Mark); sister, Christine Crockett (David); and grandchildren, Aaron Preti, and Hannah and Campbell Ruscin. A memorial celebration of his life and work is being planned.



George Preti

### Larry Solin, Radiation Oncology

Lawrence J. (Larry) Solin, emeritus professor clinician-educator in radiation oncology at the Perelman School of Medicine who also spent many years with Penn's Abramson Cancer Center, died on March 3. He was 66.

Dr. Solin earned his BS from Brown University in 1975 and his MD from Brown in 1978. Dr. Solin did his fellowship and was a staff radiation oncologist at Fox Chase Cancer Center 1984-1992. He also joined Penn in 1984 as an assistant professor on the clinician educator track in radiation therapy (which later became radiation oncology) (*Almanac* February 26, 1985). He went on to be promoted to associate and then full professor C-E in 1994 (*Almanac* February 14, 1995). He made several Best Doctors in America lists during his time at Penn and also served on the Faculty Senate. He retired and earned emeritus status in 2008 (*Almanac* May 26, 2009).

While at Penn, he also served on the staff at various hospitals, including Frankford Hospital, Mercer Medical Center, Suburban General, Germantown Hospital and Medical Center and the VA Hospital. He was also a volunteer faculty member at Thomas Jefferson University.

Dr. Solin went on to join the staff at Einstein Hospital, where he served as department chair in radiation oncology. He was a major contributor to the ECOG-ACRIN national trials that defined the standards of care for breast cancer. He played a career-long role in defining the evidence to define the role of radiation therapy to increase cure rates. His work was published in high-profile journals, including the *New England Journal of Medicine*. He was an active leader in the NCI Cooperative National Groups and a longtime grantee of the Breast Cancer Research Foundation. Angela DeMichele, co-leader of the ACC Breast Cancer Program, reflected upon Larry's impact, saying, "We are all beneficiaries of his sound advice and thoughtful academic insights. He was a fantastic clinician, mentor and colleague."

According to an email sent by James Metz, Henry K Pancoast Professor and chair of radiation oncology: "[Dr. Solin] trained innumerable residents at Penn before he left to become chair at Einstein. Larry impacted the treatment of breast cancer on an international scale and was an important member of many of the breast committees nationally. He was a detailed researcher and left an incredible impact on all that worked with him over the years. Larry was a great mentor and worked closely with many of us developing research careers in radiation oncology. He was certainly one of those people you never forget, as all of us who worked with him have stories over the years that have become legendary in the department. He was one of the giants that influenced the department and radiation oncology as a whole."

Dr. Solin is survived by his wife, Leslie; daughters Jennifer and Elizabeth; and a granddaughter.

#### Almanac Publication Schedule

This edition of *Almanac*, like last week's is digital-only. No issues were printed to distribute across campus because of COVID-19. *Almanac* is being distributed electronically each Tuesday. However, there will be no printed issues at this time, since the University has suspended most on-site work for now.

### John M. Weeks, Museum Library

John Weeks, former head of the Penn Museum's library, died March 7 from declining health, including end-stage kidney disease requiring peritoneal and later hemodialysis, triple bypass surgery and prostate cancer. He was 73.

Dr. Weeks was born in New York City and spent his childhood in Great Neck, New York, where he attended the local public schools. He served in the US Army in Darmstadt, Germany, from 1966 to 1968, after which he enrolled in the State University of New York at Albany. While there, he received his BA *cum laude* in anthropology and history in 1972, MLS in librarianship in 1974, MA in anthropology in 1976, and PhD in anthropology in 1980.

After earning his doctorate, Dr. Weeks worked in cultural resources management for the New York State Museum and then served as senior indexer/managing editor for *Anthropological Literature: An Index to Periodical Articles and Essays* at Tozzer Library, Peabody Museum of Archaeology and Ethnology, and resident tutor in anthropology at John Winthrop House, Harvard University, from 1982 to 1987. He was bibliographer for the social sciences at Wilson Library and graduate faculty in the department of anthropology and interdisciplinary program in archaeological studies at the University of Minnesota from 1987 to 1997. From 1991 to 1993, he also served as consultant for the US Agency for International Development (AID)/Midwest Universities Consortium for International Activities (MUCIA) University Agribusiness Partnership Project with Instituto Superior de Agricultura (ISA), Santiago, Dominican Republic. Between 1970 and 1998, Dr. Weeks conducted archaeological and archival research in New York, Wyoming, Guatemala, Honduras and the Dominican Republic.

From 1997 to 2015, Dr. Weeks was head of the Museum Library, University of Pennsylvania Museum of Archaeology and Anthropology. While at Penn, he created and developed *Bibliografía Mesoamericana*, a bibliographic database consisting of more than 75,000 records and the Mesoamerican Language Texts Digitization Project, the digitization of the historical and linguistic manuscripts collected and written by Karl Hermann Berendt.

Dr. Weeks authored or edited 23 books and monographs, and 35 articles based on his anthropological field research. He is survived by his wife, Virginia Ramirez; daughters, Hillary (Michael Gunther) and Isabela; and granddaughter, Marin Gunther. A Celebration of Life memorial will be planned for later this spring.



John Weeks

#### To Report A Death

*Almanac* appreciates being informed of the deaths of current and former faculty and staff members, students and other members of the University community. Call (215) 898-5274 or email [almanac@upenn.edu](mailto:almanac@upenn.edu)

However, notices of alumni deaths should be directed to the Alumni Records Office at Suite 300, 2929 Walnut St., (215) 898-8136 or email [record@ben.dev.upenn.edu](mailto:record@ben.dev.upenn.edu)

# Open Enrollment: Monday, April 20-Friday, May 1, 2020

Penn Benefits Open Enrollment is your annual opportunity to make changes to your healthcare elections. While Open Enrollment is still a few weeks away, we want to give you plenty of time to learn about the upcoming changes.

We also have unprecedented news to share. There will be no increase in medical and dental rates for the third straight year. That means Penn's faculty and staff enrolled in a medical plan will not see an increase for the 2020-2021 plan year.

There are many other developments for you to consider as you choose a plan for you and your family, including a new online enrollment process. For the first time, benefits-eligible faculty and staff will make their elections and any updates using the Workday@Penn portal at [www.workday.upenn.edu](http://www.workday.upenn.edu)

Be sure to carefully review enrollment information mailed to your home. This year, the Division of Human Resources will provide a single enrollment guide that lists the benefits available to full-time faculty and staff, as well as part-time and ACA eligible employees. Penn provides many other tools and resources to help you make an informed decision.

For more information about your benefits, visit [www.hr.upenn.edu/openenrollment](http://www.hr.upenn.edu/openenrollment). You'll have access to benefit comparison charts, contribution charts, and more.

## Plan Changes as of July 1, 2020

### No Increase in Medical and Dental Rates for the Third Year

Your cost for medical and dental coverage will not increase for the 2020-2021 plan year.

The University of Pennsylvania's medical and dental plans have seen favorable claims experience over the past several years, which has enabled Penn to maintain the same rates for the third straight year. Although the healthcare market in general has experienced approximately 5% medical cost inflation over the past few years, Penn's plan costs have been much lower than the industry trend.

Thanks to plan design changes, favorable claims experience, enhanced prescription drug management, wellness initiatives and better employee consumerism, Penn's faculty and staff enrolled in a medical plan will not see an increase in the 2020-2021 plan year.

### New Enrollment Process with Workday@Penn

This year you will complete Open Enrollment at the Workday@Penn portal at [www.workday.upenn.edu](http://www.workday.upenn.edu). The benefits enrollment process has been simplified and is quick and easy. Use your PennKey and password to access the portal. Then follow the steps listed below to enroll or make changes to your benefits for the 2020-2021 plan year.

Be sure to review your current elections and available choices in Workday even if you plan to keep the same coverage you have now. After Open Enrollment, healthcare benefits changes can only be made if you declare a qualifying life event.

Also, review your beneficiary information, confirm its accuracy for all elections and update it if necessary. Once you have made your elections, you must print a confirmation. No confirmation statements will be mailed. However, an enrollment guide will be mailed to your home in April.

#### Steps to Enroll:

1. Log into Workday at [www.myworkday.com/upenn/login.html](http://www.myworkday.com/upenn/login.html)
2. From your home page, select the Inbox icon in the upper right corner or click "Go to Inbox"

3. Select "Open Enrollment—Event" in your inbox

4. Click "Elect" or "Waive" next to the corresponding benefit plan (your current coverage will be displayed for each benefits election)

5. When you have completed all of your elections, click "Submit"

### A One-Time Opportunity to Increase Supplemental Life Insurance Coverage

The University through MetLife is offering a one-time opportunity to enroll or increase your Supplemental Life Insurance.

Eligible faculty and staff can increase their supplemental life insurance coverage during Open Enrollment before providing evidence of insurability (i.e. proof of good health). This means, if you're not currently enrolled, you can elect .05 x to 5 x your benefits base, or if you're currently enrolled you can increase your coverage up to the 5 x max. If you select a total coverage level above \$750,000 (coverage amounts based on your benefits base) you must provide additional evidence of insurability. To take advantage of this opportunity, you must elect this increase during this year's Open Enrollment period.

Watch the mail for your personalized information sheet from MetLife, which will provide you with detailed information about your current life insurance amounts and your available options during Open Enrollment. Please remember to review and/or update your beneficiary information in Workday.

Remember that Penn provides you with Basic Life Insurance of 1 x your benefits base salary (maximum of \$300,000) at no cost to you. If you are PT/ACA eligible, Penn provides a maximum of \$50,000 in Basic Life Insurance. This one-time Supplemental Life Insurance coverage is in addition to the Basic Life benefit.

**\*Note:** You must be currently eligible for life insurance to take part in this offer. The amount of coverage is based on your benefits base that is effective as of March 2020. If you are a union employee, you can select up to 6 x your base salary to the max of \$750,000. If you are PT/ACA eligible, you can select up to 2 x your base salary.

### Colonoscopy Screening Age Requirement Removed

Effective July 1, an annual (as recommended by your medical provider) colonoscopy screening will be covered at \$0 co-pay for those enrolled in the Keystone HMO, Aetna POS II and the PennCare/Personal Choice plan. The age and frequency limitation for this type of screening has been removed.

### Penn Introduces Telemedicine

The University has partnered with Penn Medicine to offer a virtual care telemedicine practice called Penn Medicine OnDemand. Formerly called FirstCall, Penn Medicine OnDemand provides urgent primary care services by providers in the Penn Center for Connected Care.

Penn Medicine OnDemand providers address your immediate care needs such as sore throats, rashes, earaches, muscle or joint pain and other minor injuries.

The telemedicine practice is available 24 hours a day, 7 days a week, 365 days a year by Penn Medicine providers who deliver fast and speedy care using video visits. When an in-person, office-based appointment with a PennCare provider is recommended, the Penn Medicine OnDemand team will help you schedule it at a time and location that is convenient for you.

### Health Care and Dependent Care Flexible Spending Accounts (FSA)

When you participate in a Health Care Flexible Spending Account, you set aside pre-tax dollars to use for certain out-of-pocket healthcare costs.

The IRS has increased the FSA limit from \$2,700 to \$2,750 for the 2020 calendar year. As you know, you can only rollover \$500 to the next plan year, so be sure to submit your claims for the current plan year in a timely manner.

The rules for using your FSA account remain the same. You may still need to provide receipts to verify that your claims are qualified expenses in accordance with IRS guidelines.

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### Health Savings Accounts (HSA) for HDHP

An HSA is a tax savings account for High Deductible Health Plan participants. HSA funds may be used to offset the cost of care. Penn will contribute to your HSA \$1,000 for single coverage or \$2,000 for family coverage. You can also contribute additional money to an HSA via pre-tax payroll deductions.

The IRS has announced an increase in the HSA family maximum contribution by \$100 for calendar year 2020. The single contribution limit will be \$3,550 and the family contribution limit will be \$7,100—inclusive of your employer contribution. If you are 55 and over, you can contribute an additional \$1,000.

Penn's Health Savings Account administration is moving from WageWorks to HealthEquity, effective May 2020. BNY Mellon will no longer serve as the custodial bank for HSA accounts. A new account will be opened for participants at HealthEquity. BNY Mellon will transfer your HSA balances to HealthEquity by the end of May.

If you are currently enrolled in a Health Savings Account, you do not need to take any action for your account to be moved.

You will receive a new HealthEquity health savings card in May. Please watch for important notification in the mail and your email from HealthEquity.

### Open Enrollment Presentations and Wellness Fairs

Due to the evolving situation around COVID-19, the on-campus Open Enrollment Presentations scheduled for March 31, April 2, April 7, April 9, April 13, April 27 and April 29 have been cancelled.

The Wellness Fairs scheduled for April 21 and April 22 have also been cancelled.

### HR Mindfulness Opportunities

We hope all is well and that you are adapting to our temporary remote work situation. With all of the attention concerning the Coronavirus, we are certain that you will need some time to release some stress and increase your focus and mental clarity. We want to invite you to a few upcoming mindfulness opportunities that will be led by Jennifer Schelter. Please find the sessions listed below:

Event Name	Date	Time	Location	Comments
Call Up Calm, Mindfulness Workshop by Phone	Friday, March 27	12:30-1:45 p.m.	Telephonic (dial-in information will be provided via email)	Qualifies for 10 Bonus Action Points
Call Up Calm, Mindfulness Workshop by Phone	Friday, April 3	12:30-1:45 p.m.	Telephonic (dial-in information will be provided via email)	Qualifies for 10 Bonus Action Points

We also have two 4-week cohorts upcoming. One is telephonic and the other is scheduled to be on campus.

Event Name	Dates	Time	Location	Comments
Telephonic 4-Week Positive Momentum Course	April: 27 May: 4, 11, 18	12:30-1:45 p.m.	Telephonic (dial-in information will be provided via email)	Qualifies for 30 Bonus Action points for attending all four sessions.
4-Week Positive Momentum Course	June: 1, 15, 29 July: 6	12:30-1:45 p.m.	3624 Market Street (Learning & Education)	Qualifies for 30 Bonus Action points for attending all four sessions.

You can access the registration links for all of the above-mentioned sessions by visiting <https://tinyurl.com/HREventsMindful>

We thank you for your constant support and understanding.

—Division of Human Resources

### Health Care Rates for 2020-2021

	Full-time Weekly Paid				Full-time Monthly Paid			
	Single Coverage	Employee & Spouse	Employee & Child(ren)	Employee & Family	Single Coverage	Employee & Spouse	Employee & Child(ren)	Employee & Family
<b>MEDICAL</b>								
PennCare	\$ 47.08	\$ 117.46	\$ 79.15	\$ 146.08	\$ 204.00	\$ 509.00	\$ 343.00	\$ 633.00
Aetna Choice POS II	\$ 32.31	\$ 83.08	\$ 54.69	\$ 103.15	\$ 140.00	\$ 360.00	\$ 237.00	\$ 447.00
Aetna HDHP	\$ 21.00	\$ 54.92	\$ 35.31	\$ 68.77	\$ 91.00	\$ 238.00	\$ 153.00	\$ 298.00
Keystone HMO	\$ 22.15	\$ 59.31	\$ 37.38	\$ 73.38	\$ 96.00	\$ 257.00	\$ 162.00	\$ 318.00
<b>DENTAL</b>								
Penn Family Plan	\$ 8.77	\$ 17.21	\$ 19.41	\$ 27.38	\$ 38.02	\$ 74.59	\$ 84.10	\$ 118.63
METLIFE	\$ 6.31	\$ 12.60	\$ 13.89	\$ 18.93	\$ 27.34	\$ 54.62	\$ 60.18	\$ 82.03
<b>VISION</b>								
Davis Vision	\$ 1.09	\$ 2.36	\$ 1.77	\$ 3.00	\$ 4.73	\$ 10.22	\$ 7.65	\$ 13.01
VSP	\$ 1.64	\$ 3.54	\$ 2.66	\$ 4.51	\$ 7.10	\$ 15.33	\$ 11.53	\$ 19.55



## On behalf of Penn Libraries: Publisher Responses to COVID-19

Within this transition into an academic virtual space, the Penn Libraries is aware that e-access to resources will be essential. The Penn Libraries has created a page of publisher responses to COVID-19 at <https://tinyurl.com/pennlibrarycovid> detailing how several publishers are now providing temporary open access to a number of their resources. Another useful page titled, "Vendor Love in the Time of COVID-19" at <https://tinyurl.com/w73xxuq> also details useful links to e-resources.

These publisher responses help buffer some of the resource needs that will arise over the next few weeks, but the Libraries know that

these links do not cover all of the resource needs that will come up.

Funds are available to purchase available ebooks of requested texts and fair use will allow for conversations about what is scannable within the bounds of copyright (see this *Public Statement of Library Copyright Specialists: Fair Use in Emergency Remote Teaching & Research* document at <https://tinyurl.com/tvnty3a>)

Please continue to check the Libraries' COVID-19 page for library updates <https://www.library.upenn.edu/blogs/libraries-news/covid-19-libraries-policies-and-information>

## Enhanced Penn Health Insurance Coverage and Care Access

*Dear Colleagues:*

Penn's insurance carriers, Independence (Blue Cross), Aetna, CVS Caremark, Keystone (IBC), and Penn Medicine's Connected Health Virtual Care Telemedicine Practice are all closely monitoring the COVID-19 virus (Coronavirus) situation. They are committed to making sure that our participants can receive appropriate testing and treatment for this virus if needed.

Here is an overview of the enhancements Penn's insurance carriers have made to our plans to improve access for members. This information is also available at the Penn Health Plans and COVID-19 web page at <https://www.hr.upenn.edu/PennHR/benefits-pay/health-life-and-fsa/penn-health-insurance-and-covid-19>

**Testing will be covered.** During this public health crisis, Independence and Aetna will cover the COVID-19 test as a preventive service and waive cost sharing (such as co-pays and coinsurance) for the test when performed at a hospital or an approved laboratory. This applies to all Penn plans: PennCare PPO, Aetna POS II, Keystone/AmeriHealth Health Plan, Aetna HDHP and Aetna POS Standard.

**Treatment will be covered.** At this time, there is no specific antiviral treatment or vaccine for COVID-19. Members should receive care from their doctor to help relieve symptoms as they would other viral respiratory infections. Independence and Aetna will continue to cover medically necessary health care costs to treat infectious diseases, including COVID-19, based on the terms of the member's insurance plan.

**Telemedicine is available. OnDemand (215-615-2222).** In an effort to reduce potential exposure, the carriers and the Centers for Disease Control and Prevention (CDC) are recommending the use of Telemedicine services. You may access Penn Medicine's Virtual Care Telemedicine Practice Connecting Penn Medicine employees and University employees with Penn Medicine providers, 24/7/365. The highlights of eligibility are below:

- Open to the public, any patient with any insurance plan, normally a \$49 fee-for-service. This fee will be waived under Penn Medicine's COVID-19 community health initiative for anyone who works on Penn Medicine campuses, regardless of their insurance plan, including University faculty and staff. This applies to all Penn plans, PennCare PPO, Aetna POS II, Keystone/AmeriHealth Health Plan, Aetna HDHP and Aetna POS Standard.
- Patients 14 years or older who are located in PA, NJ, DE, MD. For patients under 14, parents or guardians are urged to contact the child's healthcare provider.
- Practice is staffed by full-time CRNPs.
- Provides medical advice, short-term care prescriptions, and scheduling collaboration with Penn Medicine primary care teams.
- Connect via PennChart's audio-video "facetime" technology using the MyPennMedicine (MPM) app, downloaded from the Apple or Google store.
- Self-schedule 20-minute virtual appointments via MPM or call us for help downloading the MPM app.
- Visit us at [www.PennMedicine.org/OnDemand](http://www.PennMedicine.org/OnDemand)

**CVS/Caremark.** CVS Health is taking steps to address the outbreak and protect member access to medication. The latest steps we are taking will help ensure patients of all ages have every option available to them when it comes to filling prescriptions. As long as COVID-19 continues to pose a threat, CVS will maintain a relentless focus on how best to serve you and your family members.

**Encourage Members to Refill Maintenance Medications.** We know that access to needed medication is important to you and your family members during the uncertainty caused by COVID-19. We strongly recommend you take action and refill any needed medications for yourself or a family member, who have long-term maintenance medications with a 90-day supply, or up to your plan's maximum quantity. Contact your pharmacist with how to obtain a 90-day supply if desired. Under the Penn plans you may obtain a 90-day prescription refill benefit for maintenance medications and the option of home delivery from CVS Caremark Mail Service pharmacy or from a local CVS store.

**Relaxing Refill Restrictions.** CVS Caremark is waiving early refill limits on 30-day prescriptions for maintenance medications at any in-network pharmacy. Relaxing refill-too-soon limitations allows members to fill maintenance medication prescriptions ahead of their normal fill schedule to ensure members are able to maintain an adequate supply of medication on hand.

**Free Home Delivery from CVS Pharmacy.** Beginning immediately, CVS Pharmacy will waive charges for home delivery of all prescription medications. With the CDC encouraging people at higher risk for COVID-19 complications to stay at home as much as possible, this is a convenient option to avoid coming to the pharmacy for refills or new prescriptions. This includes mail order and home delivery via your local CVS pharmacy.

If you have any questions about the enhancements, please contact the Penn Benefits Solution Center at Health Advocate at 1 (866) 799-2329.

—Division of Human Resources

## March 16 Update for Faculty & Staff on COVID-19 Exposure

*Dear faculty and staff:*

I recently informed Penn undergraduate, graduate, and professional students that three of our undergraduate students have tested positive for COVID-19. All had traveled internationally during Spring Break and were very forthcoming about details of their itinerary, allowing us to conduct a thorough contact investigation.

The COVID-19 outbreak is unprecedented and is impacting all of our lives—both on and off campus. I want to again assure you that the University remains committed to the health and safety of its campus during these challenging times.

While we take necessary and drastic measures to mitigate the spread of this infection, let us also remember that empathy, love and kindness are also contagious. Let us remember to treat each other with compassion and respect.

—Dr. Benoit Dubé, Associate Provost and Chief Wellness Officer

*Dear students:*

I am writing to share that three Penn undergraduate students have tested positive for COVID-19. Two students are home, away from campus. One was on campus and tested by Penn Medicine. Upon release from the hospital, that student will be quarantined and cared for in an undisclosed campus location following public health protocols.

Protecting the anonymity of these students is of utmost importance. Please respect your classmates' privacy and think about how you would want others to act if you were contending with COVID-19.

Equally important to all of us is understanding how this disease spreads and taking steps to minimize risks.

The affected students were part of a group that traveled together abroad for Spring Break. Some members of that trip returned to campus last week, where they lived in close quarters and socialized with friends.

I greatly appreciate these students sharing details of their travel and contacts. This communication allowed the University to identify 20 additional students—most of whom are not currently on campus—as having medium to high risk of exposure, necessitating 14 days of self-isolation and symptom checks wherever they are.

COVID-19 may not have personally touched you or anyone in your life—yet. Based on scientific modeling, it may soon impact people you know and love. Social distancing is vital for all of us—including young and healthy students. We have a collective responsibility to mitigate the spread of this disease to protect those more vulnerable. Learn more here:

From Containment to Mitigation of COVID-19

in the US <https://tinyurl.com/jamacovid>

Flattening the Coronavirus Curve

<https://tinyurl.com/NYTmitigation>

What else can you do now?

- Minimize your social activity. Wherever you are or go this week, be vigilant and thoughtful.
- Wash your hands frequently and take your temperature. If you develop a fever, frequent cough, or have difficulty breathing, please limit your contacts and call your health care provider for guidance.
- Continue to check for University updates and information <https://coronavirus.upenn.edu>

Thank you for your empathy and thoughtful response to this public health emergency.

—Dr. Benoit Dubé, Associate Provost and Chief Wellness Officer

## Penn's Employee Assistance Program: Ready to Assist

During this challenging time, Penn's Wellness team would like you to remember Penn's Employee Assistance Program (EAP) is available 24 hours a day, seven days a week to assist you with behavioral health and work-life issues. Please feel free to contact EAP at any time.

Call: 1 (866) 799-2329

Email: [EAPinfo@healthadvocate.com](mailto:EAPinfo@healthadvocate.com)

Visit: [www.hr.upenn.edu/eap](http://www.hr.upenn.edu/eap)

Penn's EAP provides eligible faculty and staff, and their families, access to free, confidential, 24/7 counseling and referral services for personal and professional life issues from any location.

EAP services are available by phone, email, webchat and video sessions. Face-to-face sessions will be available when the Philadelphia region returns to normal business hours. Health

Advocate EAP counselors will connect you with the right experts at the right time: masters level clinicians, work/life specialists, medical bill negotiators, and financial and legal professionals. In addition, Health Advocate offers multi-language capabilities.

Counseling is free for you and your immediate family members—your spouse, dependent children and your parents and parents-in-law.

Each family member can receive up to eight free counseling sessions per distinct problem, per fiscal year, from the time of your initial intake. If you exceed this limit, Health Advocate will make every effort to coordinate services with your existing health insurance. You may be referred to your insurance plan for services, where applicable, before your eight sessions are completed if it is determined that your clinical

needs require treatment beyond the short-term scope of EAP.

**Caring for older adults:** Penn benefits-eligible faculty and staff have access to Senior Care Planning through our *Care.com* benefit.

We appreciate your resiliency in this unprecedented situation as we work together to support and protect each other and our loved ones.

—Division of Human Resources

## The 30x30 Challenge: Penn's Month-Long Outdoors Program

The 30x30 Challenge is an effort to encourage the Penn community to get outside, learn about local ecology and appreciate the beauty of nature. Join Penn's 30x30 Challenge and challenge yourself to spend at least 30 minutes outdoors in nature each day for all 30 days of April. The Challenge runs April 1-30.

Did you know that Americans spend approximately 90% of their time indoors, according to the EPA? Over the last decade, researchers have been documenting what many of us know intuitively—that nature is good for our health and well-being. Regularly immersing yourself in a natural setting—like a park, forest, or field—can reduce stress while boosting immunity, energy levels, and creativity.

While the on-campus events have been cancelled, everyone is still encouraged to get outside while practicing social distancing. Registration is open; sign up at [bit.ly/penn30x30](http://bit.ly/penn30x30). More details on all the events happening during the challenge month can be found at <https://sustainability.upenn.edu/participate/penn-community/30x30-challenge>

The 2020 30x30 Challenge will coincide with the City Nature Challenge, a competition among cities around the world to see who can make the most observations of nature, find the most species and engage the most people. Questions? Email [sustainability@upenn.edu](mailto:sustainability@upenn.edu)

## Wharton School's New Course, Delivered Remotely, on the Impact and Implications of Coronavirus/COVID-19

As the world grapples with the social and economic impact of the COVID-19 outbreak, the Wharton School of the University of Pennsylvania has developed a new course, conducted remotely, to address in real time how global business and financial uncertainty can be managed in the wake of such dramatic events.

The six-week, half-credit course is *Epidemics, Natural Disasters and Geopolitics: Managing Global Business and Financial Uncertainty*. It begins March 25, after the University's announcement that courses will move to remote instruction to limit the effects of the coronavirus. This course is available to all Penn degree-seeking students. Students will join the course via livestream. Over 450 students from across Penn have already expressed interest and pre-registered.

"There are significant business lessons to be learned from the global response to the coronavirus outbreak, and Wharton is at the forefront of sharing valuable insights and creating a community to exchange ideas," said Wharton Dean Geoff Garrett. "This is a teachable moment for the global academic community, and this course is just one example of how Wharton is coming together to provide support during a time of heightened anxiety and ambiguity."

Course lesson titles include "Leading amid Unpredictable Rapidly Changing Events with Contested Facts," "Financial Market Reactions to the Coronavirus and Disaster Risk," "Emotional Contagion and Epidemics," and "US-China Relations after the Trade Wars and the Coronavirus."

The course has been developed by Management Professor Mauro Guillen, who will join other Wharton faculty including Sigal Barsade, Mohamed El-Erian, Zeke Emanuel, Geoff Garrett, Martine Haas, Sarah Light, Carolyn Kousky, Howard Kunreuther, John Paul MacDuffie, Barbara Mellers, Katy Milkman, Jeremy Siegel, Beth Simmons and Kent Smetters as lecturers.

"We are proud to launch this course as it draws directly from the current geopolitical climate and will offer students insights into this crisis and all types of high-risk events," said Dr. Guillen. "I'm thrilled to take part in this course which was developed very quickly and through the generous support of professors and staff who understand the urgency."

For more information on how the University of Pennsylvania is responding to the COVID-19 outbreak, visit the Penn Coronavirus website: <https://coronavirus.upenn.edu>

## 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 March 9-15, 2020. Also reported were 5 Crimes Against Property (1 theft other, 2 thefts from building and 2 other offenses) with 2 arrests. 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 March 9-15, 2020. 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.

03/10/20	2:00 PM	3939 Chestnut St	Complainant assaulted by known male
03/11/20	1:48 PM	3400 Spruce St	Offender struck officer/Arrest
03/13/20	10:55 PM	3601 Walnut St	Unknown person spit in complainant's face
03/14/20	8:01 PM	4000 Spruce St	Offender assaulted police/Arrest
03/15/20	3:15 PM	4236 Chestnut St	Offender struck and choked complainant

### 18th District

**Below are the Crimes Against Persons from the 18th District:** 8 incidents (4 assaults, 2 aggravated assaults and 2 domestic assaults) with 2 arrests were reported for March 9-15, 2020 by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

03/09/20	9:19 PM	1220 S 48th St	Aggravated Assault
03/10/20	2:25 PM	4236 Walnut St	Domestic Assault
03/11/20	2:56 PM	3400 Spruce St	Assault/Arrest
03/13/20	5:20 PM	108 Farragut St	Assault
03/13/20	11:50 PM	3601 Walnut St	Assault
03/14/20	8:11 PM	4000 Spruce St	Assault/Arrest
03/15/20	12:40 AM	4534 Osage Ave	Aggravated Assault
03/15/20	3:31 PM	4236 Chestnut St	Domestic Assault

## Almanac

3910 Chestnut Street, 2nd floor  
Philadelphia, PA 19104-3111  
Phone: (215) 898-5274 or 5275  
FAX: (215) 898-9137  
Email: [almanac@upenn.edu](mailto:almanac@upenn.edu)  
URL: [www.upenn.edu/almanac](http://www.upenn.edu/almanac)

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 Penn website) include HTML, Acrobat and mobile 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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During this month, when Women's History is celebrated, and in the year that marks the centennial of the 19th Amendment giving women the right to vote, it's an appropriate time to remember Alice Paul, namesake of Penn's Alice Paul Center for Research on Gender, Sexuality and Women.

## Penn Alumna Alice Paul: Feminist, Suffragist, Political Strategist

Alice Paul was the architect of some of the most outstanding political achievements on behalf of women in the 20th century, and she dedicated her life to the cause of securing equal rights for all women.

Born on January 11, 1885, in Mt. Laurel, New Jersey, Alice Paul was raised Hicksite Quaker. Hicksite Friends endorsed the concept of gender equality as a central tenet of their religion and a societal norm of Quaker life. This upbringing undoubtedly accounts for the many Quaker suffragists, including Susan B. Anthony and Lucretia Mott, both of whom Dr. Paul admired and considered role-models. Dr. Paul's faith not only established the foundation for her belief in equality but also provided a rich legacy of activism and service to country.

Hicksites also stressed separation from the burgeoning materialistic society and advocated the benefits of staying close to nature. Paulsdale, the "home farm" where Dr. Paul grew up, reflected this ideal. Dr. Paul's suffrage ideas were planted early by her mother, a member of the National American Woman Suffrage Association. She attended women's suffrage meetings, often with Alice in tow. She may have also held meetings at Paulsdale or entertained members afterward.

When a *Newsweek* interviewer asked Dr. Paul why she dedicated her entire life to women's equality, she credited her farm upbringing by quoting an adage she learned from her mother: "When you put your hand to the plow, you can't put it down until you get to the end of the row."

Dr. Paul attended a Hicksite school in Moorestown, New Jersey, and graduated first in her class in 1901. She went on to enroll in Swarthmore College—her grandfather, Judge William Parry, was one of the founders of the school—where she was taught by some of the leading female academics of the day and participated in a variety of sports including field hockey, tennis and basketball. She was a member of the executive board of Student Government, was named Ivy Poetess and served as a commencement speaker. She graduated with a degree in biology in 1905.

After working in the settlement movement in New York, Dr. Paul left for Birmingham, England, in 1907 to study social work at the Woodbrooke Settlement. While there, she met Christabel Pankhurst, who with her mother and sister led a militant faction of suffragettes whose motto was "deeds not words." Dr. Paul joined them and personally broke more than 48 windows and was arrested and imprisoned on several occasions. During her imprisonment, Dr. Paul took strength from a quotation she often saw etched into prison walls: "Resistance to tyranny is obedience to God." First expressed by Thomas Jefferson, this motto was later adopted by Susan B. Anthony and inspired a new generation of revolutionaries.

Dr. Paul returned home in 1910, imbued with the radicalism of the English suffrage movement. She became a student at Penn, where she was the first woman to earn a PhD in sociology in 1912. While here, she joined the National American Woman Suffrage Association (NAWSA). She was quickly appointed as head of the Congressional Committee in charge of working for a federal suffrage amendment, a secondary goal to the NAWSA leadership. In 1912, Alice Paul and two friends, Lucy Burns and Crystal Eastman, organized a publicity event in Washington, DC, to gain maximum national attention: an elaborate and massive parade by women

to march up Pennsylvania Avenue and coincide with Woodrow Wilson's presidential inauguration on March 3, 1913. The scene turned ugly when male onlookers attacked the suffragists, first with insults and obscenities, and then with physical violence, while the police stood by and watched. The following day, Dr. Paul's group of suffragists made headlines across the nation and suffrage became a popular topic of discussion among politicians and the general public alike.

Dr. Paul and her followers severed all ties to NAWSA and, in 1916, formed the National Woman's Party (NWP). The NWP organized "Silent Sentinels" to stand outside the White House holding banners inscribed with incendiary phrases directed toward President Wilson. They continued this into World War I, and many critics saw their protests as unpatriotic and attacked them in mobs.

The arrested suffragists were sent to Occoquan Workhouse, a prison in Virginia, where they were treated with brutality and held in unsanitary conditions. Prison officials removed Dr. Paul to a sanitarium in hopes of having her declared insane. When news of the prison conditions as well as hunger strikes became known, the press, politicians and the public began demanding the women's release; sympathy for the prisoners brought many to support the cause of women's suffrage.

This chapter in American history is vividly depicted in the 2004 award-winning historical drama *Iron Jawed Angels*.

In 1917, in response to public outcry about the prison abuse of suffragists, President Wilson reversed his position and announced his support for a suffrage amendment, calling it a "war measure." In 1919, both the House and Senate passed the 19th Amendment, and it was narrowly ratified by the states in 1920. August 26th is now celebrated as Women's Equality Day in the United States.

Following the passage of the 19th Amendment, Dr. Paul earned three law degrees, began the World Woman's Party (WWP), headquartered in Geneva, Switzerland, and worked for a new constitutional amendment, one she authored and called the "Lucretia Mott Amendment," which called for absolute equality between men and women, not just equal voting rights. In 1943, the Equal Rights Amendment (ERA) was rewritten and dubbed the "Alice Paul Amendment," but it still has not been ratified by the states. She also led a coalition that was successful in adding a sexual discrimination clause to Title VII of the 1964 Civil Rights Act.

Dr. Paul died on July 9, 1977, in Moorestown, New Jersey, just a few miles from her birthplace and family home of Paulsdale. To learn more about her life and work, visit <http://www.alicepaul.org/>



Alice Paul's graduation portrait, 1912.



Alice Paul (left) with NWP members, 1950.

### About Penn's Alice Paul Center

Founded in 1982, the Alice Paul Center facilitates disciplinary and interdisciplinary feminist scholarship and promotes the connections between research and public engagement. It is an important resource for fulfilling the University of Pennsylvania's commitment to interdisciplinary, diversity and problem-solving at the local, national and global level. The center provides fellowships for faculty and graduate students, organizes and hosts seminars and conferences and sponsors lectureships that bring prominent academic, literary and public figures to campus. Its affiliated faculty represent more than 20 departments, programs and schools at Penn, and are national and international leaders in the study of gender, sexuality and women.