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Claire Fagin Professor: Dr. Linda Aiken

Dr. Linda Aiken, who has been Trustee Professor of Nursing here since 1988 has been named as the first holder of the School of Nursing's Claire M. Fagin Leadership Chair in Nursing, Dean Norma M. Lang has announced.

Dr. Aiken, who is also professor of sociology in SAS and director of the Center for Health Services and Policy Research based in the Nursing School, will hold the new Chair for a term of five years. The Fagin Leadership Chair was established in 1991 "as a tribute to Dr. Fagin and her accomplishments as dean of the University of Pennsylvania School of Nursing, and as a vehicle to continue Dr. Fagin's vision of nursing as a research-based practice discipline with a vital role in shaping American health care," said Dean Lang. "Dr. Fagin's leadership moved the School of Nursing to the forefront of the nation's nursing schools."

Dr. Lang also announced a lecture and reception to celebrate the naming of Dr. Aiken to the chair. It will be held at 4 p.m. October 1 at the School, where Dr. Robert Blendon, Harvard Professor of Health Policy and Political Analysis, will address issues in public support for increased consumer protection against managed care in his lecture entitled *The Public and the Managed Care Backlash*. "As Director of the Harvard Program on Public Opinion and Health and Social Policy, Dr. Blendon is nationally renowned for his research and surveys which focus on the roles public opinion and leadership opinions play in the formation of our nation's domestic agenda," the Dean said.

Dr. Aiken was appointed to the faculty here in 1988, after serving as vice president of the Robert Wood Johnson Foundation in Princeton, N.J. In addition to her appointments in nursing and sociology she is a research associate of the Penn's Population Studies Center and a senior fellow at its Leonard Davis Institute for Health Economics. She is a member of the Institute of Medicine of the National Academy of Sciences, of the Academy



Dr. Linda Aiken

Looking Backward and Forward

Living intersects with Learning on the first floor of newly-renovated College Hall, in an exhibit of that name that focuses on the new College House system, student life, and undergraduate traditions and honors. Project Curator Eric Getz borrowed from the rich resources of the University Archives to trace the 1895 creation of the dormitories and a century of subsequent development of a residential campus, then added color photographs of current College Houses and student life. Also on display: the University Mace, with a panel honoring the mace's creator, Dick Gordon. This exhibit will "simultaneously demonstrate Penn's greatness over time and its ongoing capacity for innovation and improvement," according to Mark Lloyd, director of the Archives.



Far left: A suite in Lippincott House, South Quad, c. 1901

Above, left to right: the 1921 'Spoon Man' John Charles Telmosse, 'Bowl Man' Daniel Joseph McNichol, 'Cane Man' Elisha John Bingham, and 'Spade Man' Walter Elder Lamond Irwin.



Near left: Dr. Althea K. Hottel, the first dean of women, for whom the first honors award among senior women is named.

Dr. Hottel in the 1959 Record

Leaving Penn

Dr. Chodorow to California

Former Provost Stanley A. Chodorow, who continued on the faculty after he stepped down as Provost in December, is now chief executive officer of California Virtual University, the clearinghouse for a statewide consortium of California institutions offering courses and degrees via the Internet and other technologies.

At present 98 of the state's 301 accredited public and private institutions participate in C.V.U., offering more than 1,600 courses and 100 complete degree or certificate programs. Only accredited colleges and universities are eligible to offer courses through C.V.U. "I don't think that's a good model," Dr. Chodorow told the *Chronicle of Higher Education*, contrasting C.V.U. with emerging institutions that offer coursework from other sources such as corporations. "An academic program is an expression of its standing faculty."



Dr. Chodorow

ICA's Mr. Murphy to Ireland

Patrick T. Murphy, director of the Institute for Contemporary Art since 1990, will resign as director in November but will act in an adjunct curatorial capacity until the middle of next year, when he takes up the post of Exhibitions Director at the Royal Hibernian Academy, which has opened a new facility equivalent to ICA.

Mr. Murphy has directed the 35-year-old ICA throughout the nine years it has occupied its new space at 36th and Sansom Streets, curating exhibitions of Robert Venturi and Denise Scott-Brown, Sally Mann, and Andres Serrano. He has also held an adjunct position with the History of Art department, served as visiting critic to the graduate program in Fine Arts, and chaired the oversight committee of the Arthur Ross Gallery. Off campus, he served as president of the Greater Philadelphia Cultural Alliance in 1992-94 and on the boards of the Fairmount Park Art Commission, the City's "Percent for Art" Program, and other organizations.



Mr. Murphy

NOT Leaving

Penn Book Center to 34th Street

The Penn Book Center has signed a lease for the former Sam Goody's space on 34th Street at Sansom Street, according to Achilles Nickles, co-owner with his brother, Peter, of the longtime trade- and textbook store now in the 3700 block of Walnut.

The store will remain open at its present site during renovation of the new space, and expects to move near the end of October.

Chair from page 1

of Arts and Sciences, and of the National Academy of Social Insurance. She has served as president of the National Academy of Nursing, as a member of the Physician Payment Review Commission, the 1982 Social Security Advisory Council, and as a cluster consultant to President Clinton's National Health Reform Task Force.

A leading national and international researcher and consultant, Dr. Aiken is currently involved in studies focusing on health care reform in the U.S. and the countries of central and eastern Europe, central Asia, and Russia, hospital sector reforms in Canada and Western Europe, and AIDS prevention policies in Chile. She is the author of numerous scientific and policy papers on the effectiveness and outcomes of health care in the U.S. and abroad.

Appointments

Housing/Conferences: Douglas Berger

Douglas R. Berger, associate director of administrative operations at Kent State since 1988, has been named Director of Housing and Conference Services for Penn.

The new post covers student room assignments, billing and other residential services for 13 residence halls housing 7,000 students, faculty and staff in a variety of accommodations. "The department has contributed substantially to the inauguration of the 21st Century College House system through innovative management of occupancy patterns and assignments systems, as well as many other administrative and operational systems," Dr. Larry Moneta of Campus Services said in announcing the appointment. "It also maintains key relationships with Trammell Crow Company, and is introducing a one-stop conference services unit which will centrally handle arrangements for housing, meals, and use of other University facilities and services for seminars, conferences and symposia hosted at Penn.

A graduate of Kent State in social work/counseling, Mr. Berger also took his M.Ed. in Higher Education Administration there.



Douglas Berger

Campus Dining: Peg Lacey

Margaret (Peg) Lacey, regional vice president of campus services for Aramark since 1997, is joining Penn as Managing Director of Campus Dining, Dr. Moneta also announced.

At Cornell, where she was director of dining services and later of campus life, Ms. Lacey managed dining, housing and conference services, with oversight of strategic and operational planning and all marketing and financial functions. Educated at the State University of New York at Delhi and in Cornell's Executive Development Program, Ms. Lacey also directed food services at Columbia University and held dietary posts at hospitals in Dover, N.H., and Rochester, N.Y.

At Penn, she will have oversight of Dining Services as well as of Penn's vending and on-campus retail food operations. She will also coordinate the efforts of Bon Appetit, Penn's new catering and food management partner who will operate the Perelman Quad food venues as well as a new restaurant scheduled to open shortly in the International House. Additionally, Dr. Moneta said, Ms. Lacey will serve as "master planner for the myriad of dining opportunities provided on and off campus including restaurants, dining commons and retail operations."



Peg Lacey

Manager of Events: Meryl Marcus

Secretary of the University Rose McManus has announced the appointment of Meryl Marcus, who has managed the University's last two Commencement, as Manager of Events for the Office of the Secretary.

"In her new capacity as a permanent member of our team," said Secretary Rose McManus, "Meryl will coordinate all activities and programs associated with the University's ceremonial functions; oversee the diploma process and the Office of the Secretary's relationships with individual schools within this process; and develop, manage and administer the Commencement budget on behalf of the Office."

Ms. Marcus holds a B.A. in history and music from the State University of New York, and a Master of Public Administration degree from New York University. Prior to joining the Office of the Secretary she was the clinical department administrator at the Institute for Environmental Medicine at PennMed and served as administrator of the Pediatric Neurology Faculty Practice at Temple University.



Meryl Marcus

The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Senate Chair John Keene or Executive Assistant Carolyn Burdon, Box 12 College Hall/6303, 898-6943 or burdon@pobox.upenn.edu.

Actions Taken by the Senate Executive Committee Wednesday, September 9, 1998

1. Informal discussion with President Rodin and Interim Provost Wachter. President Rodin reviewed activities since last May including: the appointment of Dr. Eduardo Glandt as Interim Dean of the School of Engineering and Applied Science; the 5-year review cycle of SEAS and the Law School; movement on the

Agenda for Excellence and strategic priorities; creation and operation of a new K-8 public school on the Divinity School site in partnership with the Philadelphia Board of Education, the Teachers' Union and the Graduate School of Education; and the renovation of Van Pelt Library.

Interim Provost Wachter urged the Senate Executive Committee to bring its concerns to him and promised to respond fully. In response to questions from the Chair, he reviewed: the status of the new College House system; developments covering distributed learning; school 5-year planning; and employment benefits review, noting there are no current plans to restructure the retirement package.

2. Academic Planning and Budget Committee and Capital Council. Past Chair Vivian Seltzer reported that the first meeting of the Academic Planning and Budget Committee is scheduled for next Tuesday. She was unable to attend the first meeting of the Capital Council.

3. Clinician educator issues. SEC initiated discussion on the issues regarding clinician educators (CEs) in the School of Medicine. Committee on the Faculty Chair, Harvey Rubin, presented various components of the problem and SEC members raised questions. A SEC member recalled that in the 1970s, the Faculty Senate endorsed, and the trustees subsequently approved, the category of clinician educator in the associated faculty with a 20% cap. Later they were made members of the standing faculty, and subsequently the cap was raised to 40%. The issue was: does the standing faculty want to be controlled by clinician educators? At the time, CEs' primary professional activity was patient care. They did not have the same interest in educational matters, as tenured faculty. The CE track was to be considerably different from the tenured faculty, but over time that has changed. Today, their number constitutes 58% of the Medical School's standing faculty, well over the 40% cap provided in the *Handbook*. The scholarly activities of CEs are more directed towards applied or clinical research and reviews of existing information, while tenured faculty's scholarly activities are more concerned with the generation of new knowledge in the laboratory. In addition, appointments to and promotions in the clinician educator category in the Medical School have become more difficult. Several principles bear on these issues: clinician educators are required to generate income to cover 80% of their salary; associate professors are expected to have a national reputation and professors an international reputation; they do not earn tenure; the governance issue of Medical School clinician educators constituting one-third of the standing faculty of the entire University; and, rights, responsibilities, and privileges under academic freedom and tenure. A SEC member noted that the tenured faculty are also being encouraged to bring in the same significant portion of their salary as the CEs.

A SEC member asked why there should be a difference between clinician educators and tenure track faculty. The SEC member went on to say that the 40% cap arose out of concern by the tenured faculty of being overwhelmed by a different kind of faculty. This question may call for reevaluation of tenure and promotion but that is not what the Senate leadership was planning to ask the Committee on the Faculty to study this year.

Another SEC member stated that the Medical School standing faculty want to examine the questions raised by SEC and to determine what a clinician educator ought to be. Other comments included: the clinician educator appointments are made in four other schools so that the Committee on the Faculty should examine all schools with clinician educators.

It was agreed to continue discussion on these difficult issues at the next meeting.

4. Senate Ad Hoc Committee on Codification of the Committee on Consultation Report. Senate Committee Chair Howard Lesnick introduced the Proposed Policy on Consultation the Committee prepared at the beginning of the summer. He stated that the decision had been made that codification of the Consultation Report should be done by a faculty committee, in a form that was appropriate for inclusion in the *Handbook for Faculty and Academic Administrators*. After the policy has been approved by SEC, the Senate will forward it to the administration for review and inclusion in the *Handbook*. A brief discussion followed.

The report will be placed on the agenda of the next meeting for a vote.

Feedback Invited: What Titles for the Bookstore?

The University Bookstore, now open in its new Sansom Common location, invites all faculty to visit and give feedback on the store's wide range of academic and trade titles, as well as its overall service to the campus community.

As the Bookstore builds its bibliography to over 130,000 titles, the input of Penn's faculty is critical. Please e-mail General Manager Dwayne Carter (dwayne@pobox) with any titles that you would like to see carried in the store. We are particularly interested in academic titles, especially those by faculty and alumni authors, but all other suggestions are welcome. While we are building our inventory, the Bookmaster special order system can assist those faculty members who need titles that are not yet available in the store.

This fall, Dwayne will meet with faculty of various academic departments and provide current bibliographies for each discipline, allowing the faculty another opportunity to review and augment the list of titles.

Faculty are invited to attend one of two September discussion groups: Thursday, September 24, from 4-6 p.m.; or Monday, September 28, from 3-5 p.m. At these introductory sessions, Dwayne and the department managers will discuss the formulation of the bibliographies and solicit feedback on ways to keep them current and comprehensive. Refreshments will be provided. Please join us!

— Marie D. Witt
Interim Vice President, Business Services

Telecom's New Lower Prices

As a result of newly negotiated contracts for Centrex and long distance services, the Telecommunications Department is pleased to announce new lower rates for academic and administrative departments and centers.

Campus departments will see their costs for Centrex lines drop by about 11%, from \$13.50 per month to \$12.00 per month. Domestic state-to-state calls from campus departments will be charged at a flat \$0.10 per minute for all time periods. International calls will also be rated at a flat rate for each country. This change will also be effective for calls made in July 1998. These new rates are effective with the July 1998 billing cycle.

Partnership in Telecommunications

The Telecommunications Departments of the University of Pennsylvania and the University of Pennsylvania Health System have signed a joint, multi-year agreement with Bell Atlantic-Pennsylvania for enhanced Centrex services.

The new contract will create a single, 30,000+ line voice communications system served from the Bell Atlantic Evergreen Central Office on a Nortel DMS-100 digital central office switch.

This new contract offers lower rates for the standard analog Centrex services while providing new digital Centrex offerings and additional multi-functional telephone equipment choices. In addition, the University and the Health System will move forward to implement a common, system-wide dialing plan to connect the main campuses in University City as well as many other remote locations in the region.

The new contract also provides the opportunity for new services offerings, including centralized automatic call distribution technology for high volume call centers, programs for remote offices, and options for students living in University City off-campus housing. These new programs will be rolled out over the next two years.

— Laurie Cousart, Director, Telecommunications

In an outdoor ceremony on College Green September 8, the President and the Interim Provost welcomed the Class of 2002

On Changing and Being Changed *by Judith Rodin, President*

Members of the Class of 2002, congratulations and welcome to our community of scholars. You will carry on the legacy of Benjamin Franklin, America's great statesman. Benjamin Franklin, America's first scientist, founded Penn, America's first university, in the birthplace of American democracy, the great city of Philadelphia.

You will continue over two-and-a-half centuries of this unique academic legacy. Among our other "firsts" are the first schools of business and medicine in the United States; the first African-American woman to receive a Ph.D.; and the invention of ENIAC, the first general-purpose electronic, digital computer—to name just a few.

Outstanding Penn students who have gone before you include nine signers of the Declaration of Independence; eight signers of the Constitution; two Supreme Court justices; eleven Nobel Prize laureates; and more than seventy Olympic medalists.

Our alumni also include Louis Kahn, the great architect; Alice Paul, the renowned suffragette; Zane Grey, the legendary author; Candice Bergen, also known as "Murphy Brown"; Charles Addams, the clever creator of "The Addams Family"; C. Everett Koop, the former Surgeon General; and Ezra Pound and William Carlos Williams, the distinguished poets.

This Convocation is the first time you formally come together as a class. In these first days at Penn, you may be feeling a little anticipation, even a little anxiety. As a psychologist and as someone who sat exactly where you are some 30 years ago, I can tell you that it is perfectly normal.

And that is because you are beginning a new adventure. But you are not alone. You are setting out on this adventure guided by an extraordinary faculty, and with some 2,400 other freshmen.

Profile of the Class

Let me tell you about your class and your classmates. You were selected from the largest applicant pool in Penn's history. You represent 59 nations in the Americas, Africa, Asia, the Middle East, Europe and the British Isles. You represent 48 states in the Union. If you are from Arizona, California, Delaware, Maryland, Oregon, or Tennessee, you are among an all-time high number of students coming to Penn from those states.

Where are my fellow Philadelphians? Raise your hands! There are 124 of you here. I, too, was a native of the City of Brotherly Love who chose Penn as an undergraduate. To your classmates from around the world, welcome to *our* hometown!

Look around you now. Can you identify the student who is in the process of patenting a math theorem? How about the junior Olympic medalist in table tennis? The pianist at the Ritz Carlton Hotel? The developer of a human-powered airplane? The founder of a state-wide AIDS organization? All of these students are in *your* remarkable class.

As are 240 community service volunteers; 154 student council and class presidents; 200 editors of high school newspapers, magazines, and yearbooks; more than 550 team captains; and 24 Olympic hopefuls.

You may not have been valedictorian of your high school class. You may not have performed the lead in the school play. Perhaps you have never ventured outside your home state or country. But each of you was chosen to be part of Penn's Class of 2002 because you are unique. Always remember that.

And you come to Penn at an exciting time. A time when Penn's reputation in higher education is stronger than ever. A time when living and learning will intersect in innovative ways as your class launches our comprehensive College House system. A time when your life at Penn will be greatly enhanced by brand-new developments: the new Penn Bookstore, Civic House, the renovated Van Pelt library, the first-class Katz fitness center, a fun, late-night diner called Eat at Joe's, a new coffee house called Xando, a new series of cultural activities in West Philadelphia called Third Thursday, and a new student center called the Perelman Quadrangle, which will be developed right behind College Hall.

There are so many opportunities to meet new people and experience new things. Here at Penn, you are part of a community that cares about one another, a community that is lively and energetic, with progress at every turn.

Penn has never been reluctant to change. As the nation's first university, how could we be? And it is to the benefit of our students. Steven Morgan Friedman, of our Class of 1998, said it this way in Penn's alumni magazine: "The only thing about Penn that has never changed in 250 years is its willingness to change—[it is] an open-minded attitude that Penn has given me, for I now have ideas that I would have thought ridiculous four years ago."

It has been said that college changes everyone in some way. Be sure it changes you only in ways that are good. People see movies like *Saving Private Ryan* and say they feel changed. They read books like *The Catcher in the Rye* and *The Woman Warrior* and say they feel changed. These are small parts of a life—a few hours well spent.

Imagine how the four years of your college education can change you. An Ivy League education is a privilege, something I never forgot even after graduating from Penn in 1966, and especially after returning as president four years ago.

With that privilege comes responsibility—perhaps more than you have ever had in your lives. You have responsibility for yourselves. But you also have a special responsibility to and for each other. I ask you today to take that very seriously. Take care of each other.

Many of you are on your own for the first time in your lives. You will have many, many choices to make: majors...classes...clubs to join...friends to hang out with. Other choices are more serious, and could affect you for the rest of your lives. Be as smart with your social life as you are with your school life. Make wise, healthy choices, and encourage your friends to do the same.

Last year freshmen at MIT and Louisiana died from alcohol overdoses. In a very telling survey, 90 percent of Penn students reported that they are against drinking to excess. In the same survey, 76 percent of Penn students reported that they *do not* need to be drunk or high to have a good time. Do not be guided by the perception that everyone drinks.

There was a song popular last year on MTV. Let me say for the record that my 16-year-old *son* is the MTV fan! But I caught a few lyrics as I walked past his room, and they struck me. They are: We "can't be held responsible. We were merely freshmen." You are not *merely* freshmen.

You are freshmen at the University of Pennsylvania, one of the greatest institutions of higher learning in the nation and the world. Be proud. Learn from each other. Enjoy each other. And take good care of each other. Be safe—that's being smart.

Good luck to each of you.

In an outdoor ceremony on College Green September 8, the President and the Interim Provost welcomed the Class of 2002

A Community of Leaders

by Michael Wachter, Interim Provost

Members of the Class of 2002—it is my great pleasure to join the President in formally welcoming you to the University of Pennsylvania.

You have arrived here from places as far away as Korea and India; as nearby as West Philadelphia and Whitmarsh; from small towns, big cities, rural communities and suburbs. *You*—the members of the Class of 2002—are the newest members of the Penn community.

Community carries with it several meanings and much responsibility at Penn.

First, you are joining a community of scholars. Your hard work and vigorous pursuit of excellence brought you to us and for that, we are very proud and pleased. Now that you are here, we intend to encourage you to reach even higher—to learn more about the contribution that you can make to Penn and ultimately, to society.

Penn is one of the premier universities in the world. Like our peers, we boast one of the greatest Colleges of Arts and Sciences anywhere in the world. Unlike most of our peers, we can also claim world-class undergraduate programs in business, engineering and nursing.

At Penn, you will have the opportunity to benefit from the collective wisdom of some of the world's greatest scholars in each of our four schools with undergraduate degree programs. You will also benefit from having access to our fine faculty in Penn's eight extraordinary schools specializing in professional and graduate education. Our distinguished faculty will become your classroom teachers, they will guide you in your research and they will mentor you as you refine your intellectual focus and career objectives. Whatever your academic interests; whatever your specific, natural aptitudes; we aim to give you the greatest possible opportunity to develop and flourish during your four years with us.

You have also joined a College House community, which welcomed you on your very first day. As the first class at Penn to experience our comprehensive College House system, you have the unique opportunity to help shape a new culture of residential life at Penn.

Your class will be the first generation at Penn to fully experience the dramatic changes that are occurring through distributed learning—learning through the computer and internet. For example, you will enjoy access to increased academic support directly in your College Houses 24 hours a day, 7 days a week, in math, writing, and research, among other topics.

Finally, you join "Franklin's" University—one with a long and proud history of civic responsibility. With the brand new Civic House just up Locust Walk and hundreds of partnerships well underway between Penn citizens and neighbors, we can proudly say that our commitment to West Philadelphia and to the city continues to flourish and to expand.

In your four short years, I urge you to avail yourself of all that interests or intrigues you—whether in the classroom, in your individual research, in your College House, or in the city of Philadelphia.

Look for opportunities to play a leadership role.

The Class of 2002 is a class made up of scholars and leaders. Learn and lead in all that you do here—these are *your* undergraduate years at Penn.

Launching the new term for graduate and professional students at Penn was a reception on September 9 in the Annenberg Center Lobby, under the auspices of GAPSA., the Graduate and Professional Students Assembly. Before introducing the President to welcome the newcomers, Interim Provost Michael Wachter had this brief message for them.

Finest of Faculties, Finest of Peers

It's a pleasure to join you today as you begin your graduate and professional studies at Penn. I want to encourage each of you to make the most of your time with us.

Increasingly, students are known not only by their undergraduate school but also where they got their graduate degree.

Penn is one of the premier universities in graduate and professional education. You will be working with one of the finest faculties in the world in developing your intellectual and professional skills. And you will also have the benefit of collaborating with one of the finest groups of peers you're going to find anywhere in the world.

I know that you will immerse yourselves in your studies and I am confident that you will contribute to the body of knowledge in your chosen fields and make important contributions within your professions.

These are great days for you and you've worked hard to get here. Now I urge you to work even harder to become the great professionals, researchers or teachers that you hope to become. — M.W.

Constitution Center: The Funding Begins

September saw two major fund-raising breakthroughs—one public, the other private—in the project to build a \$130,000 million National Constitution Center on Independence Mall.

Penn is one of the partners in the project, developing scholarly programs and school outreach as well as helping design the museum, which Mayor Ed Rendell hopes to open on Constitution Day September 17, 2002, on the north side of Arch Street, between 5th and 6th Streets.

In the public sector, where the Commonwealth has already committed to \$30 million, a Philadelphia team went to Washington to describe the plans to the appropriations subcommittee led by Senator Arlen Specter (see the testimony of Penn's Dr. Richard Beeman on page 16 of this issue). Mayor Ed Rendell, who also testified before the subcommittee, and Senator Specter and Senator Rick Santorum have been quoted as saying that the Senate appears likely to appropriate \$20 million this year.

In the public sector, the legal community made its first major donation as Morgan, Lewis & Bockius pledged a gift valued at \$600,000 in cash and services, based partly on one hour's billings from each lawyer and aide in the firm—and challenged lawyers across the nation to follow suit. The cash portion, \$365,000, was said by Morgan, Lewis Chairman John H. Shenefield to be made up of \$125,000 in honor of the firm's 125th anniversary and \$240,000 representing one billable hour for each of its 950 attorneys and 150 law clerks and legal assistants. The in-kind portion of the gift includes setting up a blue-ribbon committee to urge all lawyers across the country to contribute the equivalent of one hour's billing.

At presstime, First Union Corp. announced that it would make a \$1,000,000 cash gift, calling it "First Union First Million" and urging other corporate donors to follow suit.



Sketch by G. Peter Vander Heide for Signer's Hall in the proposed National Constitution Center

Fraternity House Fire

A fire Sunday morning at Delta Kappa Epsilon, on 39th and Spruce, is being investigated as arson and theft. No one was injured in the one-alarm fire, but the property was damaged and several items—including a wallet and a portable CD player—were reported missing by DKE president J.D. Beiting. Some of the brothers in the house reported that an unidentified man ran through the house urging them to evacuate, but also gathering their belongings into a bag. He could not be found after the evacuation.

Revised Research Foundation Guidelines

Statement of Purpose

The Research Foundation encourages the exploration of new fields across a broad spectrum of disciplines. In doing so, the Foundation expands opportunities for faculty to attract support and resources from external sources while encouraging work in fields that are traditionally underfunded. *The Research Foundation is principally for faculty.*

The Foundation supports *three* levels of grants. The first level, *Type A grants*, provide support in the range of \$500 to \$5,000. The second level, *Type B grants*, provide support in the range of \$5,001 to \$50,000.

New: *The third level, Type C international grants*, provide support in the range of \$5,001 to \$15,000. A Type C grant may be combined with either a Type A or a Type B grant, but the maximum total award is \$50,000. Type C grants were formerly administered by the University's Office of International Programs (Joyce M. Randolph, Director) and were known as the

Internal Programs Fund. They have now been integrated into the University's Research Foundation. The standard application for a Type A or Type C grant is briefer than that for a Type B grant, reflecting respective funding levels. However, the review criteria for all types of grants are similar, and several general factors are considered in evaluating an application for the three types of grants. They are:

- Its contribution to the development of the applicant's research potential and progress.
- The quality, importance and impact of the proposed research project.
- Its potential value for enhancing the stature of the University.
- Its budget appropriateness in terms of the project proposed, including consideration of need and availability of external support.

The Application Process

The Research Foundation Board will review Type A, Type B and C applications in the fall and

spring of each academic year. Applications for the fall cycle are due on or before *November 1* of each year, while spring cycle applications are due on or before *March 15* of each year. If the date falls on a weekend or holiday, the deadline is the following business day. All research projects involving human subjects or animals must receive Institutional Review Board approval prior to funding. Questions concerning human/animal research should be directed to Mrs. Ruth Clark at 898-2614. All research projects involving the use of hazardous or biohazardous materials and/or Radioactive materials must receive approval from the Office of Environmental Health and Radiation Safety (OEHS) prior to funding. Questions about this approval process should be directed to OEHS at 898-4453.

An Original and Ten Copies of the proposal with the cover sheet should be submitted to the Office of the Vice Provost for Research, 212 College Hall/6381.

Fall Deadline November 2

Type A Proposals are limited in length to ten single spaced pages and should contain a brief description of the research and the specific needs which the grant will cover. The proposal should include:

1. *The Research Foundation Proposal Cover Sheet. Failure to fully complete the Cover Sheet or exceeding page limitations will risk disqualification from the competition.*

2. 100-word abstract of the project for the educated non-specialist.
3. Amount of current research support (including start-up packages).
4. Other pending proposals for the same project.
5. List of research support received during the past three years. Include funds from University sources such as school, department, or Research Foundation. If you were funded by the Research Foundation in the last three years, please submit a brief progress report with publications and grants proposed or received (no more than one page).
6. A one-page biographical sketch of each investigator listing educational background, academic positions held, and five recent publications.
7. A three to four page mini-proposal, outlining the project and its significance.

8. A budget that justifies the specific items requested and assigns a priority to each item.

Research Foundation support for Type A proposals will focus on:

- Seed money for the initiation of new research.
- Limited equipment requests directly related to research needs.
- Travel expenses for research only.
- Publication preparation costs.
- Summer Stipends, with preference for applications from Assistant Professors.

Type B Proposals are limited in length to fifteen single spaced pages. The following format is suggested for Type B proposals:

1. *Research Foundation Proposal Cover Sheet. Failure to fully complete the Cover Sheet or exceeding page limitations will risk disqualification from the competition.*

2. 100-word abstract of significance of the project for the educated non-specialist.
3. Amount of current research support (including start-up packages).
4. Other pending proposals for the same project.
5. List of research support, including titles, amounts, and grant periods, received during the past three years. Include funds from University sources such as school, department, or Research Foundation.
6. A brief curriculum vitae including publications for the principal investigator and each researcher listed on the proposal.
7. A proposal of not more than nine single spaced pages giving the objectives and scholarly or scientific significance of the proposed work, a description of the research plan and methodologies to be employed, a description of the significance and impact of the project, and a description of how a Research Foundation grant will facilitate acquisition of future research funds.
8. Budget (one page). Budget items should be listed in order of priority.

Research Foundation support for Type B proposals focus on several areas of need. These are:

- Matching funds, vis-à-vis external grant sources.
- Seed money for exploratory research programs.
- Support for interdisciplinary research initiatives.
- Faculty released time.

Type C Proposals are limited to ten single spaced pages and should contain a brief description of the research and the specific needs which the grant will cover. The proposal should include:

1. *Research Foundation Proposal Cover Sheet. Failure to fully complete the Cover Sheet or exceeding page limitations will risk disqualification from the competition.*

2. 100-word abstract of significance of the project for the educated non-specialist.
3. Amount of current research support (including start-up packages).
4. Other pending proposals for the same project.
5. List of research support received during the past three years. Include funds from University sources such as school, department, or Research Foundation. If you were funded by the Research Foundation in the last three years, please submit a brief progress report with publications and grants proposed or received (no more than one page).
6. A one-page biographical sketch of each investigator listing educational background, academic positions held, and five recent publications.
7. A three to four page mini-proposal, outlining the project objectives, significance in strengthening the University's international dimension, design, procedures, implementation, time frame, and a description of how a Research Foundation grant will facilitate acquisition of future research funds.

8. A budget that justifies the specific items requested and assigns a priority to each item.

Research Foundation support for Type C proposals will focus on:

- Area and international studies, within the context of Penn's *Agenda for Excellence*.
- International collaborative research, particularly involving institutions with which Penn has formal cooperative agreements.
- Comparative international research.
- Multi-school initiatives.
- Seed money for the initiation of new research.
- Travel expenses for research and collaboration.
- Publication preparation costs.
- Matching funds, vis-à-vis support from deans and external grant sources.

The following are not eligible for support as Type C awards:

- Ongoing program support;
- Physical plant;
- Equipment.

Requests for student tuition and dissertation fees will not be considered by the Foundation.

**Research Foundation
Proposal
Cover Sheet (Revised 9/98)**

Principal Investigator: _____

Rank: _____

Phone Number: _____

E-mail Address: _____

Department: _____

School: _____

Campus Address: _____

Mail Code: _____

BUSINESS ADMINISTRATOR:

- Name: _____
- Phone: _____
- E-mail: _____

Title of Proposal: _____

Amount Requested: \$ _____

Does the project involve the use of any of the following:

- _____ Human subjects?
- _____ Animals?
- _____ Radioactive material/radiation producing equipment?
- _____ Investigational new drugs or new devices?
- _____ Potentially infectious agents, including human blood or tissue?
- _____ Carcinogens?
- _____ In vitro formation of recombinant DNA?

Please indicate below which Committee you would prefer to review your proposal:

- _____ Biomedical
- _____ Humanities
- _____ Social Science & Management
- _____ Natural Science & Engineering

Please indicate below which Type grant you are applying for. If you check C, you have the option to also check A or B (but not both); total award may not exceed \$50,000.

- ___ Type A (\$500-5,000)
- ___ Type B (\$5,000-50,000)
- ___ Type C International (\$5,001-15,000)

Signatures: _____

Dean: _____

Department Chair: _____

Principal Investigator: _____

In the most recent cycle of Penn's internally-funded Research Foundation, the Office of the Vice Provost for Research has announced awards to the following members of the faculty for the projects listed here.

**Research Foundation
Spring Cycle 1998 Awards**

Edwin Abel, Biology, SAS; *The Use of Temporally Regulated Transgenes to Study the Role of Protein Kinase A in Long-Term Memory Storage.*

Nadia Alhasani, Architecture, GSFA; *The Making of Place and Memory.*

Margaret Aranda, Anesthesia, Med; *Bolus Versus Continuous Infusion of Furosemide in Oliguric Adult Intensive Care Unit Patients.*

Margaret Aranda, Anesthesia, Med; *Indirect Evaluation of Toxic Metabolites in Patients Treated with Varying Doses of Inhaled Nitric Oxide.*

Wendy Ashmore, Anthropology, SAS; *Archaeological Reconnaissance Along the Rio Chacuey, Northwestern Dominican Republic.*

Leon Axel, Radiology, Med; *Characterization of Normal Cardiac Motion from Tissue-Tagged Magnetic Resonance Imaging.*

Erfei Bi, Cell/Developmental Biology, Med; *Molecular Studies of the Temporal and Spatial Regulation of Cytokinesis in Budding Yeast.*

Michael Berkwits, Internal Medicine, Med; *An Effect of Measuring Serum Cardiac Troponin on the Diagnosis and Treatment of Acute Cardiac Ischemia: A Pilot Study.*

Warren Breckman, History, SAS; *Foundations and Justice: Political Thought in Contemporary France.*

Elizabeth Bucher, Cell/Developmental Biology, Med; *Studies of a Novel Family of Genes Required for Muscle-Epidermal Cell Interactions.*

Liana Clark, Pediatrics, Med; *A Photograph-Based Sexually Transmitted Disease Education Program for High Risk Adolescent Girls.*

Mirjam Cvetic, Physics and Astronomy, SAS; *Black Holes in Fundamental Theory.*

W.F. DeGrado, Biochemistry and Biophysics, Med; *Purchase of a Mass Spectrometer.*

Dennis DeTurck, Mathematics, SAS; *Mathematical Sciences Research Computing Environments.*

Mark Devlin, Physics & Astronomy, SAS; *A Cryogenic System to Facilitate the Development of Innovative Detector Technologies.*

Ron Donagi, Mathematics, SAS; *The Mathematics and Physics of Superstrings.*

Lawrence Dougherty, Radiology, Med; *Coronary Artery Imaging Using Three-Dimensional Gadolinium-Enhanced Magnetic Resonance Imaging.*

Peter Drain, Physiology/Biochem/ Biophysics, Med; *Molecular Mechanism of ATP-Dependent Inhibition Gating of the Pancreatic B Cell K Channel.*

Arthur Dunham, Biology, SAS; *Geographic Variation in Thermoregulatory Constraints and Its Influence on the Life Histories of Ectotherms.*

Jeff Dyer, Management, Wharton; *A Comparative Study of Inter-Organizational Learning in the U.S.A., Japan and Europe.*

Kevin Foscett, Physiology, Med; *Request for Nipkow Disk/FRAP Confocal Microscope.*

Elaine Freedgood, English, SAS; *Locating Risk: Victorian Constructions of a Safe England in a Dangerous World.*

Arupa Ganguly, Genetics, Med; *Genomic Mismatch Scanning of Ashkenazi Jewish Breast Cancer Patients Negative for BRCA1 and BRCA2 Gene Mutations.*

Stephen Gluckman, Medicine, Med; *Clinical and Cost Effectiveness of an Innovative Home Care Program for High Risk HIV Patients.*

Robert Goldman, Rehabilitation Medicine, Med; *Electrotherapy Reverses Inframalleolar Ischemia.*

Kristin Gowin, Medicine, Med; *A Case-Control Study of Risk Factors for Fibromyalgia in Older Persons.*

David Graves, Chemical Engineering, SEAS; *Construction of a Scanner to Analyze DNA Microarrays.*

Kathryn Hellerstein, Germanic Languages & Literature, SAS; *Selected Poems of Kadya Molodowsky.*

Rebecca Huss-Ashmore, Anthropology, SAS; *Life-Style and Health Risks in Urban Trailer Park Residents.*

Daniel Janzen, Biology, SAS; *Caterpillars of a Tropical Dry Forest and Their Parasites: How Thorough the Rearing?*

Alan Johnson, Physics & Astronomy, SAS; *Ultra-High Vacuum AFM/STM System for Assembly, Imaging, and Spectroscopy of Single-Wall Carbon Nanotube Electrical Circuits.*

Cristle Judd, Music, SAS; *Exempla, Commonplace Books, and Writing Theory in the Sixteenth Century (Travel Funds for Research).*

Ayako Kano, Asian & Middle Eastern Studies, SAS; *Japanese Feminist Debates: The First Hundred Years in the Rhetoric of Gender and Sexuality.*

Michael Koval, Institute for Environmental Medicine, Med; *Cell Biology of Gap Junction Proteins in Lung Epithelium.*

Ian Krantz, Pediatrics/Division of Human Genetics & Molecular Biology, Med; *Molecular Analysis of the Cornelia de Lange Syndrome.*

James Lok, Pathobiology, Veterinary Medicine; *Genetic Regulation of Development in a Parasitic Nematode.*

Chung-Pei Ma, Physics & Astronomy, SAS; *Gravitational Lensing of Distant Clusters of Galaxies as Probe of Dark Matter.*

Elizabeth Mackenzie, Institute on Aging/Geriatrics, Med; *Complementary and Alternative Medicine: Demographic Characteristics of Utilizers.*

Frank Matero, Graduate Program in Historic Preservation, GSFA; *Field Research For Archaeological Site Conservation: Catalhoyuk.*

Stuart Meyers, Clinical Studies, Veterinary Medicine; *Influence of Sperm Hyaluronidase and Tyrosine Phosphorylation on Sperm Capacitation in Boars and Stallions.*

Shakunthala Narasimhulu, Surgical Research, Med; *Mechanism of Action of Cytochrome P450.*

Sean Nicholson, Health Care Systems, Wharton; *Determinants and Accuracy of Income Expectations.*

Felix Oberholzer-Gee, Public Policy & Management, Wharton; *Long-Term Unemployment and Stigma Effects: Hiring Practices in Europe and in the United States.*

Julia Paley, Anthropology, SAS; *Corporate Uses of the Culture Concept.*

Eric Parente, Sports Medicine, Veterinary Medicine; *The Metabolic Cost of Forelimb Lame-*

Research Foundation Awards, Spring Cycle 1998

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ness in the Fit Racehorse.

Hermann Pfefferkorn, Geology, SAS; *Floral Changes at the Beginning of an Ice Age: A 330 Million Year Old Data Set From The Tropics.*

Stephen Phipps, Geology, SAS; *Ophiolitic Rocks in the California and Oregon Coast Ranges: Plate-tectonic Implications of on-land Oceanic Crust.*

Christine Poggi, History of Art, SAS; *Futurism: A Reader and Visual Repertory (Yale University Press-Under Contract).*

Robert Preucel, Anthropology, SAS; *Remembering the Pueblo Revolt: Cochiti Oral History and Narrative Poetry.*

Mary Pugh, Mathematics, SAS; *Modeling and Computational Studies of Orientation Tuning in the Mammalian Visual Cortex.*

Andrew Rappe, Chemistry, SAS; *First-Principles Study of Piezoelectric Materials.*

Janine Remillard, Educational Leadership Division, Graduate School of Education; *Mathematical Literacy for all Children: A Study of Appropriate Practices for Helping Urban Children Achieve High Levels of Mathematical Understanding and Skill.*

Michele Richman, Romance Languages, SAS; *Operative Communities: The Jewish Question in France from Durkheim to Levinas.*

Paul Rosenbaum, Statistics, Wharton; *Observational Studies.*

Jean-Marie Roulin, Romance Languages, SAS; *The French Epic from Voltaire to Chateaubriand.*

Michael Russell, Anesthesia, Med; *Aprotinin Infusion and Inflammatory Cytokines in Trauma.*

Jean-Pierre Saint-Jeannet, Animal Biology, Veterinary Medicine; *Regulation of Neural Crest Identity by Wnt Signaling.*

David Sarwer, Psychiatry, Med; *An Investigation of the Psychological Characteristics of Cosmetic Breast Augmentation Patients.*

Jeffery Saven, Chemistry, SAS; *Theoretical Approaches to Combinatorial Libraries of Folding Chain Molecules.*

Gerhard Schad, Pathobiology, Veterinary Medicine; *The Role of the Anterior Sensory Neurons in Host-Finding, Skin Penetration, and Development of Parasitic Nematodes: Laser Microbeam Ablation Studies.*

Katherine Schultz, Division of Educational Leadership, Graduate School of Education; *After Desegregation: Discourses of "Race" in a Post-Desegregation Middle School.*

William Schwartz, Pediatrics, Med; *Comparison of Medical Trainee's Attitudes Towards Cost Containment of Medical Laboratory with Problem Solving Performance Using Computerized Patient Simulations.*

Chyng-yann Shiue, Radiology, Med; *Development of F-18 Labeled Herpes Simplex Virus Thymidine Kinase (HSV tk) Substrates as PET Imaging Agents for Gene Therapy.*

Neil Shubin, Biology, SAS; *The Development of a Global Framework to Understand the Origin of Terrestrial Ecosystems.*

Gary Smith, Clinical Studies, Veterinary Medicine; *A Stochastic Model for the Dynamics of Bovine Diarrhea Virus Infections.*

Gary Smith, Clinical Studies, Veterinary Medicine; *Risk Factors for Lyme Disease in Chester County, Pennsylvania.*

David Solomon, Neurology & Otolaryngology/Head & Neck Surgery, Med; *Differential Processing of Inner Ear Vestibular Signals Underlying Gaze Stabilization and Postural Control During Turning.*

Wenchao Song, Center for Experimental Therapeutics/Pharmacology, Med; *Physiological Functions of Decay-Accelerating Factor.*

Nancy Spinner, Pediatrics/Division of Human Genetics & Molecular Biology, Med; *The Role of Notch Signaling Pathway Ligands in Cardiovascular Disease.*

David Stern, Asian & Middle Eastern Studies, SAS; *Publication Subvention for Through the Pages of the Past: The Jewish Book and the Jewish Experience.*

Cecil Striker, History of Art, SAS; *Publisher's Subvention: Kalenderhane in Istanbul: The Excavations.*

Marilyn Stringer, Division of Healthcare of Women & Childbearing Families, Nursing; *Prenatal Care Attendance: Personal Costs and Outcomes.*

Albert Stunkard, Psychiatry, Med; *Eating Behavior of Children at High Risk for Obesity.*

Emily Thompson, History & Sociology of Science, SAS; *The Architecture of Science.*

Andrei Tikhonenko, Pathobiology, Veterinary Medicine; *The Myc Oncoprotein and Control of Tumor Neovascularization.*

Nancy Tkacs, Science & Role Development-Division I, Nursing; *Central Mechanisms of Defective Glucoregulation After Hypoglycemia.*

John Tomaszewski, Pathology & Laboratory Medicine, Med; *Loss of Heterozygosity Analysis in Papillary Renal Cell Carcinoma.*

Michael Topp, Chemistry, SAS; *Picosecond Spectroscopy of Coumarins in Binary Solvents.*

Peter Ubel, General Medicine, Med; *The Impact of Renal Transplantation on Quality-of-Life.*

Barbara von Schlegell, Religious Studies, SAS; *Feminism, Fundamentalism, and Mysticism: Women's Sufi Movements in Contemporary Damascus.*

Joel Waldfogel, Public Policy & Management, Wharton; *Measuring the Impact of Pro-Competitive Reforms on Quality of Medical Care in New Jersey.*

Susan Watkins, Sociology, SAS; *Expanding the Data Basis for Analysis of Fertility, AIDS, Social Networks, and Public Program Effects in a High-Fertility and High HIV-Incidence Population.*

Mark Weiner, Medicine, Med; *Implementation and Analysis Issues for a Modified SF-12 at an Active Primary Care Practice.*

Guy Welbon, South Asia Regional Studies/Religious Studies, SAS; *Buddha Image, Buddha Cult: The Early Spread of Buddhism from South India to Sri Lanka and Burma.*

Steffanie Wilk, Management, Wharton; *Discrimination, Occupational Mobility and Attainment: A Matching Approach.*

Gary Wu, Medicine/Gastrointestinal Section, Med; *Alteration on Epithelial Gene Transcription in Intestinal Pathobiology.*

Ji-fang Zhang, Pharmacology, Med; *The Role of Mutant Calcium Channels in Epileptogenesis.*

Linda Zhao, Statistics, Wharton; *Bayesian Inferential Estimation in Nonparametric Regression.*

Nominating a Director of Penn Abroad in Seville

The University of Pennsylvania will nominate a faculty member to serve as the Resident Director of the Penn Abroad undergraduate program in Seville for the 1999-2000 academic year. This is a joint study abroad program with the University of Michigan and Cornell University.

The Resident Director acts as the representative of the three-university consortium vis-à-vis the University of Seville and is in charge of all academic and administrative matters in Seville concerning students in the program. In addition, the Resident Director sets the direction and the tone of the program by supervising the courses at the program center, assisting students in selecting courses at the University of Seville, and participating in sponsored trips and excursions. The Resident Director, who may be from any academic discipline, also teaches one course per semester. On-site administrative support is provided by the Assistant Director and an Office Assistant.

Requirements of the position include:

1. Tenured rank
(This requirement may be waived)
2. Fluency in Spanish
3. Administrative and undergraduate advising skills

It is expected that the Resident Director will spend roughly ten or eleven months in Spain, arriving in late August and remaining through July 15th of the following year. In addition to his or her normal salary and benefits, the Director will receive housing and supplementary medical insurance. The program will also pay for travel for a spring orientation trip (for the Resident Director) and for the academic year (for the Resident Director and his or her spouse) and provide a limited allowance for excess baggage.

Faculty who wish to be considered for the directorship should submit a letter of application and an up-to-date curriculum vitae to the Office of International Programs by *November 1, 1998*.

For more information contact Janette Funaro at 898-1652 or by e-mail at funaro@pobox.upenn.edu.

Penn-Leuven Exchange

Applications are invited from all Penn faculty interested in participating in Penn's exchange with the Katholieke Universiteit Leuven (K.U.Leuven) in Belgium. Round-trip economy airfare and a modest per diem are provided for teaching and research visits of at least one month and not more than one semester. Knowledge of Dutch is not required.

A faculty host at K.U.Leuven must be identified. Application deadline for spring 1999 short-term and fall 1999 semester-long faculty exchanges is Thursday, October 15, 1998. Inquiries concerning later visits are welcome. For an application form and further information, please contact Dr. Joyce M. Randolph, Director, Office of International Programs, 133 Bennett Hall/6275, 898-4665 or by e-mail:

randolph@pobox.upenn.edu.

Last fall President Judith Rodin introduced a University Council discussion of alcohol and civility, pointing to a nationwide concern about binge drinking and alcohol-related assaults on college campuses. (For a transcript of remarks by ten panelists at the October 17, 1997, Council meeting, see [Almanac Supplement December 16/23, 1997](#)). In January, Dr. Rodin named a special committee whose members were asked to “use their special expertise to review the issues and the suggestions made thus far,” and to make recommendations toward a coordinated set of initiatives. Following is that committee’s report.

Report of the President’s Special Committee on Alcohol Abuse

The use of alcohol to excess has been common among adolescents and young adults in all cultures where alcohol is available ever since observations of drinking have been recorded. Recent history of the American college population suggests that there are secular trends in our society that correlate with increases and decreases in the use of all drugs including alcohol. Such trends tend to vary over decades. The most that any single university can expect to accomplish is to reduce the abuse of alcohol along this national curve. To ignore the problem would invite increases above the national curve.

In the course of our four committee meetings, we have discussed drinking problems at the University of Pennsylvania from the differing perspectives each of our members represents. We have compared policies and procedures that our respective offices and responsibilities bring to bear on the problem. While we are concerned about the prevalence and impact of under-age drinking, we believe that *excessive* drinking by students of any age represents a far more serious problem and accordingly, we have focused the majority of our conversations on this topic. We are also concerned about the “second hand” effects of excessive drinking by a relatively few students on the vast majority of students who drink responsibly or do not drink at all. In presenting our recommendations, we are adopting a public health approach. The approach is organized into primary and secondary prevention programs. The primary prevention programs attempt to change the conditions that may encourage drinking, increase education about alcohol and change the attitudes of the University community. The secondary prevention programs deal with students whose problems have come to the attention of University authorities. Secondary prevention includes therapeutic and/or disciplinary means to prevent the re-occurrence of problems.

While there are already programs in place to deal with alcohol problems on campus, a key component of our recommendations is the need to better coordinate these efforts.

Primary Prevention

1. Data collection and analysis. We are concerned that we do not have sufficient data to understand the extent of excessive drinking among Penn students—and faculty for that matter—and believe we need to supplement the statistics available from the Harvard study with more directed questions for the Penn constituency. Our sense is that the problem may be as much a matter of perception—what is accepted as the norm—as of actual drinking habits, with the tolerance and expectation for what is normal behavior very skewed. We recommend a campus-wide data collection project on the perceptions of excessive drinking and actual usage patterns. Heavy drinking that does not lead to violent or disruptive behavior will produce health effects over years, but would not usually be identified as a problem on campus. Thus we are focusing on drinking that creates problems for the student drinker or for the campus community rather than defining a specific quantity of alcohol as excessive.

This data collection program should incorporate both quantitative and qualitative approaches. It also should examine the personal meaning of drinking to various constituencies of students. There should be particularly careful study of existing creative collaborative prevention projects involving university and community members at other institutions. We believe a data collection process will be essential in helping us evaluate what preventive strategies can actually have an impact.

2. Educational efforts for students. With better data in hand on both the perception and the reality of drinking, we recommend an educational

approach that aims at changing the culture of excessive drinking and its widespread acceptance. Such an effort would be directed at both the general student body and at those who already use alcohol excessively. A crucial part of this approach would be to affirm the rights of students who do not drink to excess. We were impressed by the data on the extent of “second hand” effects of alcohol on the quality of life of those students who must live on a campus with alcohol abusing students. Social marketing and health promotion media campaigns have been effective strategies used on other campuses and we believe resources should be allocated to allow the staff and students in the Office of Health Education to expand these efforts at Penn.

We believe strongly that Penn students should be educated on the pharmacological effects of the drug called ethyl alcohol. This includes knowledge about the history of alcohol use, the benefits of moderate alcohol use, the effects of alcohol on the brain, the effects of binge drinking, the reasons why five drinks in a row were arbitrarily defined as a “binge” by the Harvard study, the meaning of a “black out” and the effects of varying doses of alcohol on memory, coordination, sexual arousal and other brain functions beginning at low levels and increasing with the level of alcohol in the blood. We accept the fact that many students will not be interested in the pharmacology of alcohol through the traditional alcohol education formats and would encourage appropriate faculty to integrate this type of information into courses and seminars. We believe that in a society where alcohol use is almost universal, an educated person should know basic scientifically demonstrated facts rather than hearsay about the drug that they ingest. Another possible mechanism for initiating discussion of responsible use of alcohol would be the Penn Reading Project. A list of possible books was generated through the Alcohol and Other Drug Task Force and the Student Affairs Committee and was submitted for consideration.

3. Changing the culture. Some specific steps that we believe would help change the culture of acceptance for excessive drinking:

a. We encourage the continuing visible leadership from the President, as noted above, to emphasize that Penn is not a “drinking school,” to be reflected in both admissions literature and statements on-campus. This responsible message can be presented without damaging the desirable aspects of Penn’s reputation as the “social Ivy.”

b. We believe a social marketing campaign that affirmed the rights of non- and moderate drinkers and publicized the prevalence of a different standard of behavior would help change student expectations and support different life styles among students.

c. We acknowledge that faculty actions can have an impact on the university culture in the area of alcohol drinking on campus. There should be an educational program for faculty to explore ways that the faculty can influence students’ attitudes and knowledge about excessive drinking. Campus traditions such as the scheduling of few classes on Fridays should be reconsidered in the light of the message that this sends to students about starting their weekend drinking on Thursday night. Of course, there are other reasons why classes may not be scheduled on Fridays or Mondays, but it must be recognized that extending the weekend in this manner encourages some students to use the time to drink excessively and implies faculty facilitation of this behavior. Departments should be specifically encouraged to use Fridays as frequently as any other day of the week to schedule classes.

Similarly, there should be a limit on the number of evening courses that a full-time undergraduate student can take. It has come to the committee’s attention that some undergraduates take many of their courses with evening students in the College of General Studies to make it more convenient to

stay up late at night drinking and then “sleep in” the next morning. We have no quantitative data on the frequency of this phenomenon, but to the extent that it occurs, it is detrimental to the individual student and to the learning atmosphere of the student community.

We therefore recommend a reexamination of class scheduling to be sure that classes are held on Fridays as appropriate. We recognize that changing a long-standing tradition of three day weekends is difficult and will require the cooperation of all departments, but we consider this to be an issue of credibility. As a university, we should not speak against excessive drinking, while tacitly supporting it by our class scheduling.

d. We strongly support a full review of the availability of both social and recreational spaces on campus and recommend that steps be taken to ensure that there are places on campus for large groups of students—dark, noisy, crowded, open late at night, for students in groups, music available—that do not depend on or revolve around alcohol. We are aware of plans to renovate Houston Hall, but alternative and even additional recreational space should be identified for use during the time that Houston Hall is unavailable.

We were impressed by the success of “There’s No Place Like Penn,” “Spring into SPEC,” and the “pancake breakfast” following spring fling, which showed that there was substantial interest in non-alcohol-related activities for students, even very late at night. We encourage all groups to work together to create more frequent events of this kind. Similarly, we should work more closely with and support the efforts of local businesses that are attempting to deal responsibly with under-age and excessive drinking. We should be sure that, in so far as the University works with new businesses to locate near the campus, we encourage a mix of businesses and do not rely exclusively on bars to enrich Penn’s social life.

e. Similarly, we recommend that there be an effort to refocus “class” oriented social activities away from alcohol. Such activities can, instead, be focused on community-building among students, such as shared art, service, casual athletic projects, etc.

f. We see an important opportunity to strengthen freshman orientation programming through having the Penn reading project focus on alcohol use (discussed above). We also strongly support the idea of a credit-course that provides a general introduction to Penn and college life, and begins to address the underlying causes of drinking: stress, anxiety and depression, sexual discomfort, etc. We suggest that a life skills framework be used, one that addresses risk behaviors, personal growth, and interpersonal needs and skills as a whole. A rigorously-evaluated prevention program such as the life skills training (Gilbert B. Botvin, Ph.D.), while designed for younger adolescents, might be a highly appropriate framework among college freshmen in particular.

g. We suggest that, beyond freshman orientation, the University should provide more consistent education about alcohol, through academic, social, extra-curricular avenues. This could include encouraging faculty members to incorporate more of their research on alcohol-related issues into their courses; providing better information about the history of alcohol and science of addiction.

h. We should find ways to provide broader support and outlets for students facing stress and social discomfort, so they do not have to rely on alcohol to relieve their anxieties.

i. We must communicate with parents about our concerns and the seriousness of drinking as an issue for college students.

4. College Houses. In the fall of 1998, Penn’s new College House system will give every student living on campus a structured community with a higher degree of staff and faculty involvement. Faculty masters, faculty fellows, faculty associates, and graduate associates will all be part of campus life in sharply increased numbers. The opportunities for formal and informal interaction will make new space in which conversation and good example can help create an environment more hospitable to safe drinking habits. Existing substance-abuse education programs will also function more effectively when linked through the college houses. Although each college house will have its own identity, it will be important that the programs and policies outlined in this document be followed uniformly. Therefore faculty, resident advisors and counselors in the new college houses should receive training from representatives from student health, health education and counseling and psychological services in ways to initiate conversations about drinking and ways to approach students who are observed to be having alcohol problems.

Some universities have initiated substance-free dormitories that can be chosen by students who wish to live in a smoke-free environment that is also free of alcohol and other drugs. Although previous efforts at Penn were not well utilized, this option should be reconsidered for our university.

5. University reputation. The reputation of a university, even if it is an inaccurate reflection of the actual state of the campus, can have an important influence on the type of student who applies for admission and on the expectations of students once matriculated. What is written about Penn in various student guides to universities may not be the picture that we want to convey. Indeed, one member of the committee has voiced the opinion that, in his view, this is the single largest contributing factor to alcohol misuse patterns on campus: students enter Penn with a preconception of what is both standard and acceptable conduct and thus there is a disproportionate number of heavy drinkers seeking and gaining admission to the University. We should be doing all that we can to change that perception so that students who have already developed dangerous drinking habits in high school will be less likely to apply to our University. In this regard, the committee has the impression that the recent statements by the President and her editorial in *The Daily Pennsylvanian* have already had a positive effect. We consider these forthright pronouncements essential and hope that they continue. Such statements directly from the president should be part of the materials sent to prospective applicants and should be included in the orientation programs for new students.

6. Educational efforts for alumni. A large part of the University’s reputation is derived from our alumni who also help to recruit new students. We should reach out to them through the *Pennsylvania Gazette* and other forms of communications with alumni to inform them of our campaign for responsible drinking. The message is that we are not trying to prevent students from having fun, but rather to learn to use alcohol responsibly.

Secondary Prevention

Students are identified as having alcohol problems through several different mechanisms. Common ones include creating a disturbance or engaging in violent behavior, being taken to the emergency room because of alcohol overdose, or exhibiting deteriorating academic performance. A concerned friend or family member may also wish to help a student who is drinking out of control, but they often do not know how to access the system for helping with alcohol problems. At Penn there is an existing network of helping professionals who provide assistance to students who are noted to have problems with alcohol or other drugs. A wide range of professionals are available: student advisors in the dormitories, peer group counselors, academic advisers, residence hall advisers, counselors, student health physicians, health educators and peer health educators. *It is the impression of the committee that these excellent decentralized efforts could be made more effective by the appointment of a coordinator who could work with staff involved in all aspects of University alcohol problems—from prevention to treatment and discipline.* Students whose problems bring them to the attention of University authorities need long-term, mandated supervision. They should not be allowed to “fall through the cracks.” Denial of the problem both to others and to oneself is a prominent part of the psychopathology of virtually all problem drinkers. They will not willingly come for help and will try to drop out of any program. Once identified, however, it should be the responsibility of the University to see that the problem drinker remains under supervision to the degree and duration required for each individual.

Coordinator for alcohol related problems. The supervision of problem drinkers requires a good deal of clinical judgment rather than specific rules and, we believe, should be administrated by a central coordinator. This would enable the integration of all University systems: academic, disciplinary and medical. The title for this coordinator depends on the exact job description and the administrative structure. We do not envision line authority over the current decentralized efforts, but rather a coordinating or consultative function. In other universities, an associate dean has been given this responsibility. We recommend a mature professional, qualified for a faculty level appointment, with experience in the treatment of substance abuse, knowledge of the recent research advances in this field and experience in the counseling of undergraduate students. Other qualifications might include: demonstrated ability to collaborate across disciplines and levels; an understanding of the potential role of activism (e.g., organizing students to protest “second-hand” effects); experience with and orientation toward full involvement of students in “ground-up” programming and policy. The exact professional discipline need not be specified as long as the requisite training and experience is present. A search committee should be appointed to screen applicants for

this position. Evidence of the widespread recognition of the need for this coordination is that partial salary support for this position already has been spontaneously offered by two different University components: the Department of Psychiatry and the Medical Center's Council for Health Promotion and Disease Prevention. These offers were made to the committee chair during his efforts to collect information about existing means to deal with students identified as having problems. There is also potential interest from parent and alumni donors.

Specific Recommendations for Responding to Identified Problems.

The Student Affairs Committee has been examining alcohol-related problems and the report of the chairman, Dr. Anthony Rostain, has been published in the **December 16, 1997, issue of *Almanac***. We endorse these recommendations as well as those previously made by the Alcohol and Other Drug Task Force published in ***Almanac* January 21, 1997**. It is clear to us that these are good recommendations, but that the situation calls for better coordination by a person whose full time job is dealing with alcohol-related problems.

1. Role of Fraternities. The information provided to the committee, though not necessarily comprehensive, leads to the conclusion that fraternities have played a major role in a significant number of alcohol-related instances of misconduct or life-threatening alcohol overdose. Further, there appear to be rules preventing fraternity members under the age of 21 from acting as bartenders and these are not consistently being followed. There should be a review of all such rules and they should either be enforced or changed. The committee had extensive discussion on the advisability of prohibiting alcohol at on-campus parties. The majority view was that this would encourage more unregulated off-campus parties. While this may be true, it is clear that the current situation is problematic and, at a minimum, more education of fraternity members and enforcement of regulations is necessary. This issue may become moot because some observers at the national level believe that all chapters may be forced to become alcohol free due to the large legal judgments being assessed in those cases where fraternity behavior was blamed for alcohol-related deaths. We recognize that stronger enforcement may require additional staffing, and recommend that there be a general review of the staff support in this and other areas related to the Office of the Vice Provost for University Life.

One function of the alcohol coordinator could be to refer each major alcohol-related incident on campus to the appropriate office to determine whether disciplinary action should be taken against those who provided the alcohol and to follow-up to be sure that these investigations are completed. This responsibility of the server is the legal theory behind the "dram shop" cases wherein a host is held accountable for an auto accident caused by a guest who became intoxicated. We recommend that stricter sanctions be imposed on those individuals and collective bodies that are found to provide alcohol in violation of University policy. This includes fraternities and hosts of social events both on and off campus.

2. Response to alcohol-related incidents. The University's response should be primarily corrective and therapeutic rather than punitive. The current system has many good and effective features, but there are opportunities for improvement. We recommend:

a. Centralized database for alcohol related incidents. Currently there is little likelihood of early detection of a student who is having multiple minor problems related to alcohol in different components of university life—academics, dormitory, campus police, etc. Ideally such a student should be contacted and mandated for a counseling/educational program. It should not require failing grades, near death overdose or alcohol-related violence to bring a student into the remedial system. Early detection is usually more effective in correcting such problems although individuals typically resist treatment until a crisis occurs. Confidentiality is a priority, but such a database could be treated as a medical record and not be made available to outside inquiries. Further, the record could be expunged at the time of graduation.

b. Follow-through with students identified as having problems. Current practice is for students identified as having alcohol related problems to be referred for peer group counseling or for student health services or for small group health education specific to alcohol and other drug issues. A large proportion of students do not follow through with recommendations for further services and few of those with actual alcohol abuse receive satisfactory treatment. It appears that students are not mandated to continue. Most, as expected, deny that there is any need for counseling.

Alcohol related problems tend to be chronic and require long term intervention. An alcohol coordinator could see that educational and/or therapeutic programs are followed as indicated, usually for a minimum of six months and perhaps longer. Such follow up should be seen as helpful rather than punitive, but still an absolute requirement.

c. Parental notification. Notification of parents whenever a student comes to the attention of the alcohol coordinator should be standard policy of the University. This is apparently desired by a majority of parents and must be made clear to students. Of course it will be important to communicate appropriately with parents in order to avoid causing undue alarm and to enlist the cooperation of the parent in the corrective measures, and we understand that there may be situations in which sensitivity and discretion may be needed—particularly where alcohol problems may be related to parental and family issues and pressures. Having an alcohol coordinator experienced in dealing with the families of those with drinking problems will be important.

d. Underage drinking. Alcohol consumption by those under age 21 is against the laws of the Commonwealth of Pennsylvania. University policies must support this legal requirement, but every case of underage drinking does not necessarily require that a student be mandated for the educational/counseling program to be administered by the proposed alcohol coordinator. Some sanctions, however, should always be applied in the case of underage drinking and repeated violations should engender progressive sanctions and referral for the educational/treatment program. An alcohol coordinator will see that the response to underage drinking is consistent across campus.

e. High risk behaviors. Certain behaviors call for "zero tolerance" and should produce immediate serious disciplinary consequences up to and including immediate suspension. These activities include drinking games, alcohol used in hazing rituals, rapid consumption methods such as beer funnels or gastric tubes, assaultive behavior while intoxicated, false identification cards, etc. Where permitted by University policy, alcohol violations occurring off-campus should be dealt with in the same manner as on-campus behavior.

Conclusion

The University of Pennsylvania is already making great efforts in addressing the problems associated with excessive drinking. This responsible approach can be further improved by attention to the suggestions indicated above. Recommendations that will entail costs not currently supported by the various department budgets are:

- The creation of the position of coordinator, a key component of our recommendations. It is clear that better coordination of the existing efforts is necessary and the increased effectiveness of our existing expenditures on this problem will certainly justify the cost.
- The data collection project (annual administration of a national instrument complete with analysis). Without accurate, ongoing, quantifiable data about the alcohol and other drug usage patterns of our students, we risk talking about our problems inaccurately and we will not be able to determine whether our efforts are successful.
- Support staff and adequate duplicating resources for a social marketing campaign. The appropriate office to administer this campaign is the Office of Health Education. However, that office currently lacks the funds to hire a full time staff person ("office coordinator") to support the work of the health educator who oversees such work. An increase in the student health/health education budget would be necessary in order to fulfill this recommendation.

Special Committee on Alcohol Abuse

Charles O'Brien, Psychiatry, Chair

Ann Burgess, Nursing

Barbara Cassell, Office of Vice Provost for University Life

Greg Dubrow, Education PhD '99

Alfred Fishman, Rehabilitation Medicine

Michele Goldfarb, Office of Student Conduct

Roberta Iversen, Social Work

Lucy Kerman, Office of the President

Michael Kraver, College '99

James O'Donnell, Office of Vice Provost for Information Systems;

Faculty Master Hill College House

Karen Pasternack, College '98

Scott Reikofski, Fraternity and Sorority Affairs

Maureen Rush, Campus Police

Kate Ward-Gaus, Office of Health Education

OPPORTUNITIES at PENN

Where to Find the Job Opportunities— Here and Elsewhere

Welcome back to Opportunities at Penn. Some major changes in Human Resources have taken place and we will now be using this space to provide you with updates on activities. New job opportunities will no longer be listed in this space as new technologies are enabling us to provide better detailed information to staff, faculty and the public on-line. There are currently over 500 positions open at Penn for qualified applicants. New weekly job opportunities are still available in print and may be obtained at our Job Application Center.

You may view new and current job openings at Human Resources new website www.hr.upenn.edu. Positions are searchable by title, job, school and posting date. You can submit your resume on-line to be considered for multiple positions. Internal applicants interested in applying for a specific position should still submit their cover letter and resume directly to the hiring officers. Current employees may call 898-7284 to obtain the names of hiring officers. You'll be asked to provide your social security number and up to three contact names will be given daily.

The Penn Job Application Center has moved! A state of the art center opened this summer at 3550 Market Street, Suite 110, Science Center. Tel: 222-3400. Some of the new features include: additional hours of operation—8 a.m. to 6 p.m. daily, five PC stations with Internet access to browse open positions; assistance in completing applications; and the ability to apply on-line. Today's Penn Partnership (formerly Today's Penn Temporaries) is located at this site, and will continue to provide quality office support teams from this new location.

Today's Penn Partnership has expanded their services to Penn hiring officers for recruitment of regular office and support staff. Christine Panebianco is Today's full-time recruiter for these positions. Please contact Christine at 222-3400, fax: 222-5949, or e-mail: upenn@todays.com if you need assistance. We are confident that Christine's expertise will help us with the challenges of locating office support applicants in a tight and competitive labor market. HR Recruitment & Staffing will continue to assist hiring managers in all other ways with open positions, including setting salaries.

Please note: Faculty positions and positions at the Health System are not included in these listings.

—John J. Heuer, Vice President for Human Resources

Sited on the Web Searchable Job Opps

Pursuing a particular position at Penn? HR's redesigned website now allows seekers to enter a job title or profession—or any keyword in the job description—and arrive at a list of openings that fit. For example, among the 500 current openings, Penn has only one for a gardener. In the former system, an applicant needed to know which center had the opening (Morris Arboretum under Provost? New Bolton Center under Veterinary School? Physical Plant under a VP?). Now the user enters *gardener* (or *accountant*, or *nurse*...) and can find the listing in any center posted on any date. The direct URL for the new section of the HR homepage is www.hr.upenn.edu/jobsearch/default.asp. For those who do not have access to a computer, Human Resources provides five PC stations at 3550 Market Street, Suite 110.



Finding/Listing Relocations

PennNet has a new *Office Relocation Information* web page providing updated addresses of University offices that have moved or are planning to move.

For the completely automated page, offices supply their own information using an online submission form, available at the site. Each entry appears as entered and is deleted after 60 days or on the date specified by the person submitting the information.

Only full-time faculty and staff can submit information, said a spokesperson for Information Systems and Computing, where the page was developed. "University offices are encouraged to submit information to the page so it will become a reliable and complete source of information for the community," she added; "but to discourage nuisance entries, a PennNet ID and password are required to access the online form."

The address is www.upenn.edu/administration/facilities/office-relocation.html.

Relative Investment Performance On Tax-Deferred Annuities

The Benefits Office regularly receives inquiries on the relative performance of investment funds offered under the University's tax deferred annuity program. Below is a table which shows the performance of the various funds for the periods ending June 30, 1998. The first column shows an abbreviation for the investment philosophy of the fund. (*Abbreviations are described on next page*). The second column shows the overall asset size of the fund in millions of dollars. Columns three through seven show the performance of the funds over various time horizons. Columns eight and nine show the best and worst year for the last five years.

Benefits Office will periodically publish this information in *Almanac* to assist faculty and staff in monitoring the performance of their tax deferred annuity investments. Any faculty or staff member who would like additional information on these benefit programs may call the Benefits Office at 8-7281.

—Albert Johnson, Acting Manager of Benefits

PHILOSOPHY KEY

Domestic:	International:
AA 30:40:30	Emerging Markets Fund
AA 60:35:5	International Common Stock Fund
B	Global Asset Allocation
D	Global: 60% Stocks:30% Bonds:10% Cash
DI	Global: Benchmark Fund
DI	Global: Common Stock
DI	Global: Higher Income
DI	Global: Intermediate-Term Maturity
DI	Global: Government Obligations
DI	Global: Low-Rated Bonds
DI	Global: Long-Term Maturity
DI	Global: Short-Term Maturity
DI	Global: Mortgage-Related Securities
DI	Global: Money Market Fund
DI	Global: Specialty Stock Fund
DI	Global: Small Company Common Stock Orientation

403(b) Performance Update Periods Ending June 30, 1998 Total Returns*

	Philosophy	Size \$mm	Latest Quarter	1-Year Avg. Annual	3-Year Avg. Annual	5-Year Avg. Annual	10Year Avg. Annual	Best & Worst Year For the last Five Years	
								Best	Worst
CREF Funds									
CREF Bond Market Account	FII	2,017	2.3	10.5	7.6	6.5	N/A	17.8	-4.4
CREF Equity Index Account	D	2,938	1.8	28.4	28.1	N/A	N/A	N/A	N/A
CREF Global Equities Account	GCS	6,170	2.2	19.8	20.8	18.1	N/A	35.5	-0.5
CREF Growth Account	D	6,213	2.8	28.2	28.8	N/A	N/A	N/A	N/A
CREF Money Market Account	MM	4,701	1.3	5.5	5.5	5.0	5.8	5.9	3.3
CREF Social Choice Account	B	2,807	2.4	21.8	21.0	16.1	N/A	32.8	-1.4
CREF Stock Account	D	112,446	1.5	24.9	25.2	19.5	16.2	42.5	0.1
Vanguard Funds:									
Asset Allocation Fund	AA60:35:5	5,387	4.1	28.5	24.3	18.7	N/A	38.8	-2.3
Balanced Index Fund	B	1,584	2.1	21.3	19.7	15.3	N/A	32.4	-1.6
Bond Index Fund:									
Intermediate-Term Bond Portfolio	FII	882	2.4	10.9	7.7	N/A	N/A	N/A	N/A
Short Term Bond Portfolio	FIS	562	1.7	7.4	6.5	N/A	N/A	N/A	N/A
Long Term Bond Portfolio	FIL	140	4.5	18.2	10.1	N/A	N/A	N/A	N/A
Total Bond Mkt Portfolio	FII	6,232	2.4	10.5	7.8	6.8	8.8	18.2	-3.4
Convertible Securities Fund	DI	199	-3.4	14.3	14.8	11.1	11.9	27.2	-5.7
Equity Income Fund	DI	2,527	-1.3	24.3	25.8	18.8	15.5	41.3	-2.2
Explorer Fund	SC	2,545	-6.3	11.6	14.8	14.4	13.2	36.1	-0.6
Fixed Income Securities Fund:									
GNMA Portfolio	FIM	9,779	1.7	8.9	8.0	7.0	9.0	17.0	-1.2
High-Yield Corporate Portfolio	FIJ	5,153	1.4	11.2	11.2	9.7	10.1	19.2	-1.7
Intermediate-Term Corporate	FII	1,022	2.2	10.1	7.6	N/A	N/A	N/A	N/A
Intermediate-Term U.S. Treasury	FIIG	1,647	2.4	10.7	7.2	6.4	N/A	20.4	-4.9
Long Term Corporate Portfolio	FIL	3,966	3.9	16.4	9.9	8.5	10.9	26.4	-7.1
Long-Term U.S. Treasury Portfolio	FILG	1,133	4.7	18.4	9.7	8.5	10.7	30.1	-10.1
Short-Term Corporate Portfolio	FIS	5,086	1.6	7.3	6.6	5.9	7.8	12.7	-0.1
Short-Term Federal Portfolio	FISG	1,500	1.6	6.8	6.3	5.5	7.4	12.3	-0.9
Short-Term U.S. Treasury Portfolio	FISG	1,031	1.7	6.8	6.1	5.4	N/A	12.1	-0.6
Growth & Income Portfolio	D	4,060	3.8	34.6	30.9	22.9	18.7	51.5	-0.6
Horizon Fund:(3)									
Aggressive Growth Portfolio	D	572	-4.9	12.5	N/A	N/A	N/A	N/A	N/A
Capital Opportunity Portfolio	D	121	2.6	10.0	N/A	N/A	N/A	N/A	N/A
Global Asset Allocation Portfolio	GA.60:30:10	85	1.5	11.3	N/A	N/A	N/A	N/A	N/A
Global Equity Portfolio	GCS	137	-2.0	6.1	N/A	N/A	N/A	N/A	N/A
Index Trust:									
500 Portfolio	DI	64,280	3.3	30.0	30.1	22.9	18.4	47.8	1.2
Extended Market Portfolio	D	2,962	-2.2	23.8	23.0	18.4	15.3	46.5	-1.8
Growth Portfolio	D	4,149	5.9	34.7	33.3	25.2	N/A	53.0	-0.5
Small Cap Stock Fund	SC	2,912	-5.0	16.9	20.0	17.0	13.7	44.4	-0.5
Total Stock Market Portfolio	D	7,197	1.8	28.5	27.7	21.2	N/A	47.4	-0.2
Value Portfolio	D	2,287	0.5	25.0	26.8	20.5	N/A	42.3	-0.7
International Equity Index Fund:									
Emerging Markets Portfolio	EM	589	-21.5	-37.9	-6.8	N/A	N/A	N/A	N/A
European Portfolio	ICS	3,917	5.6	37.4	27.1	23.2	N/A	42.6	1.9
Pacific Portfolio	ICS	878	-8.9	-35.2	-11.2	-5.9	N/A	17.7	-35.2
International Growth Portfolio	ICS	7,726	0.8	1.6	13.6	14.5	10.1	25.5	0.8
Money Market Reserves:									
Federal Portfolio	MM	3,756	1.3	5.4	5.4	4.9	5.7	5.8	3.2
Prime Portfolio	MM	29,748	1.3	5.5	5.4	5.0	5.8	5.8	3.2
U.S. Treasury Portfolio	MM	3,542	1.3	5.1	5.2	4.7	5.5	5.5	3.0
Morgan Growth Fund	D	3,298	2.7	32.2	28.2	21.3	16.4	49.5	-2.7
PRIMECAP Fund	D	10,520	1.3	26.5	25.1	24.5	18.2	55.3	9.9
STAR Fund	B	8,187	1.3	19.9	19.8	15.7	13.7	30.3	-0.2
Trustees' Equity Fund									
International Value Portfolio (2)	ICS	880	-0.7	-0.2	9.4	9.6	8.2	18.0	-4.6
U.S. Portfolio	DI	196	2.9	26.9	27.4	19.7	15.0	44.7	-3.9
U.S. Growth Portfolio	DI	10,721	7.3	32.9	31.1	24.1	19.7	44.6	1.5
Wellesley Income Fund	B	8,008	1.9	20.3	15.8	12.5	13.1	28.9	-4.9
Wellington Fund	B	24,882	1.0	19.1	20.7	16.7	14.3	32.9	-0.5
Windsor Fund	DI	22,131	-2.3	17.0	22.3	19.0	14.8	40.6	-0.2
Windsor II	DI	30,605	1.8	30.4	30.2	22.3	17.9	47.0	-1.2
Sector Funds:									
Energy	S	1,125	-5.6	6.5	19.2	12.7	14.0	40.8	-4.5
Gold & Precious Metals	S	308	-15.0	-33.0	-16.3	-9.5	-1.9	42.0	-38.9
Health Care	S	6,706	5.6	27.8	32.8	28.1	22.8	45.2	8.9
REIT Index	S	1,218	-4.2	7.7	N/A	N/A	N/A	N/A	N/A
Utilities Income	S	754	-1.8	26.4	18.1	11.9	N/A	37.8	-11.2
Indexes to Compare Performance Against									
S&P 500			3.3	30.2	30.2	23.1	18.6	48.0	1.3
Russell 3000			1.8	28.8	28.5	21.7	17.9	47.7	0.2
Lipper Capital Appreciation Funds Average	0.3		22.1	21.0	16.8	15.1	39.0	-3.6	
Lipper Growth Funds Average			1.9	25.4	24.2	19.3	16.5	42.3	-2.2
Lipper Growth & Income Funds Average			0.3	22.9	24.8	19.0	15.8	40.3	-1.0
Salomon Bros. Brady Bond Index			-4.4	5.6	22.7	15.5	N/A	49.0	-16.4
Salomon Bros. High-Grade Index			3.4	15.6	9.7	8.4	10.7	27.2	-7.6
Lehman Brothers Gov't/Corporate Bond Index			2.6	11.3	7.9	6.9	9.1	19.2	-4.1
Morgan Stanley Capital International-EAFE Index			1.1	6.1	10.7	10.0	6.8	18.6	1.4
Morgan Stanley Capital International-EMF Index			-23.6	-39.1	-9.3	0.4	12.2	43.6	-39.1
91-Day Treasury Bills			1.3	5.3	5.3	5.0	5.6	5.8	3.5

Source: Lipper Analytical Services and fund families.

* Total Return: Dividend or interest plus capital appreciation or depreciation.

Medical and Dental Plan Carriers Directory

Notice to all Faculty & Staff:

Please note the following adjustments for contacting the various medical and dental plan carriers. Some information (in italics) is different than what was previously published in the PennChoice booklet (page 22).

PennChoice Plan	Group Policy#	Send Claims to	Customer Service Number	Emergency Number
Blue Cross (BC)	53324	Independence Blue Cross 1907 Market St Phila, PA 19103	215-241-2990 <i>(inside Phila. area)</i> 1-800-841-1992 <i>(outside Phila. area)</i>	Hospital Admission Pre-certification: 1-800-TO-ADMIT
Blue Shield (BS)	53324	Blue Shield P.O. Box 890062 Camp Hill, PA 17089-0062	215-241-2990 <i>(inside Phila. area)</i> 1-800-841-1992 <i>(outside Phila. area)</i>	Hospital Admission Pre-certification: 1-800-TO-ADMIT
Major Medical	53324	Independence Blue Cross P.O. Box 13487 Phila, PA 19101-3487	215-241-2990 <i>(inside Phila. area)</i> 1-800-841-1992 <i>(outside Phila. area)</i>	Hospital Admission Pre-certification: 1-800-TO-ADMIT
PENNCare	76946	Preferred Providers: N/A Non-preferred Providers: Independence Blue Cross P.O. Box 890029 Camp Hill, PA 17089-0062	Preferred Providers: 215-241-2990 <i>(inside Phila. area)</i> 1-800-841-1992 <i>(outside Phila. area)</i> Non-preferred Providers: 215-241-2990 <i>(inside Phila. area)</i> 1-800-841-1992 <i>(outside Phila. area)</i>	For inpatient admission to a facility other than HUP or CHOP, pre-certification is required except for maternity or emergency admissions. Call 1-800-TO-ADMIT for pre-certification.
Aetna U.S. Health Care (PA/DE/NJ)	0416 PA/DE 0416-608 NJ	Solutions Dept P.O. Box 1125 Blue Bell, PA 19422	1-800-323-9980	Call both Primary Physician and HMO (1-800-541-3149) within 24 hours of emergency care. For an emergency out of the area go to the nearest hospital. Contact Primary Physician within 24 hours. Hospital must call 1-800-245-1206.
Keystone Health Plan East	90294 PA 96018 NJ** 96013 NJ*** 96251 PA COBRA 96014 COBRA	Not Applicable	215-241-CARE or 215-241-2123 <i>(inside Phila. area)</i> 1-800-227-3114 <i>(outside Phila. area)</i>	Call Primary Physician and HMO within 48 hours of emergency care. For an emergency out of the area go to the nearest hospital. Contact Primary Physician within 48 hours. Hospital must call 1-800-227-3114. Sick Care out of the area: 1-800-227-3114
HIP Health Plan of New Jersey	179	HIP NJ 100 Horizon Center Robbinsville, NJ 08691	1-800-635-0441	Call participating health center within 24 hours of emergency care. (Phone number on subscriber card.) Emergency care out of the area call 1-800-335-3585. Hospital must call number on subscriber card.
UPHS POS (Keystone)	200061 PA 250044 NJ 200083 PA COBRA 250062 NJ COBRA		215-241-CARE or 215-241-2123 <i>(inside Phila. area)</i> 1-800-227-3114 <i>(outside Phila. area)</i>	Call Primary Physician and HMO within 48 hours of emergency care. For an emergency out of the area go to the nearest hospital. Contact Primary Physician within 48 hours. Hospital must call 1-800-227-3114. Sick Care out of the area: 1-800-227-3114
Penn Faculty Practice Plan	512	Not Applicable	215-898-4615	Evenings and Weekends: 215-952-8029. If outside a 50 mile radius of any office, use any dentist for emergency treatment.
Prudential Dental	34956	Prudential Ins. Co. of America P.O. Box 4511 Jacksonville, FL 32232-5111	1-800-741-4781	Contact your family dentist
PCS Prescription Card Services	E079 + last 4 digits of medical plan + em + employee's SSN	PCS Health Systems, Inc. P.O. Box 52116 Phoenix, AZ 85072-2116	1-800-965-5772	Not Applicable
PCS Mail Order	E079 + last 4 digits of medical plan + em + employee's SSN	PCS Mail Service P.O. Box 961066 Ft Worth, TX 76161-9654	1-800-965-5772	Not Applicable

** (insured NJ doctor and one of more dependents with PA doctor)

*** (all family members NJ doctors)

Year-round Savings at University Museum Shops

Explore new worlds and have fun shopping at the University of Pennsylvania Museum of Archaeology and Anthropology. Effective September 1, 1998 all PENNcard holders (faculty, staff, and students) and all HUP and CHOP employees will receive a 10% discount on purchases from the Museum Shop and the Pyramid Shop for Children. Both gift shops carry unique gifts and books from around the world, including jewelry, crafts, greeting cards, and artifact reproductions. Admission to the museum is free for PENNcard holders, and free on Sundays for everyone. Visit the Museum Tuesdays-Saturdays, 10 a.m.-4:30 p.m., and Sundays 1-5 p.m. (closed Mondays and holidays). We are located at 33rd and Spruce Streets. Telephone numbers: Museum Shop: 898-4040 / Pyramid Shop: 898-4022.

— Gretchen Eggleston, Museum Shop Manager

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **August 24 through September 6, 1998**. Also reported were **Crimes Against Property: 51 total thefts & attempts (including 3 burglaries, 3 thefts of auto, 5 thefts from auto, 9 thefts of bicycles & parts), 6 incidents of criminal mischief & vandalism, and 5 incidents of forgery & fraud**. Full reports on the Web (www.upenn.edu/almanac/v45/n03/crimes.html).—Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **August 24 through September 6, 1998**. The University Police actively patrols from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Robberies (& attempts)—2; Threats & harassment—3			
8/24/98	6:43 PM	3437 Walnut St	Money taken from register/ suspect fled area
8/25/98	10:06 AM	Grad B Tower	Unwanted calls received
8/25/98	2:13 PM	Van Pelt Library	Complainant reports on-going harassment
8/25/98	5:18 PM	36th & Sansom	Bike taken from complainant by unknown juveniles
8/28/98	8:23 PM	Williams Hall	Unwanted calls received
38th to 41st/Market to Baltimore: Robberies (& attempts)—1; Threats & harassment—4			
8/24/98	1:27 PM	39th & Woodland	Complainant robbed by 2 unknown males
8/27/98	7:02 PM	4009 Locust St	Complainant reports unwanted calls
8/27/98	8:23 PM	214 S 41st St	Unwanted calls received
8/29/98	1:34 AM	3906 Spruce St	Complainant harassed by former boyfriend
8/30/98	11:10 AM	3906 Spruce St	Complainant harassed by former boyfriend
41st to 43rd/Market to Baltimore: Aggravated assaults—1			
8/31/98	6:35 PM	43rd & Baltimore	Complainant assaulted
30th to 34th/Market to University: Threats & harassment—1; Indecent exposure & lewdness—1			
8/28/98	8:22 PM	200 Blk 33rd	Unwanted calls received
8/30/98	8:44 PM	Hutchinson Gym	Male exposing self/arrest
Outside 30th-43rd/Market-Baltimore: Simple assaults—1			
9/03/98	2:58 PM	3600 Blk Market	Complainant threatened

Crimes Against Society

34th to 38th/Market to Civic Center: Disorderly conduct—1			
9/01/98	7:48 PM	Lot #9	Suspect causing disturbance
38th to 41st/Market to Baltimore: Disorderly conduct—1; Alcohol & drug offenses—1			
9/02/98	1:29 AM	41st & Baltimore	Domestic disturbance
9/04/98	6:07 AM	40th & Chestnut	Driving under influence-arrest
30th to 34th/Market to University: Alcohol & drug offenses—1			
9/04/98	6:38 AM	300 Blk 34th	Driving under influence-arrest

18th District Crimes Against Persons

17 Incidents and 4 Arrests (including 9 robberies, 7 aggravated assaults, and 1 rape) were reported between **August 24, 1998** and **September 6, 1998**, by the 18th District, covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

8/24/98	6:41 PM	3400 Walnut	Robbery
8/30/98	9:30 AM	3400 Spruce	Aggravated Assault
8/31/98	9:54 PM	4833 Woodland	Robbery
8/31/98	9:53 PM	4800 Woodland	Robbery
8/31/98	8:25 PM	4445 Sansom	Robbery
9/01/98	10:15 PM	4340 Chestnut	Aggravated Assault/Arrest
9/01/98	3:30 PM	4601 Chester	Aggravated Assault
9/02/98	6:20 PM	4920 Hazel	Aggravated Assault
9/03/98	2:50 PM	3600 Market	Aggravated Assault/Arrest
9/03/98	3:00 AM	4600 Baltimore	Rape
9/03/98	1:00 PM	4141 Spruce	Robbery
9/03/98	12:05 AM	4700 Spruce	Robbery
9/03/98	9:20 PM	4800 Spruce	Robbery
9/04/98	5:42 PM	4500 Baltimore	Aggravated Assault/Arrest
9/04/98	10:37 PM	4500 Osage	Robbery
9/05/98	10:27 PM	237 53rd St.	Aggravated Assault/Arrest
9/06/98	2:09 PM	4601 Chester	Robbery

Update

SEPTEMBER AT PENN

FITNESS LEARNING

17 Ethnohistory: Latin America; workshop concerning the attendant powers of social change from the vantage point of particular localities and human experience; 4:30-6:30 p.m.; History Lounge, 3401 Walnut (History).

RELIGION

Holy Communion; noon-12:30 p.m., *Mondays;* 3rd Floor, Chapel, Christian Association.
Early Morning Prayers; 8-8:55 a.m., *Wednesdays;* Conference Room, Christian Association.

TALKS

15 Cultural Change in the Workplace; Rosemarie Greco, Private Industry Council of Phila., CEO; noon; Harold Prince Theatre, Annenberg Center (AWFA).

18 Locating Marine and Terrestrial Animals from their Calls: Applications in Conservation Policy and Ethnology; John Spiesberger, Penn State; 12:15-1:45 p.m.; Room 1203, Steinberg Hall-Dietrich Hall (Environmental Studies).

21 Role of Stretch Activated Calcium Channels in Cell Motility; Juliet Lee, Univ. of Connecticut; 2 p.m.; Physiology Conference Rm., 4th Fl., Richards Bldg. (Penn Muscle Institute).

22 Molecular Dynamics of Muscle; David Thomas, Univ. of Minnesota; 4 p.m.; Physiology Dept. Conference Rm., 4th Fl., Richards Bldg. (Penn Muscle Institute; Physiology).

Classifieds

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In the summer of 1997, Dr. Judith Rodin announced that Penn would join in Mayor Ed Rendell's proposal to create a National Constitution Center as a "museum of ideas," with scholarly linkages and public outreach programs in keeping with the University's new thrust in the study of American and comparative democratic and legal systems (see "Six Academic Priorities," *Almanac* November 5, 1996). This month in Washington, Penn Historian Richard Beeman joined the Mayor and the Center's President Joseph Torsella to help make the case for federal funding before a subcommittee chaired by Senator Arlen Specter.



The Case for Building a National Constitution Center

Testimony of Dr. Richard R. Beeman before the U.S. Senate Subcommittee on Labor, Health and Human Services, Education, and Related Agencies of the Senate Committee on Appropriations, September 2, 1998

My name is Richard Beeman. I am a Professor of History and Dean of the College of Arts and Sciences at the University of Pennsylvania. I also am honored to serve as the National Constitution Center's first Senior Visiting Scholar.

Mr. Chairman, thank you for the opportunity to testify before you this morning on the proposed new National Constitution Center. Let me say at the outset, I and my colleagues at Penn are grateful for the vision you have shown in seeking to secure federal funding to build the Constitution Center. Your leadership on this and other matters of critical importance to the University of Pennsylvania and the nation—in biomedical research at the National Institutes of Health and on undergraduate and graduate student financial assistance—is greatly appreciated.

Mr. Chairman, we Americans are blessed to live under the protection of the United States Constitution. It has allowed an extraordinary measure of individual liberty for the citizens of our nation. At the same time, the Constitution has also provided our nation a remarkable measure of public order and stability.

Such is our confidence in the durability of the government created by the Founding Fathers that it is easy to take the blessings of liberty and of stable government for granted.

The Founding Fathers themselves, as they prepared to leave Philadelphia after the adjournment of the Constitutional Convention in September 1787, were wisely more modest about their accomplishments. And they were far less sanguine about the prospects for the new government.

On September 17, the final day of the Constitutional Convention, Benjamin Franklin, who also was the founder of the University of Pennsylvania, rose to give what would be the last major speech of his life. Ever the optimist, even at the age of 81, he nevertheless gave what was for him a remarkably restrained assessment of the government he and his colleagues had labored to create.

"When you assemble a number of men to have the advantage of their joint wisdom," he noted, "you inevitably assemble with those men all their prejudices, their passions, their errors of opinion, their local interests, and their selfish views." Franklin thought it impossible to expect a "perfect production" from such a gathering, but he believed that the Constitution they had just drafted, "with all its faults," was better than any alternative that was likely to emerge. Nearly all of the delegates harbored objections to a document that they believed to be still imperfect, but, persuaded by Franklin's logic, they put aside their misgivings and affixed their signatures to it.

More important, following adoption of the Constitution, Franklin and his fellow delegates worked tirelessly to make certain that America's experiment in liberty was a success. They, and their successors—men like John Marshall, Daniel Webster, John C. Calhoun, Henry Clay, and Abraham Lincoln—realized that the federal edifice so recently created was not a self-actuating or a self-sustaining one. It could only be sustained, they knew, by renewed dedication and constant commitment to the principles of American government.

Our Founding Fathers understood that our system of democratic government came with no guarantees. Not in 1787, or today. They knew that the new republic would require active, informed citizen involvement to preserve, protect, and defend it.

This, Mr. Chairman, as you know, is the basic, if daunting, mission of the National Constitution Center. To make sure that the citizens of our nation live up to their obligation to understand and to nurture the Consti-

tuition and our system of government.

The National Constitution Center is designed to be a living *national museum* devoted to advancing public understanding of the principles, rights, and responsibilities of American citizenship, past and present.

The United States currently does not have a facility that performs this critical function at a time when we know that the public's understanding of the American experiment in democratic government has unfortunately eroded. We cannot afford the luxury of ignorance or apathy today, any more than we could at any other critical time in the nation's past.

The University of Pennsylvania is proud, therefore, to commit resources to the establishment of a National Constitution Center. It is a commitment that includes our excellent History Department and Law School, which together are working to lay a foundation for renewed scholarship and public discussion about the origins and purpose of American government. Dean Gary Hack of our Graduate School of Fine Arts is helping to design the museum, and the faculty of Penn's Graduate School of Education are actively engaged in the creation and dissemination of teaching materials on the Constitution for use by students in our nation's schools. Penn has also worked with the Center in setting up its new, user-friendly web site, which we will continue to support and refine.

These examples of Penn's support for the National Constitution Center are an outgrowth of our commitment, a commitment dating back to the Revolutionary Era, to educate an informed citizenry—a citizenry aware, not only of its rights protected by our Constitution, but also of its responsibility to keep America's experiment in liberty a viable and vibrant one.

As an historian of the Revolution and the Constitution, who has taught in Philadelphia for the past thirty years, I am aware of how the historic buildings on Independence Mall and its environs—Independence Hall, Congress Hall, the American Philosophical Society, Carpenters Hall—provide an exciting opportunity to teach Americans, as well as tens of thousands of foreign visitors, about these critical moments in our nation's past.

The National Park Service is doing an outstanding job of both preserving Philadelphia's physical heritage and in interpreting the events that transpired in those historic buildings. The National Constitution Center's *new* mission, on the other hand, will be to build intellectual bridges between that important eighteenth century history and the twenty-first century—so that we might better appreciate where we have come from and where the nation might be headed. Together, the synergy created by these two complementary missions will make the educational experience available on Independence Mall a very powerful one.

Mr. Chairman, allow me to conclude on a personal note. I serve on a National Advisory Board of Scholars which helps guide the Center's public outreach efforts. That board includes scholars from all over the country. It is an extraordinarily distinguished one, including several Pulitzer Prize winners. Each of us is privileged to teach a few hundred students each year in our respective universities about the Constitution and the birth of democracy.

Our experience as teachers has been enormously rewarding, but our "ambition" (a word I use in its public-spirited eighteenth century sense) is to extend teaching—and learning—well beyond our classrooms. If the ambitions of the National Constitution Center are realized, we will be able to reach millions of American citizens to inform them—as we do the students in our classrooms—about the priceless heritage Franklin and the other Framers bequeathed us.