Nursing Awards:
Dr. Villarruel, Dr. Spatz

Dr. Antonia M. Villarruel is the winner of the School of Nursing’s Faculty Teaching Award this year, and Dr. Diane Spatz has won the School of Nursing’s Faculty Teaching Award.

Dr. Villarruel, assistant professor at the School since 1995, has gained national and international recognition in nursing, and in the broader health and political arena, through her educational initiatives, research, and publications, especially with respect to cultural diversity and minority issues, Dean Norma Lang said in announcing the teaching award. An advocate in nursing education, especially for minority populations, at the policy level, Dr. Villarruel is president of the National Association of Hispanic Nurses and was on the Advisory Committee for the First National Hispanic Nurses Symposium. She was named by HHS Secretary Donna Shalala to the National Advisory Council on Nursing Education and Practice, and currently serves as the chair of its Diversity Task Force.

At the School of Nursing, she teaches at the undergraduate, graduate and doctoral levels, focusing on human development, child and family development, health and human behavior, and Latino health issues. She has developed a course on Latino health issues and a study abroad program for undergraduate students in Oaxaca, Mexico. A central theme in her courses has been a strong community component. She is a frequent guest lecturer on practice and research issues related to cultural competence.

“Through scholarly inquiry she has tackled some of the major health care problems that place our nation’s growing Latino population at high risk,” Dean Lang said. “Her work has focused on the development of culturally sensitive pain measures for young Hispanic children, cancer awareness in the Latino community, promoting safe sexual behavior among adolescents, and conducting research with ethnic minority populations. Her current areas of research include the development of a health promotion curriculum for Hispanic adolescents. She is also principal investigator for a multi-site study on...”

(continued on page 3)

IN THIS ISSUE
2 National Academy; Penn Health System
SENATE; SEC Agenda for May 5 and 1998-99 Report of Senate Committee on Students and Educational Policy
4 For Comment: Report on Alcohol Abuse
6 A-3 ASSEMBLY: Call for Nominations; Hamilton Village Renewal Plan; Council
7 President at Council: The FY99 Budget
9 Military Leave Policy
10 Penn Picnic; Town/Gown Tour; Alumni Run
11 CrimeStats; Update
12 Commencement Activities
Pullout: For Comment—Proposal for a Center for Cognitive Neuroscience
National Academy of Sciences: Dr. DeGrado and Dr. Hirschmann

Dr. William F. DeGrado, professor of biochemistry and biophysics at the School of Medicine, and Dr. Ralph F. Hirschmann, the Makineni Professor of Bioorganic Chemistry in SAS, have been elected to the National Academy of Sciences. They are among 60 members and 15 foreign associates chosen for “distinguished and continuing achievements in original research.”

Dr. Hirschmann is known for synthesis of molecules with specific biological and medicinal functions, producing breakthroughs such as a new class of anti-inflammatory steroids and a new approach to the treatment of insulin-requiring diabetics. An Oberlin alumnus who took his Ph.D. from Wisconsin, he came to Penn as a research professor in 1987 from the senior vice presidency/chemistry of Merck & Co. Inc., where he had spent the first 34 years of his career. He was named to the Rao Makineni chair in 1994. He has received the American Chemical Society’s Arthur C. Cope Award and many other honors, including honorary degrees from the Medical University of South Carolina and the University of Wisconsin in Madison.

Dr. DeGrado, noted especially for his de novo design of biologically active proteins and peptides, has also had a distinguished career that has encompassed both industry and academia. He was an adjunct professor of biochemistry and biophysics here for five years before he left his post as senior director of DuPont Merck Pharmaceutical Company’s Medicinal Chemistry Department to join Penn full time in 1996. He is an alumnus of Kalamazoo College who took his Ph.D. in chemistry from Chicago in 1981 and began his career as a research chemist that year with DuPont. Throughout, he held visiting and adjunct positions in universities—among them Sloan Visiting Lecturer at Harvard; adjunct professor of biophysics at Johns Hopkins; visiting professor at CUNY; and Wellcome Visiting Professor at LSU. His honors include the 1992 Eli Lilly Award in Biological Chemistry and the DuPont Merck Summit Award for 1993.

Health System: Cuts in View

In response to The Philadelphia Inquirer’s April 28 report that the Penn Health System will lay off 180 to 360 staff in the next three months, the System’s spokesperson Lori Doyle confirmed that there will be cuts in the FY2000 budget but said the numbers are not yet known. They are to be announced before June 30.

She said her statement on “eliminating programs rather than making an across-the-board workforce reduction” was accurate, but clarified that it did not refer to academic programs; the System is looking at specific services on the clinical side, and is seeking to minimize impact on patient care.

1998-99 Report of the Senate Committee on Students and Educational Policy

April 26, 1999

The Senate Committee on Students and Educational Policy met throughout the academic year. In this report, we review each of our charges and briefly report our main findings and the recommendations that follow from them.

Charge #1: to study the potentials and challenges of distributed learning and identify the issues that it presents, with special reference to the interests of the faculty.

We met with many individuals centrally concerned with these issues, including: Interim Provost Michael Wachter, Vice Provost for Information Systems and Computing James O’Donnell, Dean of the College Richard Beeman, Director of Institutional Research and Analysis Bernard Lentz, Professor of Mathematics Dennis DeTurck, Professor of Classical Studies Joseph Farrell, Professor of Anthropology Alan Mann, Professor of Nursing Joyce Thompson, and Director for the Mellon Writing Group Peshe Karloff. We are grateful for the open and informative discussions these guests provided for our study of the issues.

The faculty members who participated in distributed learning reviewed the many challenges that this developing technology poses to the way we teach. Faculty experience has made it clear that the time to adapt all courses to the electronic environment is not yet at hand: bells and whistles can be distracting rather than supportive of intellectual engagement. A wide range of experiences was described to us; our faculty guests all strongly recommended that some type of forum be arranged for faculty to share their experiences and innovations in improving educational practices through technology.

In addition, the following general points emerged:

a. The impact of information technology on the intellectual lives of students and the teaching practices of faculty is already being felt and cannot be ignored. New technologies are arising faster than current ones can be assimilated into the educational mission of this or any other university. The question is not whether to adapt but when to adopt:

— What are the essential academic principles to preserve, and how is the process of adaptation to be managed? What traditional roles can administration and faculty continue to play, and what innovations are needed?

b. There is no uniform nomenclature to distinguish the many new possibilities springing into operation. The following usages are typical:

— Distributed learning is a technical term, used where multiple servers and/or active student stations are involved.

— Distance learning refers to circumstances where interaction between students and faculty occurs via electronic media. The phrase is used for both off-campus and on-campus arrangements.

— Synchronous means that participants—normally faculty and students—engage each other simultaneously. The “chat room” and “electronic classroom” formats are synchronous.

— Asynchronous means that replies to communications are formulated and sent after significant delays. Writing courses, which involve extended reading time and commentary based on a document as a whole typically function in this mode.

— Interactive is frequently used in a variety of disparate and confusing ways.

— The administration has adopted several overarching policies to guide our response to the new technologies. These include focusing on residential undergraduate programs aimed at the most able students, on-off-campus efforts consistent with our internal excellence, and on the maintenance of first-class electronic infrastructure. The administration has promised to honor fully Penn’s tradition of faculty control over courses, curricula, academic standards, and degree requirements. The various schools will continue to be responsible for formulating their educational policies.
ALMANAC May 4, 1999
To the University Community:

On Monday, April 26, I received the final report of the Working Group on Alcohol Abuse which began its work on March 30. I am grateful for the enormous amount of time and thoughtful consideration that the members of the Working Group put into this report in order to have it ready for campus comment before the end of the term.

Their intensive and careful deliberations have yielded recommendations for a comprehensive approach to alcohol abuse intended to strengthen efforts to encourage responsible decisions about alcohol; promote safe, healthy, and legal patterns of social interaction; and create a significant change in campus culture. The analysis and recommendations of the Working Group merit your careful attention and input.

I am calling for comment as the next phase in the consultation process. In order to ensure that you have time to deliberate, we have established a lengthy period—until June 30—for comments. Please respond to www.upenn.edu/alcohol or write to me directly at president@pobox.upenn.edu. I will also be contacting the leaders of several campus organizations during the comment period to solicit further input. I look forward to hearing from you.

Judith Rodin, President

FOR COMMENT by June 30, 1999

Final Report of the Working Group on Alcohol Abuse

Introduction

The Working Group on Alcohol Abuse was formed by President Judith Rodin and Provost Robert Barchi in response to a number of serious alcohol-related incidents involving Penn students and the death of a Penn alumnus on March 21, 1999. The Working Group of 15 students and 7 faculty members and administrators was charged by President Rodin on March 30, 1999. The President asked the group to develop practical, substantive recommendations regarding alcohol abuse among Penn undergraduates in undergraduate and community levels.

The Working Group and its subcommittees met intensively for five weeks. Its members determined that their work should focus on alcohol abuse, not use, and that their goal would be to produce recommendations that would effect significant cultural change among Penn undergraduates. They agreed that the University already has in place reasonable regulations governing appropriate use of alcohol on campus but that the current system of enforcement presents a number of problems, which perpetuate a sense of entitlement felt by Penn students and lead to additional problems. The Group concluded that stricter enforcement of current policies is needed, designed with the intention of creating a change in attitudes regarding acceptable behavior. Consistency should be the ultimate aim; uncertainty regarding what is acceptable and what is not contributes to the problems associated with alcohol abuse and with problematic behavior that often results from excessive drinking.

The Group quickly determined that the problem of alcohol abuse is not confined to the Greek system and that a more comprehensive approach to the problem is necessary. The Working Group strongly agreed that the primary responsibility for changing perceptions, misperceptions and, ultimately, behavior relating to alcohol abuse rests with individual students and student groups. The Working Group considered ways to prevent alcohol abuse in the context of Education; Ensuring a Supportive Environment: Responsibility/Accountability; Minimizing Risk; and Expanded Social Options. The Working Group strongly agreed that its recommendations should be proactive rather than punitive.

Education

Health education is a crucial part of a successful strategy to prevent alcohol abuse. Education eradicates misperceptions about alcohol use among peers, creates opportunities for open, honest dialogue about alcohol use and abuse, and is critical to creating a change in campus culture. Recommended approaches to health education are to:

1. Establish effective primary and secondary prevention methods. Primary refers to those efforts that are designed to reach individuals/groups before they engage in “at-risk” behaviors. Secondary refers to those efforts that are designed to reach individuals/groups after they have engaged in “at-risk” behaviors, but before a pattern of usage has developed.
2. Ensure that every Penn student and parent or guardian receives alcohol health education from multiple sources when students are pre-freshmen (e.g., send the Alcohol 101 CD-ROM the summer before they arrive at Penn), during New Student Orientation (e.g., follow up with group discussions of the Alcohol 101 CD), and in each year of their undergraduate education.
3. Create more opportunities for students to “Speak Out” if they have had adverse experiences with alcohol abuse and want to share those experiences with their peers in public meetings, through websites and in other formats.
4. Conduct student-driven social marketing campaigns to correct student misperceptions about alcohol use and abuse, based on a survey of prior experiences at peer institutions.
5. Identify all existing University areas where alcohol education takes place, effectively market those areas, and ensure that those areas collaborate as appropriate.
6. Develop “Healthlinks” as a liaison to health services and information as part of the WHEEL program in the College Houses.
7. Create opportunities for curricular integration of alcohol issues in each of the undergraduate schools.
8. Support increased peer education efforts through DART and similar organizations, and expand initiatives such as the Greek Alcohol Education program to other student organizations.
9. Provide additional resources and/or personnel for the Office of Health Education.
10. Utilize available resources like the Higher Education Center for Alcohol and Other Drug Prevention, which provide support for campuses throughout the country.
11. Establish Penn 101 as a freshman seminar. Penn 101 would provide an innovative approach to dealing with the freshman experience in a practical, discussion-oriented setting, as well as with formulaic scholarly discussion of relevant topics like alcohol and other drug use/abuse. Undergraduate social mentors would act as teaching assistants to faculty members and facilitate conversation through a group listserv prior to the students’ arrival at Penn.

Ensuring a Supportive Environment

In order to inspire cultural change that will help reduce alcohol abuse, students must feel that they are supported by the University, are encouraged to take responsible actions and are understood to be critical stakeholders in the consultative process. Recommendations to achieve that end include:

1. A student seeking alcohol-related medical assistance and/or a friend who accompanies him/her should not receive a citation. In addition, to ensure that students will not hesitate to seek medical assistance when necessary, the University policy must be clearly written and well publicized.
2. Alcohol and Drug policy from The Pennbook page 23, section C, should be modified as follows:
   “In cases of intoxication and/or alcohol poisoning, the primary concern is the health and safety of the individual(s) involved. Individuals are strongly encouraged to call for medical assistance for themselves or for a friend/faculty member who is dangerously intoxicated. No student seeking medical treatment for an alcohol or other drug-related overdose will be subject to University discipline for the sole violation of using or possessing alcohol or drugs. This policy shall extend to another student seeking help for the intoxicated student.”
3. No student seeking medical treatment for an alcohol or other drug-related overdose will be subject to University discipline for the sole violation of using or possessing alcohol or drugs.
4. To consolidate the education, counseling, and treatment of alcohol-related issues, the position of Alcohol Coordinator should be created. This position should provide a confidential source to address all areas of concern related to alcohol and other drugs, to integrate policy and to enhance approaches to student education and treatment of alcohol-related problems. The Coordinator should also consult with the University police, discipline officers, HUP’s ER, Student Health and CAPS about the effective integration of relevant policies, enforcement and education.
5. The role of faculty and staff must be reevaluated to ensure the student/faculty/staff relationship is not jeopardized. The primary responsibility of faculty and staff should be toward helping students rather than policing them, specifically in alcohol-related situations. Our College Houses, as well as our classrooms, must allow flexible solutions that will not compromise faculty, staff and student relationships.
6. A standing Alcohol Rapid Response Team should be constituted to advise the President and Provost on outstanding aspects of implementation that remain, with issues of interpretation of intent, and with any urgent, new issues related to alcohol abuse as they may arise.

7. The Alcohol Rapid Response Team may coordinate its efforts or seek advice from the existing University Alcohol and Other Drug Task Force and from other relevant constituencies as appropriate.
Responsibility and Accountability

Individual Responsibility and Accountability

With the understanding that alcohol education will be ongoing, and that forums encouraging dialogue among Penn students will be more available and more widely attended, the University must reinforce its commitment to the following:

1. Recognition that the primary concern in this area, as in all others, is for the health and welfare of our students and the University community.
2. Acceptance and enforcement of University regulations regarding alcohol use on campus and support for full enforcement of local, state and federal regulations on and off-campus. Monitors should be easily identifiable by event participants and should be primarily concerned with circumstances that might have an impact on health and safety.
3. Assurance that violations of these regulations will result in adverse consequences consistent with policies of the University and its disciplinary processes. The University will also support enforcement of all relevant local, state and federal laws.
4. Adverse consequences will be consistent and specific and should appropriately escalate for students who repeatedly violate University regulations.
5. Counseling and education will go hand-in-hand with adverse consequences in the context of alcohol violations. Both should escalate simultaneously with adverse consequences for students who repeatedly violate University regulations.
6. A personal responsibility statement should be developed that students would sign prior to their matriculation at Penn.

Group Responsibility and Accountability

While the decision to use alcohol is ultimately an individual one, we recognize that the providers of alcohol must share responsibility for the problem and the need to change their practices if an important change in campus culture is to occur. With this in mind, the working group recommends that:

1. All organizations hosting alcohol-related events, either registered or unregistered, recognize their explicit and collective responsibility for violations of University alcohol policy or of local, state or federal laws that take place at, or as a consequence of, their events.
2. Each student organization having more than 10 members and recognized by DRIA, OFSA, SAC, OSL or the College Houses will have at least one member, in addition to the organization’s leader or president, educated with regard to alcohol abuse policy and able to provide referrals. Failure to meet this requirement could lead to a loss of University recognition.
3. All violations of alcohol policy during a sponsored event will result in appropriate censure of the sponsoring organization. The current violation review system should be reorganized to create a definitive hierarchy involving the IFC, OFSA, OSC, CHAS and Residential Violations Review Board.
4. University alcohol regulations apply to group and individual behavior at both on- and off-campus, registered and non-registered events, in addition to any local, state or federal laws that may be applicable.
5. Students will be encouraged to develop creative ways to congregate without alcohol, which could range from parties with live music to movie nights to cultural events in West Philadelphia and Center City, for example. Organizations should apply to VPUL for supplemental funding for such events.

Minimizing Risk

The goal of policies regarding alcohol abuse is to encourage students to make responsible decisions about the use of alcohol, to control the volume and nature of alcohol products available and, ultimately, to reduce the risk of alcohol-related incidents that pose a threat to the health and welfare of students and colleagues.

1. Through further discussions with students and faculty leaders, the definition of a registered undergraduate event should be clarified and broadened.
2. Hard alcohol will be banned at all registered on-campus undergraduate events. Hard alcohol will be allowed only at third-party vendor events, placing hard alcohol with its relatively higher risk potential in a lower-risk environment.
3. Alcohol distribution at all registered undergraduate events will end at 1 a.m.; events may continue until the currently mandated 2 a.m. closing time. Both host and University monitors will share responsibility for enforcing this policy.
4. In order to reduce the risk of excess available alcohol, the University will adopt a BYOB policy to be enforced for all on-campus registered undergraduate alcohol-related events.
5. Personal limit will be one six-pack of beer or equivalent per person over 21 years of age.
6. Organization members may personally pre-purchase alcoholic beverages at the same limit of one six-pack of beer or equivalent per of-age member.
7. For all registered events, either on-campus or off-campus, bartenders will be external to the host organization and at least 21 years of age. The University will develop and support a mechanism for providing an adequate number of trained individuals.
8. All registered events will require non-alcohol consuming monitors identified by the host organization, in a ratio of 1:50 to total expected guests. Monitors must be registered prior to the event. The host monitors should be easily identifiable by event participants and should be primarily concerned with circumstances that might have an impact on health and safety.

Expanded Social Options

In order to help shape a new campus culture, Penn students must lead the way and work closely with University faculty and staff to help create more varied social options. These options should not be seen as “alternatives” to drinking, but rather as intrinsically appealing options for socializing. Recommendations include:

1. Late night, weekend and early morning programs should be expanded to offer more and varied social events throughout the week, particularly from 10 p.m. to 2 a.m.
2. Social options on and near campus should be increased such as movies, bowling, pool halls and a videostore that remain open until 2 a.m.
3. Retailers like Eat at Joe’s that are open past 2 a.m. should be cultivated to provide more social options every night of the week. On-campus restaurants should serve food to any student, regardless of age, throughout their evening open restaurant hours.
4. A late-night, alcohol-free music club should be established on or near campus.
5. Late-night intramural athletic and recreation opportunities should be increased.
6. Intercollegiate recreational and athletic events should be aggressively marketed to increase student attendance.
7. The University should facilitate greater collaboration with the City of Philadelphia, utilizing programs such as the new “Penn and Philadelphia” initiative. These programs serve to better market the City of Philadelphia’s cultural and social options to Penn students and to make available better information about city services such as SEPTA.
8. The University should be strategically creative as it plans the comprehensive renovation of the College House system. Plans should include the creation of additional recreation space and common spaces that can be utilized for coffee houses, pool halls, music rooms, or other spaces that can remain open until at least 2 a.m.
9. A marketing strategy should be developed to promote the Perelman Quadrangle and other student facilities as a focus of student activity.

Recommendation for Immediate Implementation

The Working Group on Alcohol Abuse strongly recommends that a WGAA Action Team be formed as soon as these recommendations have been reviewed and accepted by the President in order to move forward with implementation on those items that can be put into place by the new academic year.

The Working Group on Alcohol Abuse submits its recommendations to President Rodin on April 26, 1999.

Robert Barchi, Provost (Chair)
Richard Adzei, Vice President, Big-C
Samara Barend, Chairperson, Committee for Tangible Change
Michael Bassik, Treasurer, UA
Herman Beavers, Director, Afro-American Studies
Associate Professor, English
David Brownlee, Director, Office of College Houses and Academic Services
Faculty Master, Harnwell College House, Professor, History of Art
Valarie Swain-Cade McCoullum, Vice Provost for University Life
Peter Conn, Chair-Elect, Faculty Senate, Faculty Director, Civic House
Bill Conway, Chairperson, UA
Andrew Exum, Executive Vice President, IFC
Steven Fechheimer, IFC Judicial Manager
Elizabeth Genus, freethinking Goldberg College House
Michele Goldfarb, Director, Office of Student Conduct
Rebecca Iverson, President, Panhel
Michael Kraver, Former President, SAM
Megan MacDonald, President, DART
Mark Metzl, President
Phil Nichols, Faculty Master, Stouffer College House, Associate Professor, Legal Studies
Melanie Redmond, House Manager, DuBois College House
Jed Ryan, Member, Penn Drinking Project, Tri-Captain, Men’s Basketball
John Ford, President, IFC, Former President, Phi Kappa Sigma
Sanjay Udani, Member, GAPSA
Nancy Nowicki, Executive Director of External Affairs, Office of the Provost
Valarie Swain-Cade McCoullum, Vice Provost for University Life
Nancy Nowicki, Director, Office of External Affairs, Office of the Provost
Hamilton Village: An Overview of Renewal Plans

The Olin Partnership of Philadelphia, the firm of planners and landscape architects hired by the University to review campus development, has shared its initial findings on Hamilton Village with the consultative committee of students, faculty and staff advising the University on this large segment of the Housing and Dining Renewal Project. The findings were approved at the consultative committee meeting on April 15.

Olin, headed by Penn professor Laurie Olin, has determined that the goal of adding 1000 bed spaces to the College House system can be achieved by the construction of low-rise buildings organized to create a series of intimate quadrangles that are amicable in scale with the neighborhood. The firm based its calculations on a typical four-bedroom apartment, the preference of most students, which allows for 300-350 square feet per person. The next step will be the selection of one or more architects to design the new buildings and oversee the renovation of all the existing high-rise and low-rise residential buildings. Six internationally recognized architectural firms (were scheduled to visit April 23-25) to submit plans for the northwest quadrant of Hamilton Village.

The final selection of architects will take place this summer, after the committee and University community have thoroughly reviewed all submissions. This large, multi-year commission may be divided among several of the firms, with the goal that all College Houses—historic and new—will be distinctive in design and character.

With the continued support of the Hamilton Village committee, as well as subcommittees established for each College House, design development for the first new construction will take place next fall and winter. Construction of approximately 700 new beds is set to begin in the summer of 2000, to be completed in time for occupancy in September 2002. The new construction will serve, for approximately five years, as swing space for each of the present College Houses (excluding the Quadrangle, where construction will be limited to the summer months) as they are taken out of service for a year of renovation. The entire project is expected to require a decade.

A notable part of the renovation may be the construction of one or two-story “skirts” around the bases of Hamilton, Harnwell, and Harrison College Houses. These additions could provide generous new public spaces, and they are likely to moderate the current wind tunnel effect. Plans for renovation and expansion of the Class of 1920 Commons will also be considered during the first part of this campaign, with the intention of creating individual dining rooms for each of the College Houses in Hamilton Village.

Hamilton Village Committee

- Douglas Berger, Director, Department of Housing and Conference Services
- Jennifer Bible, Graduate Associate, Hamilton College House
- Tom Boulac, Undergraduate, Residential Advisor, Harrison College House
- David Brownlee, Director, College Houses and Academic Services
- Sonia Elliott, House Dean, DuBois College House
- Jennifer Jong, Undergraduate, Residential Advisor, Hamilton College House
- Robert Lucid, Faculty Master, Gregory College House
- Philip Nichols, Faculty Master, Stouffer College House
- Sue Smith, Associate Director, College Houses and Academic Services

In their opening reports at Wednesday’s meeting of the University Council—the last for this academic year—the President and the Provost highlighted two topics that are presented for comment in this issue. President Rodin asks for comment by June 30 on the recommendations of the Working Group on Alcohol Abuse [pp. 4-5], and Provost Robert Barchi asks for comment by June 4 on the proposal for a Center for Cognitive Neuroscience [see center].

PPSA Chair Terri White announced that the May 20 election meeting will also feature a presentation on professional development.

The A-3 Assembly’s Chair Donna Smith announced forthcoming elections [see left].

Penn’s Way: In response to query, President Rodin outlined the administration’s decision on the conduct of next year’s workplace campaign, Penn’s Way. There will be a combined campaign with one tear-apart form for channeling donations to United Way and/or non-United Way groups, the latter presumably through the Center for Responsible Giving. And, in a return to “the spirit of the April 1991 referendum,” the University will again create a network of school and center volunteers to help conduct the campaign, she said. (More on this in a future issue.)

Budget Report: In her report on the budget, President Rodin used 1998-99 operating figures to show the shape of the budget in relation to priorities it is designed to support. The text of her slide presentation, and most of the graphics used in the presentation, appear in this issue [starting at right, past the pullout section on Cognitive Neuroscience].

Campus Planning: Provost Robert Barchi’s slide presentation fleshed out recently published reports (Almanac April 6 and 13) on the formation of a campus development plan and committee, reminding that they will not commit specific sites or assign building use but will provide the framework for such decisions. In response to query, he noted that safety and security are among the planning considerations. He said the plan will apply to the work of the Olin firm and it sets the context for visiting architects invited to submit plans for Hamilton Village [see left].

1999-2000 Agenda: Among topics proposed for next year’s Council are follow-up reports stemming from two March 24 discussions: issues in personal safety raised by women students in the fall Forum Meeting; and topics in minority presence not yet addressed but pointed out on March 24—notably financial aid; Latino presence; and continuing study of Asian issues.

Server Disconnection: Although Council did not have a quorum, Dr. Martin Pring asked the Provost to act soon on the proposal of the Communications Committee for a University policy that specifies conditions and disconnection of servers found to have been invaded by hackers (Almanac April 20). From the floor, a member suggested promulgation of the safeguards recommended in a companion piece by David Millar of ISC.

International Programs: Dr. Eric Weinberg reiterated a plea to improve amenities for foreign students and scholars, one of the recommendations in the year-end report (Almanac April 20).

Safety and Security: City delays in building bike paths that were approved some time ago was a highlight as Dr. Sean Kennedy summarized his year-end report (Almanac April 20.)

Budget presentation: past insert
The goals and strategies that drive the budget are grouped just below, and pie charts on this page show how funds are spent, while displays on the next page indicate sources of income. At right: Academic expense is 45% of the total budget. Below right, the series of pies shows (a) that compensation accounts for 54% of expense; (b) that the bulk of spending is done through the schools; and (c) the breakdown by schools. Note: All tables, graphs and charts, and text blocks featuring bullets (*) are from Dr. Rodin’s slides. Text blocks in italics have been added from notes.

Nine Goals of Penn’s Agenda for Excellence

• Attain comprehensive excellence and secure Penn’s position as one of world’s premier research and teaching universities.
• Secure greater research funding and new sources of support.
• Restructure, improve and cut costs of administration.
• Invest in strategic master’s and continuing education programs that can generate revenue.
• Enhance government and community relations programs essential to Penn’s best interests.
• Increase Penn’s international reach and global perspective.
• Creatively deploy new technologies.
• Effectively communicate Penn’s contributions to the media and the University’s various constituencies.
• Raise the funds required to support Penn’s strategic goals.

Six Academic Priorities—Agenda for Excellence

• Life Sciences, Technology & Policy
• American & Comparative Democratic & Legal Institutions
• Management, Leadership & Organizations
• The Humanities—Meaning in the 21st Century
• The Urban Agenda—Penn in Philadelphia
• Information Science, Technology & Society

How the University’s Budget Supports the Goals and Priorities of the Agenda for Excellence

• Provost and Deans work together to develop School budgets that maximize level of resources available for investment in strategic goals and priorities.
• Executive Vice President and Vice Presidents work together to develop Central Service Center budgets that maximize level of resources available for investment in strategic goals and priorities.
• Limited central resources—e.g., Subvention, Research Facilities funding, Facilities Renewal Program funding—are directed wherever possible towards investments in the Schools that support their most important goals and priorities and the Agenda for Excellence.

Penn’s Financial Planning Approach

• The University engages in strategic long-term financial planning.
• New programs, priorities and initiatives are discussed and planned long before they are included in the annual University operating budget.
• Consultation occurs through the Academic Planning & Budget Committee and in other forums.
• New initiatives that will be implemented and budgeted in Penn’s Fiscal Year 2000 budget have been identified and publicized already—during the current year or prior years.

Examples of Strategic Initiatives in Penn’s FY 2000 Budget

• American/Democratic Institutions—new Political Science faculty appointments
• Computer and Information Science—new faculty/facilities (IAST II)
• Management—Huntsman Hall—new facilities to support new approaches to management education
• Undergraduate Experience: College Houses—Quad Renovation/Expanded Living Learning Programming
• Undergraduate Experience: Experimental College/Expanded Freshman Seminars
• Undergraduate/Graduate Experience: Opening of Perelman Quad (Houston, Irvine, Silfen)
• Undergraduate Experience: Recreation—Pottruck Health & Fitness Center/Bower recreation field/Murphy baseball field
• Quality of Life/Neighborhood Initiatives: Hamilton Square; Westside Common
• Life Sciences: Opening of BioMedical Research Building (BRB) II-III
• Undergraduate and graduate financial aid increases
At right, the sources of revenue for the Academic Budget. A related pie chart, not reproducible here, showed that only 49% of income is discretionary (from tuition, investment income, and gifts)—but much of it only technically so, Dr. Rodin pointed out. Tuition and fees, the largest slice of the income pie, will rise less in the coming year than they did in the current one, according to the planning parameters (below) being used for preparation of the 1999-2000 budget. Details on tuition and overhead income are farther below on this page, and Penn’s endowment is shown on the page opposite.

**Budget Planning Parameters**

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<td>Undergrad &amp; Grad Group Tuition</td>
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<td>General Fee</td>
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<td>Spending Rate under Spending Rule Policy*</td>
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(*3-year average lagged 1 year)

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**Peer Institution Undergraduate Charges Comparison**

<table>
<thead>
<tr>
<th>Institution</th>
<th>1999-2000 Total</th>
<th>% Change vs. 1998-99</th>
<th>Tuition &amp; Fees</th>
<th>Room &amp; Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brown</td>
<td>$32,280</td>
<td>3.9%</td>
<td>$25,166</td>
<td>$7,094</td>
</tr>
<tr>
<td>Harvard</td>
<td>32,164</td>
<td>3.3%</td>
<td>24,407</td>
<td>7,757</td>
</tr>
<tr>
<td>Chicago</td>
<td>32,069</td>
<td>3.7%</td>
<td>24,234</td>
<td>7,835</td>
</tr>
<tr>
<td>Georgetown</td>
<td>31,988</td>
<td>3.6%</td>
<td>23,295</td>
<td>8,693</td>
</tr>
<tr>
<td>Dartmouth</td>
<td>31,983</td>
<td>3.8%</td>
<td>24,774</td>
<td>7,209</td>
</tr>
<tr>
<td>Yale</td>
<td>31,940</td>
<td>2.9%</td>
<td>24,500</td>
<td>7,440</td>
</tr>
<tr>
<td>M.I.T.</td>
<td>31,900</td>
<td>3.6%</td>
<td>25,000</td>
<td>6,900</td>
</tr>
<tr>
<td>Duke</td>
<td>31,839</td>
<td>3.2%</td>
<td>24,751</td>
<td>7,088</td>
</tr>
<tr>
<td>Cornell (End.)</td>
<td>31,675</td>
<td>4.1%</td>
<td>23,848</td>
<td>7,827</td>
</tr>
<tr>
<td>Princeton</td>
<td>31,599</td>
<td>3.5%</td>
<td>24,630</td>
<td>6,969</td>
</tr>
<tr>
<td>Penn</td>
<td>31,592</td>
<td>3.7%</td>
<td>24,230</td>
<td>7,362</td>
</tr>
<tr>
<td>Johns Hopkins</td>
<td>31,530</td>
<td>3.9%</td>
<td>23,660</td>
<td>7,870</td>
</tr>
<tr>
<td>Washington U.</td>
<td>31,357</td>
<td>5.5%</td>
<td>23,634</td>
<td>7,723</td>
</tr>
<tr>
<td>Stanford</td>
<td>31,085</td>
<td>4.1%</td>
<td>23,214</td>
<td>7,881</td>
</tr>
<tr>
<td>Northwestern</td>
<td>30,413</td>
<td>4.2%</td>
<td>23,566</td>
<td>6,847</td>
</tr>
</tbody>
</table>

Note: Columbia has not yet announced student charges.

**Rate of Tuition & Fee Growth: A 20-Year History**

Tuition (above and above left)

In the early 80s Penn’s tuition & fee increase figure spiked to 15.9%, then took a jagged but largely downward path to arrive at this year’s increase figure of 4.2%. This makes Penn’s increase the lowest of the Ivies that have so far reported their increases for 1999-2000.

Research Overhead Recovery (left and below)

When a research grant is funded, it comes in two parts: the direct support of the work, plus a percentage called “indirect cost recovery,” to pay for the rise in overhead costs such as electricity, maintenance, and the like. As shown in the Budget Planning Parameters at the top of the page, the base rate is expected to decrease from 59.3% in the current year to 58.5% in 1999-2000. At Council, Dr. Peter Freyd asked if it is true that the University actually loses money on some sponsored research and Dr. Rodin replied that this is so. She said efforts are being made in Washington to rectify this.

**Federal Indirect Cost Recovery Rate by Fiscal Year**

---

**FY 1999 Academic Budget Total Revenue by Source**

Total = $1.284 Billion

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**Sponsored Project Activity by Fiscal Year**

Total Awards Received ($000)

---

**Total Indirect Cost Recovery by Fiscal Year**

($000)
Endowment
Penn ranks high among the nation’s major institutions, President Rodin showed at Council with the first of the two tables above. But, moving to the second table, she said the endowment per student is the figure that presents a challenge. Income on investments is one of the discretionary slices in the revenue pie chart on page 8. In the Budget Planning Parameters shown there, the Spending Rule Policy set by Trustees permits spending each year from endowment earnings an amount equal to 4.7% of the three-year average market value of the endowment, lagged one year. Dr. Rodin’s coda:

How Penn is Achieving its Goals in Light of Serious Fiscal Constraints

- Efficiency: Both in Central Service Centers and in administration of Schools
- Development: Ambitious, successful, focused fundraising in support of goals and priorities of the Agenda for Excellence
- University/Private Sector Partnerships: Getting others to spend their money to do things Penn needs so that our own resources can be spent on core academic priorities

More on Budget: The University’s budget year begins July 1. The budget for FY2000 will be reviewed and approved by the Trustees at their June 18 Stated Meeting. Copies of the FY2000 budget will be available from the Budget Office (898-6631) after the meeting.

Top Twenty Endowments as of June 30, 1998

<table>
<thead>
<tr>
<th>Institution</th>
<th>Assets ($000)</th>
<th>($/Student)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Harvard University</td>
<td>13,019,736</td>
<td>875,321</td>
</tr>
<tr>
<td>Texas System, University of</td>
<td>7,647,309</td>
<td></td>
</tr>
<tr>
<td>Yale University</td>
<td>6,624,449</td>
<td>612,015</td>
</tr>
<tr>
<td>Princeton University</td>
<td>5,582,800</td>
<td></td>
</tr>
<tr>
<td>Emory University</td>
<td>5,104,801</td>
<td></td>
</tr>
<tr>
<td>Stanford University</td>
<td>4,559,066</td>
<td>348,579</td>
</tr>
<tr>
<td>California, University of</td>
<td>3,455,743</td>
<td>346,028</td>
</tr>
<tr>
<td>Northwestern University</td>
<td>2,527,871</td>
<td></td>
</tr>
<tr>
<td>Chicago, University</td>
<td>2,359,358</td>
<td></td>
</tr>
<tr>
<td>Michigan, University</td>
<td>2,303,054</td>
<td></td>
</tr>
<tr>
<td>Notre Dame, University of</td>
<td>1,766,176</td>
<td></td>
</tr>
<tr>
<td>Vanderbilt University</td>
<td>1,539,242</td>
<td></td>
</tr>
<tr>
<td>Dartmouth College</td>
<td>1,519,708</td>
<td></td>
</tr>
</tbody>
</table>

**HUMAN RESOURCES**

In light of the current crisis in Kosovo, the University is publishing its guidelines on military leaves for Penn faculty and staff. The full Military Leave Policy can be accessed via the Division of Human Resources web site at www.hr.upenn.edu/policy/policies/611.htm.

Military Leave Guidelines

**Excerpts from Policy No. 611, Military Leave**

The University grants up to four (4) years of time off without pay for faculty and regular staff members (including staff covered by collective bargaining agreements*) who are called to or volunteer for active military duty in accordance with Federal guidelines. (Additional time off may be granted if the Federal government determines that an additional period of service is needed.) The employee is eligible to use any unused paid time off prior to beginning the military leave without pay. Also, the employee may use the ten (10) paid work days per fiscal year granted for annual military training or duty, provided that this time has not been used during the current fiscal year.

The employee’s University department is committed to return the faculty or staff member to active University status in the same or comparable position, pay grade and salary within the department at the end of the military leave if the employee meets the following conditions:

- The employee is employed in a faculty or regular staff position and would not have been subject to position discontinuation if employment had not been interrupted by military service.
- The employee presents to his/her supervisor, department head or other University designee, a certificate of discharge or reenlistment or letter of intent to return to the University for annual military training or duty, provided that this time has not been used during the current fiscal year.
- The employee’s University department is committed to return the faculty or staff member to active University status in the same or comparable position, pay grade and salary within the department at the end of the military leave if the employee meets the following conditions:

Steps to Follow for Faculty or Regular Staff Members Called To or Volunteering for Active Military Duty:

- Provide supervisor or department head with a copy of the military orders and determine last day of work.
- Discuss with supervisor or department head whether any paid time off or annual military training leave will be used prior to beginning the unpaid military leave.
- Give your supervisor or department head an address to which any essential mail should be forwarded.
- Contact the Penn Benefits Center at 1-888-736-6236 to discuss University benefits continuation.
- Contact Division of Human Resources, Staff and Labor Relations, at 898-6093 for any questions about the Military Leave Policy.
- Notify, in writing, your supervisor, department head or other designated University official of your intent to return to work within 90 days of honorable discharge from active military service or within one year from active military service if hospitalized after discharge. You should include in this correspondence a copy of your certification of discharge or release.

Steps to Follow for Supervisors or Department Heads if Faculty or Regular Staff Members Give Notice of Being Called To or Volunteering for Active Military Duty:

- Obtain a copy of the military orders.
- Notify the faculty or regular staff member that they are eligible for military leave up to four years and determine the last day of work.
- Discuss with the faculty or staff member whether any paid time off or annual military training leave will be used prior to beginning the unpaid military leave. Determine and communicate to individual the last day in pay status.
- Advise individual to contact the Penn Benefits Center (1-888-736-6236) to discuss benefits continuation.
- Get an address from the faculty or staff member where s/he wants any essential mail sent. Ensure that the appropriate changes are made to the faculty or staff member’s record in the Personnel Payroll System (e.g., address, employment status, reason for leave, effective date of leave).
- If a temporary replacement is needed for a regular staff member on military leave, contact the Division of Human Resources at 898-1303 or the respective school/center contact to discuss hiring procedures. Arrangements for faculty members are handled by the Provost’s Staff Conference.

Contact Division of Human Resources, Staff and Labor Relations, at 898-6093 for any questions about the Military Leave Policy.

— Division of Human Resources
Invitation to a Penn Picnic—
and an Opening Night Special

Dear Colleagues,

The Annenberg Center will kick off its 15th Annual Philadelphia International Children’s Fes-
tival Wednesday, May 5, with a special Penn Family Picnic and Opening Night Performance. And we’d be delighted if you, your children or grandchildren, and their friends could join us.

The evening will include a 6 p.m. picnic of hot dogs, soda, ice cream, music, juggling, and bal-
loons on the Annenberg Center Plaza, followed by a 7:30-minute performance beginning at 7:30 p.m. in the Zellerbach Theatre. The showcase will feature four ensembles/artists from this year’s Festival: the dazzling Black Umfolosi from Zim-
babwe; the hilarious Potato People from Canada; the audacious master clown Gail LaHoye; and the ever popular folk singer Sally Rogers.

Running from Wednesday, May 5 through Mother’s Day May 9, this year’s Festival will include a broad range of performances by artists from around the world, plus some wonderful outdoor activities, including a crafts fair where kids can make their own special Mother’s Day gifts. Full details appear in the Festival brochure, available in our lobby and through our Box Office.

To encourage campus-wide participation, we are pleased to offer the Penn community specially discounted $5 tickets to the Opening Night Performance (otherwise priced at $9), along with free admission to the Penn Picnic. To order your tickets for this—or any of the Festival’s 50 other performances—please stop by or call our Box Office at 898-3900, between noon and 6 p.m.

I thank you for your interest and look forward to greeting you, your families, and friends at the 15th Annual Philadelphia International Children’s Festival.

—Michael Rose, Managing Director, Annenberg Center

‘Town & Gown’ Tour: May 9

The University City Society’s 1999 house tour on Sunday, May 9, is the first in a series of University City “Town and Gown” Tours, the Society’s Timothy Wood has announced—and on it will be a number of Penn’s distinctive sites including the Presbyterian Church of Independence Hall; the onetime Chaplain’s home that is now Kelly Writers House; and the Rotunda, originally a Christian Science Church but now an activities space alongside the Sundance cinema site.

Also on the tour are several private homes on the edge of campus and a number of off-campus historic properties including The Restaurant School—a Philadelphia culinary institution famous for its part in the “restaurant renaissance,” set in one of the oldest homes in the neighborhood.

The self-guided walking tour runs from 1 p.m. to 5 p.m., with refreshments. Proceeds benefit area restoration efforts, including Calvary Church at 48th and Baltimore.

Tickets are $20 each, available in advance from Philadelphia Open House, 313 Walnut St., Philadelphia 19106 (215) 928-1188) or, on the day of the tour, at The Restaurant School, 4207 Walnut Street starting at 12:30 p.m. Parking is available there.

For information on the UC Historical Society, the web site is www.libertynet.org/uchs.

Alumni (and Faculty/Staff) 5K Run (or Walk): May 15

The 21st Annual Alumni Run is sponsored by the Penn Alumni Society and the Department of Recreation for Penn affiliates of all ages. It is a 5,000 meter (3.1 mile) race and walk through campus beginning at 9 a.m.; the start and finish is Hamilton Village at 39th and Locust Walk. Race registration opens there at 7:45 a.m.

An awards ceremony will be held at 10:30 a.m. at the registration area. The Class of ’74 Champion’s Bowl will be presented to the top male and female finishers. The Dr. Willis Cummins Medallion of Merit Award will be presented to the top 10 male and female runners as well as the top 3 finishers in each of the race categories listed. There will be no duplication of awards, except in the case of placing as one of the 10 Top Overall male and female runners. Each participant must choose only one race category.

Awards: 5K Run—1st overall male/female; top 10 male/female; top 3 finishers for each class year male/female; top 3 finishers faculty/staff age groups male/female; top 10 finishers for spouses male/female; top 10 finishers for children.

Entry Fee: $12, pre-registered by May 10. $15, race day registration. Official entry forms are available at Gimbel and Hutchinson Gyms.

Pre-Registration: by mail (postmarked by May 10) to 21st Annual Alumni Run/Walk, c/o Department of Recreation, Hutchinson Gym, University of Pennsylvania, 220 S. 33rd Street, Philadelphia, PA 19104-6535. Please make checks payable to Trustees of University of Pennsylvania. Mail-in entrants may pick up their race number on the day of race at the “Pre-Registration” table.

Commemorative “1999 21st Annual Alumni Run/Walk” T-shirts will be given out on race day to all pre-registered entrants. Entrants who register on race day are not guaranteed a T-shirt.

A Museum First: Virtual Dig

The first simulated archaeological exca-
vation has been developed by Dr. Harold L. Dibble, a curator at the University Museum and professor of anthropology at Penn, in conjunction with Dr. Shannon P. McPherron of the Bishop Museum and Dr. Barbara Roth of Oregon State University. Virtual Dig, their combination of workbook and CD-ROM functions as a “virtual field school” for students and others. Based on excavations at the Middle Paleolithic site of Combe-Capelle in France, the exercises in-
cluded in Virtual Dig ask students to access the CD’s database to analyze and interpret findings. Virtual Dig is a PC compatible CD-
ROM is available ($39.95) from Mayfield Publishing 1-800-433-1279.

UCHS Plant Sale: May 6-8

University City High School is holding its third annual community plant sale from May 6 through 8. This student-run sale was created in conjunction with the Center for Community Partnerships and funded by a grant from the Goldsmith Foundation. The sale responds to a need in the community for locally available gardening supplies with the long-term goal of establishing a more permanent student-run store on the high school campus.

This year, in addition to the student entrepre-
neurial venture of selling gardening supplies on consignment, the sale will feature hundreds of flower, vegetable and herb plants all grown by the students themselves in the UCHS greenhouse as part of their course work. And, as an added feature this year, the entrepreneurial team from Drew Elementary’s fruit and vegetable stand will be open for business May 6 and 7.

For more information on the Plant Sale, contact graduate student coordinator Tamara Sniad at 735-1443 or sniad@dolphin.upenn.edu.

—Center for Community Partnerships

HELP WANTED

Research Coordinator $24,000-$42,000; perform program planning; develop & coordinate databases; conduct training in-services; implement scientific protocols. Contact Sheila Pasapathy at spasapath@mail.med.upenn.edu for details.

Research Secretary: Howard Hughes Medical Institute is seeking a part-time Research Secre-
tary for one of its scientists at the University of Pennsylvania. Responsibilities include assist-
ing with preparation and submission of manu-
script for publication; locating and xeroxing journal articles/books; file maintenance and or-
ganization; mail distribution; travel administra-
tion; handling information flow between the host institution and HHMI Office of Administrative Services; assisting with preparation of slides; and performing a variety of other administrative functions.

Requirements include excellent organizational, communication, and typing skills. Macintosh computer skills, and previous office experience in an academic or medical research environment are preferred. HHMI offers a competitive salary and an excellent benefits package. Please send a resume including salary requirements to: Dr. Amita Sehgal, HHMI/Univ. of PA School of Medicine, OR5, RM. 405, 415 Curie Blvd., Phila-
delphia, PA, 19104-6148, EOE.

THERAPY

Shari D. Sobel, Ph.D., Psychotherapy (215) 747-0460.

To place a classified ad call (215) 898-5274.
The Philadelphia Revels perform traditional songs and dances to celebrate May Day and Mother's Day on Sunday, May 9 from 2 until 4 p.m. at the Morris Arboretum during the Annual Plant Sale.

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 April 19, 1999 through April 25, 1999. Also reported were Crimes Against Property: 35 total thefts & attempts (including 5 thefts of bicycles & parts, 2 thefts of auto (& attempts), 5 thefts from autos (& attempts)) 2 incidents of trespassing & loitering, and 2 incidents of criminal mischief & vandalism. Full reports on the Web [www.upenn.edu/almanac/v45/pdf/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 April 19, 1999 and April 25, 1999. 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:
Simple assaults–1; Threats & harassment;2–
Indecent exposure & lewdness–1

4/4/99 9:41 AM 3744 Spruce
Store employee reports being assaulted

4/22/99 12:45 PM Science Center
Unwanted phone calls received

4/23/99 5:36 PM 138 S. 34th St.
Male exposing self

4/25/99 1:04 AM Sansom East
Unwanted calls received

38th to 41st/Market to Baltimore:
Simple assaults–3; Threats & harassment–2

4/21/99 12:21 AM 4035 Baltimore
Complainant assaulted by roommate

4/24/99 9:06 AM Mayer Hall
Ongoing harrassment by telephone

4/25/99 3:28 AM 313 S. 41 St.
Complainant struck during party

4/25/99 8:54 AM Pi Beta Phi
Unwanted calls received

41st to 43rd/Market to Baltimore:
Robberies (& attempts)–2

4/20/99 1:00 AM 42nd & Pine
Complainant robbed by 2 males in car

4/22/99 3:07 AM 42nd & Walnut
Cash taken from register

Crimes Against Society

34th to 38th/Market to Civic Center:
Disorderly conduct–1

4/23/99 3:47 PM Quad Office
Male cited for disorderly conduct

38th to 41st/Market to Baltimore:
Alcohol & drug offenses–1

4/20/99 1:54 AM 4039 Chestnut
Male found in possession of drugs/Areast by Phila. Police

30th to 34th/Market to University:
Disorderly conduct–1

4/23/99 2:40 AM 34th & Walnut
Suspect cited for disorderly conduct

18th District Crimes Against Persons

9 incidents and 2 arrests (6 aggravated assaults and 3 robberies) were reported between April 19, 1999 and April 24, 1999 by the 18th District covering the Schuylkill River to 49th Street and Market St. to Woodland Avenue.

04/19/99 11:37 AM 5100 Walnut
Aggravated Assault/Arrest

04/19/99 10:04 AM 4444 Sansom
Aggravated Assault

04/19/99 3:07 AM 4525 Walnut
Aggravated Assault

04/20/99 11:12 AM 4914 Walnut
Aggravated Assault/Arrest

04/20/99 12:55 AM 4200 Osage
Robbery

04/22/99 12:48 AM 4624 Walnut
Aggravated Assault

04/22/99 4:10 AM 4201 Walnut
Robbery

04/24/99 12:19 AM 5118 Sansom
Aggravated Assault

04/24/99 12:02 AM 634 48th St.
Robbery

UPDATE MAY AT PENN

READINGS

6 University Reading and Writing Group; led by published writers, group reads from their own works and discusses an assigned reading; 6:30-8:30 p.m.; Penn Bookstore (Bookstore).

TALKS

5 Operative Communities? The Jewish Question in France from Durkheim to Levinas; speaker Zev Sternow, Hebrew University; 7:30-8:30 p.m.; Ballroom, Penn Tower Hotel (French Institute for Culture and Technology).

10 MHC Class I and II-Restricted Tumor Antigens for Cancer Vaccine Development; Rongfu Wang, National Cancer Institute; Bethesda, MD, 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

13 Multicomponent DNA Vaccines and Their Application to HIV-1; David Weiner, pathology and laboratory medicine; 3-4 p.m.; Austrian Auditorium, CRB (Center for AIDS and HIV Research).

Note new date and time; had been set for May 6.

DEADLINES: The deadline for the Update At Penn is a week before the date of publication; the Update in the May 11 issue will cover May 11-26. The deadline for the Summer At Penn calendar is May 11.
Alumni/Faculty Exchanges  
Members of the University are welcome to attend the annual exchanges taking place Friday and Saturday, May 14-15, as part of Alumni Weekend. A full schedule of these exchanges is in May at Penn (Almanac April 27), on the web at www.upenn.edu/almanac.

Baccalaureate Service  
Sunday, May 16  
First District Plaza, 38th and Market Streets, 3rd floor Ballroom  
Brass Concert—2:15-2:45 p.m.  
Service—3-4 p.m.  
Speaker: Rabbi Gerald I. Wolpe, senior rabbi, Har Zion Temple, Narberth, PA; chairman, Advisory Committee, Center for Bioethics, Penn

Main Commencement  
Monday, May 17  
Franklin Field  
9 a.m.—Gates Open  
9:30 a.m.—Procession Enters Field  
10:15 a.m.—Ceremony Begins  
Speaker: The Honorable Robert E. Rubin, Secretary of the Treasury

Honorary Degree Recipients  
- Dr. Isabella Lagozski Karle, head of the X-ray Diffraction Section, Laboratory for the Structure of Matter, U.S. Naval Research Laboratory; her procedures are used worldwide for molecular structure analysis using electron and X-ray diffraction techniques.  
- Billie Jean King, director, co-founder, Women's Sports Foundation; her procedures are used worldwide for molecular structure analysis using electron and X-ray diffraction techniques.  
- Gerda Lerner, Robinson-Edwards Professor of History Emerita, University of Wisconsin; pioneer in the study of women's history.  
- Dr. Earl R. Stadtman, chief, Section on Enzymes, Laboratory of Biochemistry, National Heart, Lung, and Blood Institute, NIH; pioneer in the field of enzyme regulation.  
For more on the Honorary Degree recipients, see Almanac March 23 and April 6.

***  
For additional information on May 16-17 events, see Commencement Home Page: www.upenn.edu/commencement or call the Commencement Hotline: 573-GRAD.