Potamkin Scholarship at Law School

Robert Potamkin, a graduate of the Law School’s Class of 1970 and chairman of Potamkin Companies, the automobile/office supply/radio station/real estate conglomerate, has endowed the Potamkin Scholarship in honor of A. Leon Higginbotham, Jr. at the University’s Law School with a gift of $250,000. The scholarship will provide financial support to minority law students of exceptional promise or students interested in civil rights who cannot afford the cost of education at the Penn Law School.

“Judge Higginbotham had a great effect on the lives of everyone he touched. And, he had a giant impact on civil rights in this country,” stated Mr. Potamkin. “My goal for this scholarship is to provide support to any exceptional student who wants to study civil rights law, or to any exceptional minority student who wants to study the law. It will be open for students to carry on in the tradition of Judge Higginbotham’s teaching and writing.”

Mr. Potamkin clerked for the esteemed jurist in 1970 on the U.S. District Court, Eastern District of Pennsylvania. Judge Higginbotham, who died in 1998, taught race and social policy as an adjunct professor at Penn Law from 1970 to 1993. He also served as chair of the Law School’s Board of Overseers and, for three decades, as a trustee of the University.

Penn’s Way 2000:
Up 60% Over Last Year

Dear Colleagues:

The Penn’s Way 2000 campaign has concluded and we are delighted to report that the campaign surpassed our goal of $300,000 by nearly 30%! This year over 1600 Penn employees helped raise a total of $388,298 exceeding our goal by $88,298. The amount raised this year represents a 60% increase over last year’s total.

We are extremely grateful to all of those who participated and contributed to this year’s campaign and we salute all of our colleagues at Penn who gave so generously to local charitable organizations. Not only will your gifts make a difference to the organizations of your choice, but the combined contributions of Penn employees through the Penn’s Way Campaign will have a significant impact on serving the enormous needs of our area’s charitable community.

We would also like to acknowledge the efforts of all of the volunteer coordinators and facilitators, many of whom were creative in devising their own strategies to gain greater participation within their units. These people and their volunteer efforts were key to the reinvigoration and success of this year’s campaign. Special thanks go to Marie Witt, Elizabeth Griffin, Jonathan Petty, Steve Gagne, Margaret Smith, Trish A. DiPietra, Barry Stupine, Carla Hultman, and Jim Galbally. We would also like to commend the members of the Advisory Committee whose guidance helped shape the campaign, particularly Rita McGlone, Phyllis Holtzman, Glenn Bryan, Ellen Peskin, Lee Nunery and Duncan Van Dusen. Finally, we would like to thank Barbara Murray, Carol de Fries, and Joan Chrestay for putting together all of the different parts of this campaign and making them work.

More than 1000 of the total participants (or 63%) were entered via their School/Center coordinators or facilitators in the Campaign’s weekly raffles and grand prize drawing. Of this group, 45 Penn employees across the University were winners of our weekly raffles and two lucky participants were awarded the grand prizes, an i-Mac computer and two airline tickets.

As the co-chairs of this year’s campaign, we have enjoyed being a part of such a meaningful effort. We believe that we have learned important lessons this year and are certain that next year’s campaign can be even better and more successful. We would appreciate your suggestions for how the campaign can improve next year. Please feel free to send your recommendations in an e-mail to pennway@pobox.upenn.edu.

–Larry Gross and Carol Scheman, co-chairs, Penn’s Way 2000

Penn’s Way Campaign: 1999 vs. 2000

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Independent Panel: Gene Therapy

William H. Danforth, M.D., chancellor emeritus and vice chair of the board of trustees at Washington University in St. Louis, will serve as chair of an independent review panel that will conduct a comprehensive review of oversight and monitoring of clinical trials at the Institute for Human Gene Therapy at the University, according to President Judith Rodin.

Dr. Rodin announced her intention to appoint a committee of “...distinguished research scientists with a wealth of academic expertise and relevant experience ...” unaffiliated with Penn on January 21, 2000. The committee will report directly to her.

Joining Dr. Danforth on the external review panel are:

• Joseph B. Martin, M.D., Ph.D., Dean of the Faculty of Medicine, Harvard Medical School;
• Edward J. Benz, Jr., M.D., Sir William Osler Professor and Director of the Department of Medicine, Johns Hopkins University School of Medicine;
• Ilker Verma, Ph.D., American Cancer Society Professor of Molecular Biology, The Salk Institute, La Jolla, California;
• Rochelle Hirschhorn, M.D., Professor of Medicine and Cell Biology and Chief of the Division of Medical Genetics, Department of Medicine, New York University School of Medicine; and
• Daniel Callahan, Ph.D., Director of International Programs, The Hastings Center, Garrison, N.Y.

Dr. Rodin said that the committee will have “...a broad mandate to conduct a comprehensive review of every aspect of IHGT’s procedures for oversight and monitoring of clinical trials.” She spelled out the charges of the external review panel in a letter to the Senate Subcommittee, the full text of which appears on page 8 of this issue.

“We intend for our research programs, particularly those involving human subjects, to meet the highest standards,” Dr. Rodin said. “Nothing less is acceptable.”

Dr. Rodin said that the external review panel is one of two reviews underway at Penn designed “...to achieve this goal and to respond to the important concerns raised by federal regulators.” She said that “...we have been and will continue to be strongly committed to cooperating fully with the FDA, NIH, Congress and any other appropriate body as they review these issues.”

President Rodin had previously appointed a committee of distinguished members of the Penn faculty, chaired by Provost Robert L. Barchi, to review “...carefully and completely ...” all aspects of Penn’s research using human volunteers. She said that the unaffiliated scientists reviewing IHGT’s supervision of clinical trials will operate independently of the University review of research using human volunteers.
From: Larry Gross, Chair, University Council Steering Committee
Date: February 4, 2000
Subject: University Council February 9, 2000 Meeting

At the last University Council meeting held on Wednesday, January 19, 2000, the Committee on Communications proposed a policy on privacy in the electronic environment. Given the level of interest in this policy, University Council will sponsor an open forum for all members of the University Community to participate in discussion of the proposed policy. The meeting will be held tomorrow, Wednesday, February 9, in McClelland Hall, the Quadrangle from 4 p.m. until 6 p.m. and is open to any member of the University Community who wishes to attend, subject to space limitations. Penn ID is required for entrance to the Quadrangle.

Given the many questions raised, the proposed policy was revised. To fully participate in discussion we recommend you review the revised proposed policy on page 3 of Almanac, or on-line at

www.upenn.edu/almanac/between/e-privacy2.html. There also are a number of other documents, including the original draft policy published in the January 11, 2000 issue of Almanac, on-line at

www.upenn.edu/almanac/v46h/v16/e-privacy.html. The Acceptable Use Policy for the Electronic Environment and Safeguarding University Assets also are recommended. Links to these relevant documents have been established on-line from both the original and revised proposed policies.

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 Larry Gross or Executive Assistant Carolyn Burdon, Box 12 College Hall 6303, (215) 898-6943 or burdon@pobox.upenn.edu.

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 Larry Gross or Executive Assistant Carolyn Burdon, Box 12 College Hall 6303, (215) 898-6943 or burdon@pobox.upenn.edu.

Actions Taken by the Senate Executive Committee: Wednesday, February 2, 2000

1. Chair’s Report. Faculty Senate Chair Larry Gross stated that the Chair, Past Chair and Chair-elect of the Faculty Senate had spent much time discussing the University of Pennsylvania Health System and the Institute for Human Gene Therapy among themselves and with the President and Provost. He noted that the next meeting of the University Council on February 9 will have as its major item of business an open forum on the Proposed Policy on Privacy in the Electronic Environment. There are now links to other relevant policies on the Almanac Web site. All members of the University Community are invited to participate in the discussion.

2. Past Chair’s Report on Academic Planning and Budget Committee and on Capital Council. There have been three meetings since the last SEC meeting. On December 7 the committee heard an update on the Penn-assisted pre-k to 8 school and discussed two capital projects: the Pottruck Health and Fitness Center and the Levine Building (IAST-II), new home of the Department of Computer and Information Science. On January 18, the Provost gave an update on the Task Force on Intellectual Property and the Committee on Human Subjects. They also had a preliminary discussion on fiscal year 2001 to 2005 budget planning parameters. At the February 1 meeting, the Provost reported on the Locust Walk Advisory Committee, gave an update on the Institute for Human Gene Therapy, and began discussion on capital projects, priorities and financing for those underway and under discussion.

Several SEC members asked whether the Academic Planning and Budget Committee was aware of the discussions about the proposed reorganization of the Health System and the School of Medicine or about project delays and projects moved forward. SEC was informed that AP&BC was not consulted. The Senate Chair requested that these inquiries be taken back to AP&BC for exploration.

3. Selection of the Chair of the 2000 Senate Committee on Committees. Larry Gross was selected to chair the committee.

4. Election of five faculty to serve on the Council Committee on Committees. SEC nominated additional faculty to a preliminary list and voted by paper ballot using approval voting. The winners will be contacted. SEC authorized the Senate Chair to add more nominees should the list be exhausted.

5. Students with learning disabilities. Upon invitation of the Senate Chair, Judith Nathanson, the University’s Learning Disabilities Specialist, explained the situation, summarized the functional limitations of various learning disabilities, and provided background to prepare faculty should the issue arise. Dr. Nathanson meets with all students identified as having a learning disability, reviews documents, speaks with evaluators in the field, accepts or denies requests for accommodations, and recommends reasonable accommodations. Reasonable accommodations include providing the student with extra time, advance notes, note takers, readers, tape, or a laptop computer. Several SEC members noted that Federal law requires that accommodations be made. Another SEC member said it is the role of the faculty to determine what requirements will not be waived and that it is the role of the LD Specialist to give faculty realistic assessments of the nature of disabilities and accommodations.

6. Informal discussion with President Rodin and Provost Barchi. President Rodin stated that Senate Chair Larry Gross had asked them to discuss the reorganization of the Penn Health System and School of Medicine and issues surrounding the Institute for Human Gene Therapy. President Rodin said that when the Penn Health System was faced with financial issues, the administration and the trustees sought solutions. A trustee committee was formed to assess other structural models that might create a structure to allow for quick, effective decisions, and better protect the University. The proposal was to separate all health services into a 501C3, wholly owned by the University, leaving the School of Medicine and the Clinical Practices within the University. The committee’s report was submitted to Trustee Chair James Riepe. President Rodin said that at the present time the administration has no plans to bring a proposal to the Board of Trustees, and that further steps would not occur without extensive consultation with the faculty. Remediation steps are underway for the short term, but reorganization may be needed in the future. The President said the administration will actively involve the School of Medicine faculty in future discussions. Provost Barchi pointed out that the heart of the Health System is the faculty of the School of Medicine. In response to a SEC member’s question about the role of consultation and trustee decisions, President Rodin said the trustees have a fiduciary responsibility, that there is a sunshine law that requires votes be taken in the open, and that the trustees can make decisions with far-reaching effects for the University. The SEC discussion ranged from concerns over organization, management, personnel, and resources to the discrepancy in the way the proposal was presented to the School of Medicine department chairs and faculty. Provost Barchi said the trustee report and subsequent SEC recommendations ways to optimize positive outcomes and that the decision was made to have further discussions.

President Rodin summarized the situation at the Institute for Human Gene Therapy. The Federal Drug Administration has suspended clinical trials and removed the investigatory drug. The University is focusing on preparing a response to the FDA and has appointed an internal committee to review Penn’s human subjects investigation procedures and an external review committee to study the Institute for Human Gene Therapy’s monitoring, oversight and reporting procedures.

7. Discussion with Chair of the Medical Faculty Senate Howard Herrmann. Professor Herrmann outlined the history of the events surrounding the trustee report recommending reorganization of the health services and its relationship to the School of Medicine. The trustee committee was formed last spring and the proposal was presented at a meeting of the Medical School basic science department chairs, then to the clinical department chairs, and subsequently to the Steering Committee of the Medical Faculty Senate in early January. Professor Herrmann stated that in the 1980s there were separate heads of the Health System and the School of Medicine. The Medical faculty advocated for one CEO to head the integrated organization that was established with the arrival of the current dean. At a special meeting of the Medical Faculty Senate on February 1, 2000, 500 faculty members voted to retain the current structure of a single CEO, a system under which they have made academic strides. An extended discussion ensued ranging from whether there was adequate consultation with the Faculty Senate leadership to concern of the entire University faculty about the financial condition of the Penn Health System and its impact on the University.
I. Preliminary Observations

The University affirms that the mutual trust and freedom of thought and expression essential to the academic mission of a university rest on an expectation of privacy, and that the privacy of those who work, study, teach, and conduct research in a university setting will be respected. The University recognizes that computing and communication equipment used to store and manage information in electronic form, and information on computer hard drive or a copy is archived on tape backup; disclosure of such copies may be required in connection with judicial or administrative proceedings or government investigations.

Appendix: Special Note on E-mail Privacy

Despite the best intentions of users and the University or other system operators, it is difficult, if not impossible, to assure the privacy of e-mail. E-mail is not a good medium to use for sensitive matters that you would not want disclosed. There are numerous ways that plain text e-mail may be disclosed to persons other than the addressee, including:

- Recipient’s address is mistyped; message is sent to someone else.
- Recipient forwards e-mail to someone else.
- Intruders break into e-mail system and read/discard messages.
- E-mail is observed as it travels over public networks like PennNet and the Internet.

In addition, e-mail users may want to consider routinely or periodically deleting old messages, and encrypting personal messages. Systems administrators should consider shorter retention of backup tapes, consistent with data integrity requirements.
Retirement Plan Changes

To the University Faculty and Staff:

We are pleased to accept a set of recommendations provided to the University community for comment in Almanac on December 7, 1999, that represent an effort to improve and align retirement benefits throughout the University community. Retirement benefits are a significant component of the total benefits package offered by the University, and should be better appreciated and utilized by our faculty and staff. We believe that the recommended changes will provide the retirement savings opportunity and greater flexibility our employees have wanted. The redesigned retirement package will also be more consistent with IRS tax regulations and current best practices in benefits design.

The recommendations were finalized through a long deliberation and consultation period, working together with the Office of the Provost and the Division of Human Resources and the help of the Personnel Benefits Committee of University Council. Advice was also sought from experts and consultants in the retirement field who covered the legal and actuarial aspects and the impact of the recommendations on employee savings.

On the Tax-Deferred Retirement Plan we accept in full the recommendations.

The University will:

- Create a comprehensive Tax-Deferred Retirement Plan available to all employees who meet the requirements for participation, effective July 1, 2000.
- Provide employees with a basic age-based contribution from the University, which does not require an employee contribution. This contribution would begin after one year of service.
- In addition to the basic University contribution, provide a dollar-for-dollar University match for all employee contributions up to 5% of salary. Employees may begin to contribute immediately, and the matching contributions would begin after one year of service, as is currently provided in the TDA Plan.
- Continue to permit additional employee contributions up to the employee’s maximum allowable contribution amount. Employees may begin these supplemental contributions immediately.
- Provide immediate vesting for all contributions.

On the Retirement Allowance Plan (RAP) we accept in full the recommendations.

The University will:

- Give all current RAP participants a one-time irrevocable opportunity to move into the Tax-Deferred Retirement Plan.
- No vested benefits will be lost to any individuals currently in the RAP.
- Those electing to remain in the RAP will see no change in that benefit.
- Discontinue the availability of the RAP to new employees effective July 1, 2000. Employees meeting the participation requirements will be eligible for the Tax-Deferred Retirement Plan.

We recognize that these changes are complex and will require an extensive educational effort. The University will provide employees with in-depth information—including group and individual counseling sessions—during the coming months. The dates, times and locations of these sessions will be communicated in the near future. There are three groups that will be specifically targeted:

- Employees currently in the RAP.
- Employees currently eligible for but not participating in the Basic Tax-Deferred Annuity (TDA) Plan.
- Employees already participating in the Basic TDA Plan.

### Retirement Plan Changes

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<td>A. No Contribution Required</td>
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Supplemental Retirement Annuity to be retained as is.
Vesting will continue to be immediate for all employees.

We believe that these recommendations are in keeping with Penn’s goal of providing and maintaining a competitive total compensation package in order to recruit and retain excellent faculty and staff.

Judith Rodin, President
Robert L. Barchi, Provost
John A. Fry, Executive Vice President

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DEATHS

Feng Huang, Grad Student

Feng Huang, a fifth-year graduate student in chemistry, died January 28, after a battle with cancer. He was 29.

Mr. Huang, known to many as “Frank,” suffered from leukemia for over a year, during which time he underwent a bone marrow transplant, according to George Palladino, Chemistry Department Vice Chairman.

Mr. Huang obtained his bachelor’s degree in 1991 from Nanjing University in China. He came to Penn in 1994 to pursue his doctoral degree in polymer chemistry after teaching and earning his master’s degree in chemistry at Kansas State University.

Mr. Huang served as a graduate instructor and research fellow at Penn. Among the many awards he has won, Feng Huang was awarded the Maro Publication’s Future Technology Award in 1998.

He is survived by his wife, Xiaorong Wang, a graduate student in the Medical School. A memorial service for the Penn community was held February 2 at Lynch Hall in the Chemistry Building.

Dr. Stein; Mr. Ferrell

At presstime Almanac learned of the deaths of two former members of the University community: Dr. Irvin Stein, former professor of orthopaedic surgery at the Medical School who died at the age of 93 and Robert Ferrell, former director of purchasing at Penn who died at 81. Obituaries for both are scheduled for the next issue.—Ed.

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Humanities Fellowship

Applications are solicited from the standing faculty of humanities and aligned departments for five research fellowships of $5,000 each for the 2000-2001 year. Successful applicants will be designated “Faculty Research Fellows” of the Humanities Forum, and will be expected to participate in a weekly seminar, along with the five Mellon Postdoctoral Fellows, five Community Research Fellows from area colleges, and interested Penn faculty and students. Faculty Fellows must be carrying out research related to the Forum’s topic for 2000-2001, “Style,” and may use their funds for any materials or activities furthering their investigations. In addition to the weekly seminar, Fellows will be welcome to participate in all aspects of the Forum’s rich program of events surrounding “Style.”

For a description of “Style” as a yearly research topic, applicants may consult the Forum’s website, humanities.sas.upenn.edu. Proposals should include a C.V. and a one-page research proposal, and should be received on paper no later than Monday, March 6, 2000, at the Penn Humanities Forum, 116 Bennett Hall/6273, or electronically at humanities@sas.
Retirement Plan Well Done

The Executive Board of the A-3 Assembly is pleased to join in on the announcement from the University that it will now offer A-3 employees (University-designated weekly-paid staff), an opportunity to join and participate in a new and revised edition of the TDA (Tax Deferred Annuity) retirement plan. (See the Retirement Plan article on page 4 of this issue). Even though over 700 A-3 employees are presently engaged in making contributions to the TDA, it is without matching contributions from the University. Under the new plan, all employees who participate in the TDA will receive matching contributions from the University.

This is a monumental achievement for the A-3 Assembly. As many of you know, the A-3 Assembly has been pursuing this goal for a number of years. It is gratifying to know that our voices were finally heard. However, it is just as important to us that A-3 employees take full advantage of this opportunity. The Human Resources Department is working very closely with me and other Board members to make sure that the needs of our constituents are met. There will be many group and individual sessions scheduled for each school or center, so that every employee will have an opportunity to be informed of what this change in retirement plans will mean for them, individually. We are encouraging every A-3 staff person to attend one of the many scheduled sessions and to fully participate in this opportunity. Forsaking to do so would be a shame.

We also want the A-3 staff to realize that it was through the hard work and persistence of our A-3 Board that we were in fact able to effect change of this policy. And it will be through that same kind of hard work and persistence that we are able to make any other changes for A-3 staff. We would like you, the A-3 staff members, to join us in our many efforts. Please come out to our next A-3 General Assembly meeting, Tuesday, February 22, 2000, noon-2 p.m., in Irvine Auditorium, room G-16 to hear more about the retirement plan as well as other issues on our agenda this year.

—Debra Smiley Koita, Chair, A-3 Assembly

Protection of Privacy?

The Proposed Policy on Privacy in the Electronic Environment of the Council Committee on Communications has some generally worded statements which raise serious questions whether it will adequately protect the privacy of faculty members.

In II. A, In General, is the statement “personal communications and files transmitted over or stored on University systems are not treated differently from business communications.” Standing alone, this does not indicate what are “business communications”, or how they are treated, and with the rest of the Policy may generate unintended problems.

The next paragraph states, “However, the University reserves the right in cases when it is appropriate, to access, review and release electronic information that is transmitted over or stored on University systems.” This does not indicate what standard are to be used to determine what is “appropriate”, who is to decide that question, whether the person whose communications are accessed is to be notified, and whether notice shall be given before or after access.

In II. B, Faculty, is the sentence, “the University or others may, however, legitimately require access to information that is created, stored, transmitted or received by members of the faculty through the University’s facilities.” Who are the “others”? Also, the word “legitimately” has, at the very least, the same problem with its intended meaning, that it is legitimate to require access to all information that is created, stored, transmitted or received by members of the faculty through the University’s facilities, not limited to electronic information. Read literally, this could include all letters, memoranda, research notes or other material in a faculty member’s files if it were typed by a University secretary or typed by the faculty member on a University word processor.

Now to come back to the first statement that e-mail will not be treated differently from “business communications.” There seems to be an assumption that the University is entitled to access to all “business communications.” But what is included in “business communications”? E-mail or a fax from one faculty member to another commenting on committee proposals, the character of the Dean or on University policies?

Is the sum of all of this that not only our e-mail but our files are potentially open, that there is no guarantee of privacy?

We doubt that the committee intended these results, and assume that if the policy is adopted as it stands there is little likelihood that any parade of horribles would come to pass. But if a policy on privacy is to be stated, then it should be stated so as to guarantee protection of privacy and not authorize or leave possible the invasion of privacy.

—Stephen Burbank, David Burger Professor of Law Robert Gorman, Kenneth W. Gemmill Professor of Law Howard Lesnick, Fordham Professor of Law Edward Rubin, Professor of Law Kim Scheppel, Professor of Law, Political Science and Sociology Clyde Summers, Jefferson B. Fordham Professor Emeritus of Law

Response

I hope that Professor Burbank and his colleagues will join in the Open Forum discussion on electronic privacy at University Council next Wednesday, February 9; their views will be welcomed. An updated draft of the policy to which they refer is available at [between issues www.upenn.edu/almanac/between/e-privacy2.html] and may form the basis of discussion of specific provisions at that meeting. Our intent is to use this and other fora to produce a final version of the policy that confers appropriately strong protection and says so clearly. I will defer detailed discussion to that meeting but respond briefly to their major points here.

With respect to the standard for accessing a person’s e-mail the final paragraph of II. A. In General gives a number of examples of circumstances that I think we would all agree would justify it. However such a list cannot be exhaustive unless it is infinitely long, or contains some general category of the kind that they criticize. Just one example of a situation that would clearly warrant it, but is not included: suppose a person is missing and there is good reason to believe that they may do serious harm to themselves or others and that their e-mail will reveal their whereabouts and intent. Surely one can and should attempt to discover that.

Professor Summers sent me e-mail pointing out the ambiguous use of “legitimately” in II. B, Faculty and their other concerns, and I thank him. The language has been changed to make it clear that the sense is “when it is legitimate” and not “it is always legitimate”.

With respect to the standards for accessing the e-mail of faculty the major—and I believe adequate—protection arises from the authorization and notification requirements. These were developed to apply to the search of paper records in the Policy on Safeguarding University Assets and we have adopted them and extended their application from the physical office to the “virtual office”. They require the assent of the Provost in consultation with the Faculty Senate chair and, except when prohibited by law, subsequent notification of the faculty member who is the subject of the search.

—Martin Pring, Chair, Committee on Communications

Ed. Note:

Also received was a letter, too long for this space, from Fire Specialist John Cook, from Fire and Occupational Safety, which appears on page 6 of this issue. It deals with preventing tragedies, sharing the responsibilities to keep the University community safe and dealing with emergencies.
2000 HERS Program Information Session: February 9

To Penn Women:

Have you heard about HERS and the Bryn Mawr Summer Institute for Women in Higher Education? Ever think about applying? Do you wonder what the process is? Or want to know what the program is like? Come join us for an Information Session about the 2000 HERS program. Talk with colleagues who have attended HERS in past years and find out about this year’s program and application process. The session will be held Wednesday, February 9, 4:30-6 p.m. at the Living Room, Inn at Penn.

The University will sponsor the nomination of two women to the Summer Institute for Women in Higher Education Administration, sponsored by Bryn Mawr College and Higher Education Resources (HERS) Mid Atlantic and will fully fund their participation.

Over the years, Penn has supported the enrollment of over 50 women faculty and administrators from schools and departments across the campus. As in the past, a review committee of several HERS alumnae and Penn faculty will select the two nominees for recommendation to HERS. (HERS makes the final selections.)

Applications for those selected by the internal committee will be forwarded to HERS for final review and acceptance in March. For an application or more information, contact Laurie Cousart by e-mail (cousart@pobox.upenn.edu), or visit www.upenn.edu/penntrex/Institute/home.html.

Q. What is the purpose of the Summer Institute?
   A. The Institute offers women faculty and administrators intensive training in education administration pertinent to the management and governance of colleges and universities. It is designed to improve the status of women in middle and executive levels of higher education administration, areas in which women traditionally have been under-represented.

National Women of Color Day Awards Luncheon: March 3

The National Institute for Women of Color (NIWC) has proclaimed March 1st National Women of Color Day. For the thirteenth consecutive year, Penn, UPHS, Presbyterian and Pennsylvania College of Osteopathic Medicine will co-host the annual National Women of Color Day Awards and Luncheon.

Tickets are $22 per person. Seating is limited; order early. To order tickets, please complete the form below. The completed form should be sent no later than February 15 to: Women of Color Day Planning Committee, 111 Locust Walk, Philadelphia, PA 19104-6222.

A limited number of scholarship tickets will be available. For information about scholarship tickets, please call Valerie De Cruz at (215) 898-3357 or Dwaune Latimer at (215) 573-4930.

—Luz N. Marin, Chair, Women of Color Awards Planning Committee

Annual Awards Luncheon

Name ____________________________________________ Daytime Phone ____________________________

Mailing Address ____________________________________________

Number of Reservations __________ at $22.00 each. Total $__________________

All vegetarian meals must be ordered in advance!

I would like to provide an opportunity for someone to attend who cannot afford to pay for the Luncheon. I am enclosing an additional $_________________ (5%, $10, $20, etc.) to support a student or employee.

Total Amount of Check Enclosed ___________________________ Payable to: Trustees of the University of Pennsylvania

Please contact Pat Ravenell at (215) 898-6081 for information to journal voucher. All tickets must be picked up in person from The African American Resource Center, 3537 Locust Walk, Suite 200 (215) 898-0104 on Wednesdays or Thursdays between noon and 2 p.m. only.

Q. What are the main curricular areas?
   A. The curriculum focuses on four areas: academic environment, external environment, institutional environment and professional development. Specific work areas include strategic planning, budgeting and accounting, financing higher education, and leadership skills.

Q. Who makes up the faculty?
   A. The faculty is comprised of women and men from government, foundations, professional associations, and the diverse sectors of North American higher education.

Q. Who is eligible to apply?
   A. Application for admission is open to women faculty and administrators whose background, experience and present responsibilities indicate a potential for professional advancement in higher education administration.

Q. When and where will the program be held?
   A. The Institute, a residential experience in its 25th year, will be held from June 25 to July 21, 2000 on the campus of Bryn Mawr College. Although most women live on campus, it is possible to commute. Classes are held from approximately 8 a.m. to 4 p.m. Monday—Friday and from 8 a.m.–noon on Saturday. There are programs and group discussions scheduled for a number of the evenings.

Q. What is the application process?
   A. Applicants must complete an application form and submit a letter of recommendation. For administrators, this letter should be from the department head or supervisor; for faculty, it should be from a faculty member who is knowledgeable of the candidate’s administrative abilities. Submit the materials no later (sooner is fine!) than Friday, February 25, to: Laurie Cousart, Director, Telecommunications, Suite 449A, 3401 Walnut Street/6228.

—Laurie Cousart, Director, Telecommunications, HERS alumna, Class of 1995

Public Safety

“People Don’t Plan to Fail — They Fail to Plan!”

Here at the University we have a safety motto that is very real and it can and will happen again if we don’t do our utmost to prevent it. I’m hopeful that this tragedy will raise our conscious level so that we never experience this again.

Don’t take chances and don’t wait until something happens before you put forth the effort to obtain information to protect yourself and those around you. We need your help to make the University a safer place.

Valentine’s Day Blood Drive

Penn Bookstore will be hosting a Blood Drive with the American Red Cross on Monday, February 14 (Valentine’s Day) from 11 a.m. to 5 p.m., in the Music section, 2nd floor. The goal for this effort is 48 pints, barely a dent in the huge shortage of whole blood available for emergency use. According to the Red Cross, “95% of Americans now alive will need a blood transfusion at some time in their lives, yet the typical American has never given blood!” Interested parties are encouraged to call 1-800-GIVING LIFE (1-800-448-3543) with questions.

Junior Quaker Soccer Camp

Spring Soccer Camp will be held March 27-31, for ages 6-13. Play on Franklin Field. Cost: $200 (discounts for Penn employees). Camp Schedule: 9:30 a.m. Warm up 9:30-10:30 a.m. Individual Skill 10:30-10:45 a.m. Break 10:45-11:45 a.m. Team Tactics 11:45-12:45 p.m. Lunch (included!) 12:45-1:45 p.m. Films 1:45-3 p.m. Games, Competitions 3-3:45 p.m. Swimming 3:45-5 p.m. Pickup Summer Camps also: July 17-22, and July 24-29. For more information, please call Jon Pascale, Pennsylvania men’s soccer assistant coach, at (215) 573-6177, or e-mail him at JP_Quaker@yahoo.com.
Update

FEBRUARY AT PENN

ON STAGE

9 Spring 2000: Teatron; Studio Theatre, Annenberg Center; 8 p.m.; Tickets: $5 (Performing Arts Council).

TALKS

10 The Sexual Geography and Politics of Dance in Edwardian London; Judith Walkowitz, Johns Hopkins University; 4:30 p.m.; 3401 Walnut Street, room 329A, History Lounge (Dept. of History)
11 The Cult of the Four Capital Virgins and the Origins of Vino Inter Virgines; Stan Weerd, graduate student history of art; 3:30 p.m.; Rich Seminar Room (201), Jaffe Building (History of Art).
14 Budding Yeast MOB1: Linking Centrosome Duplication to Mitotic Exit; Francis Luca, Veterinary Medicine; 4 p.m.; Physiology Conference Room, 4th floor, Richards Building (Pennsylvania Muscle Institute).

Reading from “The Lost Heart of Asia” & Discussion; Colin Thuborn, British travel writer and novelist; part of the Treasures of Uzbekistan exhibition; 5:30 p.m.; Arthur Ross Gallery. Info: www.upenn.edu/ARG/ (Arthur Ross Gallery).

15 Association Between Sweet Liking and Alcoholism: Possible Diagnostic and Treatment Implications; Alexey B. Kampo-Polevoy, Bowles Center for Alcohol Studies, University of North Carolina; 11:30 a.m.; Seminar Room, Monell Chemical Senses Center, 3500 Market St (Monell Chemical Senses Center).

Life Balance Workshop

A Human Resources Quality of Worklife workshop entitled Connecting with Your Teens, presented by Ceridian Performance partners, our Live Balance provider, will be held on Thursday, February 17, 12:30-1:30 p.m. at 3401 Walnut, first floor lobby conference room. To sign up, call 898-5116 or e-mail rosenthal@hr.upenn.edu.

Above: a detail from "Vortex, 1999," a sculpture by Harry Anderson which stands 68-inches tall. The Harry Anderson: Industrial Artifacts exhibit at the Esther M. Klein Art Gallery features whimsical, animated sculpture lighting and site-specific works. The exhibit opens February 10 with a reception from 5-7 p.m. It remains on view through March 11.

All open positions at Penn are posted on the Human Resources web site at www.hr.upenn.edu. Todays Penn Partnership provides services to Penn hiring officers for the hire of permanent and temporary office support staff. Todays is also managing the Penn Job Application Center. You may contact them at (215) 222-3400 for your employment needs. Penn’s Job Application Center at 3550 Market Street, Suite 110, is open 8 a.m.-6 p.m. weekdays where computer stations are available for you to browse the openings and/or apply on-line.

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 January 24, 2000 through January 30, 2000. Also reported were Crimes Against Property: total 22 thefts and 2 incidents of criminal mischief. Full reports on the web (www.upenn.edu/almanac/v46/n20/crimes.html). Prior weeks reports are also on-line. —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 January 24, 2000 and January 30, 2000. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

Crimes Against Persons and Society

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>24/1</td>
<td>1:30 AM</td>
<td>38th/Locust</td>
<td>Unauthorized male in building/Arrest</td>
</tr>
<tr>
<td>24/1</td>
<td>10:48 PM</td>
<td>4029 Spruce St.</td>
<td>Unauthorized calls received</td>
</tr>
<tr>
<td>25/1</td>
<td>11:57 PM</td>
<td>3820 Locust</td>
<td>Unwanted calls received</td>
</tr>
<tr>
<td>27/1</td>
<td>9:02 AM</td>
<td>231 S. 34th St.</td>
<td>Unwanted calls received</td>
</tr>
<tr>
<td>27/1</td>
<td>3:36 PM</td>
<td>3700 Spruce St.</td>
<td>Unauthorized call received</td>
</tr>
<tr>
<td>27/1</td>
<td>9:29 PM</td>
<td>3333 Walnut</td>
<td>Unauthorized call received</td>
</tr>
<tr>
<td>28/1</td>
<td>12:30 PM</td>
<td>3820 Locust</td>
<td>Numerous harassing calls received</td>
</tr>
<tr>
<td>28/1</td>
<td>2:17 PM</td>
<td>3800 Sansom St.</td>
<td>Threatening call received</td>
</tr>
<tr>
<td>28/1</td>
<td>4:57 PM</td>
<td>3901 Filbert St.</td>
<td>Unauthorized calls from former worker</td>
</tr>
<tr>
<td>28/1</td>
<td>8:22 PM</td>
<td>3701 Chestnut St.</td>
<td>Unauthorized e-mails received</td>
</tr>
</tbody>
</table>

18th District Report

The 18th District Crime Report for the period between January 24 and January 30 was not available for publication in this week’s Almanac.

Please check www.upenn.edu/almanac/ for this and subsequent crime reports throughout the semester.

VACATION
Pocono chalet, 3BD/1B. Near Jack Frost/BB. Firewood incl. $400/weekend. (610) 356-3488.

FOR RENT

RESEARCH STUDIES
Overweight teenagers, ages 13-17 are wanted for a weight loss study. Call the Weight and Eating Disorders Program at the University of Pennsylvania: (215) 898-7314.

Children and adults, children ages 7-17 and adults ages 18-65 are needed for ongoing medication research trials for the treatment of depression. Evaluation and treatment are free to those who qualify. Call the Mood & Anxiety Program of the University of Pennsylvania (800)-422-7000 or (215) 898-4301.

Research participants needed for hypertension study. They may be described as hypertensive and able to keep early morning appointments. $500. Contact Virginia Ford, MSN at HUP Hypertension Program. (215) 662-2410 or (215) 662-2636.

CONFERENCE/SEMINAR
2nd Annual Gastroenterology & Hepatology Update: A comprehensive update for gastroenterologists, surgeons, and nurses. State-of-the-art lectures and panel discussions are provided by the University of Pennsylvania and guest faculty who are experts in their fields. Sponsored by the University of Pennsylvania, Division of Gastroenterology, Takes place June 8-11, 2000 at The Westin Hotel, Philadelphia. Contact the CME office at (215) 898-6400 or e-mail kriames@mail.med.upenn.edu.

To place a classified ad, call (215) 898-5274.

All Board: Express Almanac
Express Almanac is a new, free electronic service that describes top stories in Almanac as soon as the latest issue is available on line. Just register electronically, send an e-mail message with “subscribe” as the Subject to almanac@pobox.upenn.edu and include your name, e-mail address, and mailing address.

---Ed.

Almanac

The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the PennWeb) include HTML and Acrobat versions of the print edition, and interim information may be posted in electronic-only form. Guidelines for readers and contributors are available on request.

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ALMANAC February 8, 2000
President Judith Rodin’s Letter to U.S. Senate on Gene Therapy

The Honorable William Frist
U.S. Senate
416 Russell Office Building
Washington, DC 20510-3802

Dear Senator Frist:

I want to take this opportunity to provide you with some background on our activities in support of the current investigation of clinical trials at the Institute for Human Gene Therapy ("IHGT") at the University of Pennsylvania. First and foremost, I want you to know how seriously the University is approaching this matter. The death of Jesse Gelsinger was a terrible tragedy, and we are determined to learn everything we can about it to understand precisely what happened and what might be done to improve clinical trials throughout the University and at all institutions affiliated with us. We intend for our research programs, particularly those involving human subjects, to meet the highest standards. Nothing less is acceptable.

We have several, extensive efforts underway to achieve this goal and to respond to the important concerns raised by federal regulators. We have launched two independent reviews, led by eminent scientists, and we have been and will continue to be strongly committed to cooperating fully with the FDA, NIH, Congress and any other appropriate body as they review these issues.

The key facts to date are these: On Sept. 17, 1999, Jesse Gelsinger, an 18-year-old with a rare metabolic disease known as ornithine transcarbamylase deficiency ("OTC"), who was participating in an experimental gene therapy trial at the Institute for Human Gene Therapy at the University of Pennsylvania, died at the Hospital of the University of Pennsylvania four days after being injected with corrective genetic material for the disease. OTC is an inherited disorder that in its most common form causes death in affected newborn males because of their inability to properly process nitrogen in food proteins due to a genetic defect in the liver. The clinical trial was voluntarily halted pending review. All appropriate regulatory agencies, including the Food and Drug Administration, which approved the trial, were notified promptly; we pledged to cooperate, fully and completely, with any agency reviews undertaken. Thereafter, the FDA began a review of the clinical trial. On Jan. 19, 2000, the FDA completed its on-site review and issued a Form 483 raising important questions about IHGT’s monitoring and oversight of this and other clinical trials. Two days after issuing the Form 483, the FDA placed a hold on all clinical trials at IHGT. On Jan. 18, 2000, the Office for Protection from Research Risk ("OPRR") forwarded to us a citizen complaint with regard to the review of the OTC clinical trial by Penn’s Institutional Review Board and commenced an investigation.

The University takes the FDA’s action and OPRR’s letter—and the questions raised about IHGT’s monitoring and oversight of clinical trials—extremely seriously. A team of scientists and administrators is working around-the-clock to ensure that the IHGT provides a comprehensive, detailed and accelerated response to the FDA and the OPRR as soon as possible.

Additionally, I have initiated two separate reviews related to this matter—an independent review by outside experts and an internal review by Penn faculty—both of which will involve distinguished research scientists with a wealth of academic expertise and relevant experience.

The independent panel will be made up of senior academic leadership and renowned research scientists who are unaffiliated with the University of Pennsylvania. It will be chaired by William H. Danforth, M.D., Chancellor Emeritus and Vice Chair of the Board of Trustees of Washington University in St. Louis, and it will include Joseph B. Martin, M.D., Ph.D., Dean of the Faculty of Medicine, Harvard Medical School; Edward J. Benz, Jr., M.D., Sir William Osler Professor and Director of the Department of Medicine, Johns Hopkins University School of Medicine; Inder Verma, Ph.D., American Cancer Society Professor of Molecular Biology, The Salk Institute, La Jolla, Calif.; Rochelle Hirschhorn, M.D., Professor of Medicine and Cell Biology and Chief of the Division of Medical Genetics, Department of Medicine, New York University School of Medicine; and Daniel Callahan, Ph.D., Director of International Programs, The Hastings Center, Garrison, N.Y. They will have a broad mandate to conduct a comprehensive review of every aspect of IHGT’s procedures for oversight and monitoring of clinical trials.

This committee will report directly to me; its charge follows below:

1. To conduct a thorough, independent review in order to carefully evaluate and assess IHGT’s oversight and monitoring of clinical trial programs, with particular emphasis on the FDA’s findings about the OTC Therapy Trial and IHGT’s response to those findings.
2. To recommend any additional actions necessary to ensure the highest standards are set and met in the conduct, oversight and monitoring of future IHGT clinical trials, including a framework for University monitoring of compliance with these recommendations.
3. To report findings of review to the President of University of Pennsylvania and recommend issues to be referred to the University’s faculty committee charged with reviewing human subject research.

Additionally, I have formed a committee of Penn faculty, chaired by Provost Robert L. Barchi, himself a distinguished scientist and scholar, and comprised of research scientists with a wealth of talent and relevant experience, who will conduct a proactive review of all aspects of research involving human subjects anywhere at Penn. They will examine everything we do, from the mechanics of the approval process, to oversight and the functions of our Institutional Review Board, to ultimate accountability for this research.

Again, we deeply regret Jesse Gelsinger’s death, and we want to learn everything we can about how and why he died. We also want to consider everything and anything we can do to improve our oversight and monitoring procedures for essential clinical research. As I said, nothing less than the highest possible standards are acceptable. And, Penn is deeply committed to cooperating fully with the appropriate regulatory agencies and public officials examining these complex issues.

We welcome any suggestions you may have on how we are approaching this matter, and, of course, we will keep you informed of all significant developments.

Respectfully,

Judith Rodin

President, University of Pennsylvania

The following letter by President Judith Rodin was sent on January 31, 2000 to Senator William Frist, the chairman of the Senate Subcommittee on Public Health which held hearings last week in Washington on the human gene therapy trials.