Trammell Crow:
New Six-Year Agreement

The University of Pennsylvania and Trammell Crow Higher Education Services, Inc., (“TCHES”), a subsidiary of Trammell Crow Company (NYSE: TCC), announced last Thursday the execution of a six-year agreement to extend and restructure their existing alliance for on-campus services. Penn and TCHES also announced the execution of a definitive ten-year agreement between University City Associates (“UCA”), and TCHES under which TCHES will manage off-campus facilities.

Under the six-year contract TCHES will continue to provide Penn with project management services and portfolio management services through December 31, 2005. TCHES will not provide facilities operational services for on-campus facilities. Penn will provide these services. Penn will offer to rehire all TCHES employees currently providing the on-campus facilities operational services and will offer them comparable positions and salaries.

TCHES had been providing services under a short-term agreement that was to be extended for an additional nine years upon receipt of IRS approval. That short-term agreement has now been replaced by a new six-year agreement, which is subject to the approval of the Board of Trustees.

UCA is a wholly owned subsidiary of Penn, which holds all of its off-campus investment properties. The UCA portfolio includes approximately one million square feet of commercial office and retail space either existing or under construction, and approximately 1,000 apartment units. TCHES will continue to provide property management, project leasing, acquisition/disposition, project management, financial reporting and accounting services to these properties.

“We value our experience with Trammell Crow Company and feel strongly that what we announced today will continue to enhance both quality and efficiency of our services. We believe that this agreement will further the growth of this relationship and will ensure a strong and long-term partnership,” said Omar Blaik, Penn’s Vice President for Facilities Services.

The decision to restructure is itself a reflection of both the strength and growth of the Penn relationship, and reinforces Trammell Crow Company’s strategic focus on the higher education marketplace,” said Bob Chagares, Executive Vice President for TCHES.

Founded in 1948, TCC is one of the largest diversified commercial real estate services companies in the U.S. Through 170 offices in the U.S. and Canada, TCC is organized to deliver management services, transaction services and development and project management services to both corporate and institutional customers.

Michael A. Fitts, Robert G. Fuller, Jr. Professor of Law and a member of the Penn faculty for almost 15 years, has been named dean of the School, according to an announcement yesterday by President Judith Rodin.

The appointment will become effective upon confirmation by the Trustees on March 23.

Mr. Fitts succeeds Colin S. Diver, who stepped down August 15, 1999, after a decade of leadership of the Penn Law School. Charles W. Mooney, professor of law and associate dean for academic affairs, has served as interim dean through the conclusion of the search.

Mr. Fitts, who was visiting professor of political science at Swarthmore College during his sabbatical leave last year, was associate dean for academic affairs at the Law School from 1996 to 1998.

“Michael Fitts is a first-rate scholar and teacher who is the embodiment of the [Robert G. Fuller Jr. ] chair he holds, which honors legal scholarship and the ability to communicate the essential principles of law and a humanistic understanding of those principles,” Dr. Rodin said. “Mike has superb academic judgment and proven leadership and administrative skills.

“Our search committee cast a very wide net throughout the academic world for a person who has a depth of experience in the research enterprise, who has shown a personal commitment to teaching excellence and who was willing and able to devote the energy and commitment that will continue to build our community and, most important, our world-class faculty,” she said. “Mike Fitts is that person, and we are absolutely delighted he has accepted this new assignment.”

Mr. Fitts was born and raised in West Philadelphia. Mr. Fitts’ father, the late Dr. William T. Fitts, Jr., was John Rhea Barton Professor of Surgery and chair of the department of surgery at Penn’s School of Medicine. His maternal grandfather, Dr. Joseph H. Willits, was a professor and dean of the Wharton School.

Mr. Fitts received a bachelor’s degree from Harvard College in 1975, where he was the recipient of the Detur Prize and elected to Phi Beta Kappa. He was a Harvard National Scholar. Mr. Fitts received a J.D. degree from Yale University Law School in 1979, where he was editor of the Yale Law Journal.

Mr. Fitts was law clerk to the late Hon. A. Leon Higginbotham, Jr., U.S. Judge of the U.S. Court of Appeals for the Third Circuit, from 1979 to 1981.

From 1981 to 1985, Mr. Fitts was an attorney advisor in the Office of Legal Counsel at the U.S. Department of Justice, where he received a Special Commendation Award from the Attorney General of the United States for his work. The Office of Legal Counsel serves as outside legal counsel to the President of the United States, the White House and various executive agencies.

A member of the faculty since 1985, Mr. Fitts was appointed associate professor of law in 1990, professor of law in 1992 and Robert G. Fuller, Jr. Professor of Law in 1996. His teaching at the Law School has included an interdisciplinary approach to administrative law, election law, government institutions, legislation and regulated industries.

Mr. Fitts has written widely on political institutions, separation of powers, the Presidency and Congress, including “Back to the Future: The Supreme Court’s Response to the Changing Goals and Functions of Modern Political Parties,” which will be included in the forthcoming book, *The Supreme Court and the Electoral Process*.

He has given papers and presentations at colleges and universities throughout the country, including Columbia, Georgetown, the University of Michigan, Stanford and Yale.

Mr. Fitts has been a board member of the Law and Political Process Study Group of the American Political Science Association, where he annually has made presentations and chaired panel discussions. He also has been a consultant to numerous government agencies on administrative law and presidential powers.

Mr. Fitts has served Penn in numerous capacities on a variety of university-wide committees, such as the University’s Committee on Academic Planning and Budgeting (1995-98). He has been active in organizing a number of interdisciplinary programs between the Law School and other schools within the University.

Mr. Fitts also has served on various civic boards, including the Committee of Seventy, a Philadelphia “watchdog” organization.

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Faculty Senate: Special Meeting Coverage

The Special Meeting of the Faculty Senate was called to order by Senate Chair Dr. Larry Gross who said that the “issues that brought us here are important issues but the discussion of these issues are not the beginning or the end.” Approximately 40 faculty members attended the meeting on March 1 to learn more about the status of the Health System and the School of Medicine and their impact on the rest of Penn, and to hear about the recommendations of the School of Medicine Faculty-2000 project.

Provost Robert Barchi spoke about how the Health System and School of Medicine had been growing and expanding, building up a cash reserve over the past decade. Then in the last two years much of that changed. Dr. Barchi introduced Dr. Peter Traber, the interim dean of the School of Medicine and CEO of UPHS, whom he said is stepping in at a difficult time. While the first six months of this fiscal year have been favorable for UPHS, according to Dr. Barchi, there is a harder budget target for the third and fourth quarters. There has been tremendously improved performance but the list of things that still needs to be done in the next 12-18 months is extensive, he said.

Dr. Barchi said that the Blue Ribbon Committee of Trustees, along with several members of the administration, who were also on the committee, as advice resources, looked at how to create an agile and flexible system in response to a tough economic market in Philadelphia and to mitigate health system financial swings on the financial well being of the University. He said the committee’s report led to the February 1 Medical Faculty Senate meeting. They issued “general recommendations” which the Provost said would not result in any further actions until there has been more consulting with the faculty of the School.

Dr. Barchi stressed that there would be “no Health System without the faculty of the School.” He also noted that the Health System has funded construction of BRB I and BRB II/III, along with many renovations in other buildings and a dozen endowed chairs. Built into the School of Medicine’s budget is the expectation of a transfer of funds in the current and future years but these funds will be difficult to identify during the next few years.

Arthur Anderson & Co. is conducting a detailed evaluation of the School, with a committee that includes members of the central administration staff and staff of the School of Medicine. Their initial recommendations are expected within the next month. The negative impact is that the deterioration of the financial system of the Health System affects the bond rating of the University, since the University underwrites the Health System. “The positive impact is that the bond rating of the Health System is buoyed because the University is at the other end of the seesaw.” The University will disburse loans of up to $100 million to help the Health System and the School of Medicine. Dr. Barchi said he expected that the School, which is one of the top medical schools in the country, will be able to close its deficit this year. He described the subvention situation as it impacts the financial situation of the rest of the University, citing that UPHS contributes far more than it takes from the University. He said the University has been a net beneficiary but will not be so in the next five years as much as it has been in the past.

The Provost then entertained questions and comments. Dr. Anthony Tomazinis, professor of city & regional planning, expressed concerns about the trustees’ committee; producing a real consultation process in the University and the desire for a collective effort to create solutions. The Provost responded that the Trustees take their fiduciary responsibility seriously and they have a right to constitute a committee. Dr. Barchi said that he is in favor of open discussion of ideas although it is sometimes difficult in such a large enterprise as the Health System where mergers and acquisitions take place.

Dr. Stephen Gluckman, of the department of medicine, said that he is relieved and excited about the changes in communications that have accompanied the transitions in the School’s leadership, describing it as a “180 degree change in style.”

Law Professor Frank Goodman wanted to know what the Provost thought of the notion that people at other medical schools are circulating: that one of the three major health systems in Philadelphia will need to close its doors. The Provost said, “There are many more beds in Philadelphia hospitals than are needed. It is essential to be in a competitive posture to make a turn-around.”

Dr. James Saunders, chair of the Faculty-2000 Project, then reported on the recommendations of the four working groups which comprise 122 members of the faculty. He expects their final reports shortly. There are three types of recommendations: changes in School policy, changes in recommendations that the Provost sent to the School of Medicine faculty to determine attitudes; 60% have already been returned but have not yet been analyzed. He said that 13% of the School’s faculty is involved, for a total of 158 faculty in all projects, such as the survey. The Faculty-2000 Project deals with a variety of issues that concern the faculty, from the need to mentor women and minorities, to the Internet-based programs and Distance Learning; from retirement planning to caps on the clinician educator track. He noted that it did not however, focus on financial matters. Dr. Saunders said that a formula has to be reached to resolve the risk to the University without “throwing out the baby with the bathwater.”

After Dr. Saunders’ remarks there were questions and comments from additional faculty members including, Dr. Phoebe Leboy, professor of biochemistry in the Dental School, who expressed the concern that, “part of the pressure to increase the faculty size was to expand facilities” and asked, “is it necessary to staff them with clinician educators in the standing faculty?” She proposed that “those individuals whose primary responsibility is patient care need not be CE faculty.” She offered her thanks to Dr. Saunders for his efforts on behalf of the faculty; those in attendance joined in applause.

Law Professor Howard Lesnick, asked, “what does it mean to be more efficient, layoff nurses and hire LPNs?” Dr. Saunders replied, “Nobody has the formula yet.”

On Sweatshop Proposals

President Judith Rodin has accepted in full the recommendations of the Ad-Hoc Committee on Sweatshop Labor. She called the report, “well-considered and thorough.” She said she appreciated the “thoughtfulness and effort that the members of the committee put into this report in such a short timeframe so that Penn might act as swiftly as possible on this important issue.” The report (page 3) was presented to the President on February 28 by the committee, which began its work February 10. In a letter to Dr. Howard Kunreuther, chair of the ad-hoc committee, she said that “Our paramount concern is with the workers who produce collegiate apparel, and I agree, as you suggest, that it would be in their best interests if we could work with both the Fair Labor Association and the Worker Rights Consortium if they respectively agree to balanced representation of colleges and universities on their governing boards. However, for these organizations to be effective for Penn and other universities, we need assurance that institutions of higher education will have a substantial voice in the governance of the FLA and the WRC. I agree that it is essential for these organizations to have balanced college and university representation on their governing boards and we should not join an organization that does not adequately address this concern.”

Dr. Rodin also said that she considers “fair labor practices in the manufacture of University apparel very important” and believes “that Penn Students Against Sweatshops have played an important role in raising national consciousness on this matter.”

She has sent letters to the leadership of the FLA and the WRC, in which she said, “Colleges and universities are at the forefront of the movement for fair labor practices, and I am sure you can appreciate our desire be as involved as possible.” She asked them both to provide balanced representation for institutions of higher education on their boards. The President said that if the request is “met adequately,” Penn will join. When she receives their responses, she would like Dr. Kunreuther to reconvene the ad-hoc committee of faculty, students and staff to review the responses and to make recommendations on next steps.

The proposed Code of Workplace Conduct for Penn Apparel Licensees (page 4) which is For Comment, is part of the report. President Rodin is calling for comments by Monday, March 20. The President will report on this at the next University Council meeting, on Wednesday, March 22.
Summary: As members of the Ad-Hoc Committee on Sweatshop Labor, we met intensively from February 10 through February 28. We took up the charges of developing a code of workplace conduct for licensees of Penn apparel and considering which monitoring organization or organizations would be best suited to monitor factories making University apparel. The superordinate goal of our deliberations was the promotion of fair labor practices in the manufacture of collegiate apparel. To reach that goal, all members of the committee agreed that the University’s code of conduct must be sufficiently developed at this time, we have confidence that both, with modifications and time to further evolve, could have a significant effect on working conditions in the apparel industry. Synopses of both organizations follow.

Code of Conduct: With a view to stimulating economic growth and development, raising living standards, implementing staffing requirements, and expanding employment opportunities, we recommend and append a Code of Workplace Conduct for University of Pennsylvania Apparel Licensees. The goals of the code are to promote full, productive, and freely chosen employment, to protect workers to conduct business in a manner consistent with the high standards in its code. (See pp.4-5.)

Evaluation of Monitoring Organizations: We engaged in thoughtful and thorough deliberations about the question of monitoring organizations which should inspect licensee factories to determine whether they meet the University’s code of conduct. We fully recognized that the matter of monitoring organizations has been central to campus discussion about sweatshop labor and we brought all due consideration to the issue. Our goal is to ensure that factories are monitored fairly, effectively, and as quickly as possible.

We studied the Fair Labor Association and the Worker Rights Consortium by reviewing materials on both groups and listening to presentations from their leadership. While we strongly believe that neither organization is sufficiently developed at this time, we have confidence that both, with modifications and time to further evolve, could have a significant effect on working conditions in the apparel industry. Synopses of both organizations follow.

Fair Labor Association: The Fair Labor Association, created in 1998 and formally founded in 1999, is an initiative sponsored by the United States Department of Labor and designed to promote the improvement of working conditions for factories producing apparel. The FLA’s purposes are to conduct inspections and monitoring of factories, to report publicly on factories’ compliance with the FLA code of conduct, and to certify brands produced in compliance with FLA standards. The FLA is a non-profit organization which includes labor and human rights groups, apparel companies, and universities as of January, 2000. The organization is headed by a Board of Directors comprised of six industry representatives, six labor/NGO representatives, and one university representative. Charles Ruff, former White House counsel, serves as chair of the FLA Board. The FLA’s website is: www.fairlabor.org.

Worker Rights Consortium: The Worker Rights Consortium was created in 1999 by United Students Against Sweatshops in consultation with workers and human rights groups; a founding conference is scheduled for April 7, 2000. According to its charter, the WRC aims to monitor factories producing apparel for colleges and universities through public disclosure, verification of worker complaints, and proactive investigations of regions and companies with a history of sweatshops. The WRC’s purpose is to develop a strategic plan for funding must be a priority of the April founding conference. We advocate unannounced inspections.

We strongly recommend that the Committee on Manufacturer Responsibility be formed this semester, as soon as these recommendations have been reviewed and accepted by the President, in order to begin immediate implementation of the code of conduct.

As the members of the Ad-Hoc Committee on Sweatshop Labor, we respectfully submit our recommendations to President Rodin on February 28, 2000.

Howard Kunreuther, Cecilia Yen Koo Professor of Decision Sciences and Public Policy, Wharton School, chair Jennifer Baldino, director of external affairs, Office of the President Nancy Nowicki, executive director, external affairs, Office of the Provost Kimberly Colopinto, UA representative Tina Collins, GSE doctoral student and GAPSA representative

Membership: We feel strongly that neither the FLA nor the WRC, in current form, is able to completely serve the University’s needs and fully promote fair labor practices among licensees of University apparel. However, we believe that both organizations are committed to the goal of fair labor practices and that, with the following provision met, Penn should affiliate with both organizations.

The current representation of colleges and universities on the governing boards of both organizations is inadequate. Institutions of higher education are at the forefront of the movement for fair labor practices in the apparel industry and must have a voice that is balanced with those of other groups on the governing boards of the FLA and the WRC.

We would like to see Penn re-join the FLA and the WRC as soon as possible to work from within each organization to resolve our additional concerns with them, as stated below. We recommend that President Rodin write a letter to each group requesting balanced representation and noting that Penn’s membership is contingent upon it. When President Rodin receives the responses, we suggest that she charge our Ad-Hoc Committee on Sweatshop Labor or a similar committee to determine next steps. Membership in each organization is contingent on having an adequate response. Our requests will require a very timely response, especially considering that the WRC founding conference is on April 7, 2000. Further, it will be critical for these state-of-the-art monitoring organizations to evolve fully and quickly. If adequate responses are provided and Penn affiliates with these organizations but they are not implemented, then Penn will withdraw its membership.

Addressing Additional Concerns about FLA and WRC: If Penn affiliates with the FLA and the WRC, we fully expect that the Committee on Manufacturer Responsibility, which is recommended in the attached plan. We believe that the two organizations are committed to the goal of fair labor practices among licensees of Penn apparel and we brought all due consideration to the issue. We have confidence that both, with modifications and time to further evolve, could have a significant effect on working conditions in the apparel industry. Synopses of both organizations follow.

FLA:• We believe that, without question, effective monitoring of licensee factories is critical to the goal of fair labor practices. In that light, we believe that the FLA and the WRC are appropriate organizations to monitor factories producing apparel for colleges and universities through public disclosure, verifying conditions in factories consistently with the high standards in its code.
• We strongly believe that both organizations are committed to the goal of fair labor practices and that, with the following provision met, Penn should affiliate with both organizations.
• We believe it is appropriate for companies with exemplary labor practices to be rewarded and recognized for their efforts, and that the FLA should develop a system for this.

WRC:• We believe that the WRC is still in its formative stages. We believe that the promotion of fair labor practices requires bringing all involved parties to the table.
• We advocate unannounced inspections.
• We strongly support the notion that the standing monitoring conference will help address several of the following points, which we feel are critical to our superordinate goal of fair labor practices.

Recommendation for Immediate Implementation: We strongly recommend that the Committee on Manufacturer Responsibility be formed this semester, as soon as these recommendations have been reviewed and accepted by the President, in order to begin immediate implementation of the code of conduct.

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A Code of Workplace Conduct for Penn Apparel Licensees

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

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

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

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

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

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

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

C. Environmental Compliance
Licensees and their subcontractors will be committed to the protection of the local environment, including their factories and their surroundings. They will protect residential areas around their factories, disposing of garbage and waste in such a way so as not to endanger the safety and health of nearby areas.

D. Employment Standards
1. Wages and Benefits
Licensees and their contractors must provide wages and benefits which comply with all applicable laws and regulations and which match or exceed the local prevailing wages and benefits in the relevant industry, whichever provides greater wages and benefits. The University is strongly committed to the employees of licensees receiving a “living wage” and charges the Committee on Manufacturer Responsibility (see Section VII on page 5) to develop a quantitative “living wage” formula based on the findings of the University of Wisconsin—University of Notre Dame “living wage” project and any other information the Committee deems relevant.

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

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

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

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

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

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

8. Nondiscrimination
Licensees and their subcontractors will not subject any person to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion or political affiliation, union involvement, or social or ethnic origin.

Because the overwhelming majority of apparel workers are women, assuring and safeguarding women’s rights is of particular importance for all parties.

• Women workers will receive equal remuneration for comparable work, including benefits, equal treatment, equal evaluation of the quality of their work, and equal opportunity to fill all positions as male workers.
• Pregnancy tests will not be a condition of employment, nor will they be demanded of employees. Workers will not be forced or pressured to use contraception.
• Women who take maternity leave will not, because of the maternity leave, face dismissal or threat of dismissal, loss of seniority or reduction of wages. Licensees must permit women returning from maternity leave to return to their prior position at their prior wage rate and benefits. Local laws and regulations, or the prevailing practice in the relevant industry, whichever is greater, shall determine appropriate length of maternity leave.
• Licensees and their subcontractors shall provide, to the extent required by applicable law and regulations, or the local prevailing practice in the relevant industry, whichever is greater, services and accommodations to pregnant women, including but not limited to access to legally required health care provided by the employer, government or other provider.

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

If the University determines that any licensee or contractor has failed to remedy a violation of this Code, the University will consult with licensee to examine the issues and determine the appropriate measures to be taken. The remedy will, at a minimum, include requiring the licensee to take all steps necessary to correct such violations including, without limitation, paying all applicable back wages found due to workers who manufactured the licensed articles, and reinstating any worker whose employment has been terminated in violation of this Code of Conduct. If consultation and agreed upon measures fail to adequately resolve the violations within a specified time period, the University and the licensee will implement a corrective action plan on terms acceptable to the University. The University reserves the right to terminate its relationship with any licensee who continues to conduct its business in violation of the corrective action plan, in accordance with the terms set forth in the licensee agreement.

V. Compliance

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

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

B. Licensees and their contractors are responsible for conducting thorough, effective and regular inspections of each facility at which University apparel is produced;

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

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

VI. Public Disclosure

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

B. The Licensee shall be required to supply by July 15 of each year a list of all factory locations referred to in paragraph A above, and all locations Licensee anticipates will be used during the term of the License. Any additions or deletions to this list shall be reported to the University within two months of the effective date of such addition or deletion.

VII. Monitoring and Oversight

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

A. Composition and Selection

1. Voting Members
   a. Three members of the University faculty selected by the President in consultation with the Chair of the Faculty Senate, one of whom will chair the Committee.
   b. Four members of the student body, including two representatives of the Penn Students Against Sweatshops (PSAS) or its successor, and one undergraduate and one graduate student, to be chosen by the UA and the GAPSA.
   c. Two representatives of University staff selected by the Penn Professional Staff Assembly (PSPA) and A3 Assembly, respectively.

2. Ex officio Members (non-voting)
   a. Representative of Business Services
   b. Representative of the Office of the President
   c. Representative the Office of the Provost
   d. Member of the Office of the General Counsel

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

The division of responsibilities will be as follows:

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

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

B. Decision-Making

A simple majority of the Committee must be present for the vote take place, with at least one student, one faculty, and one staff member present. Only members who are present may vote, and decisions will pass by majority rule.

C. Meeting Schedule

The Committee will meet no fewer than two times each semester.

D. Responsibilities

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

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

3. **Reviewing the State of Compliance**
   Licensees will be reviewed every six months for the first two years of their license agreement, and on an annual basis in subsequent years.

4. **Reviewing Violations**
   The Committee will review any alleged violations of the University’s code of conduct and determine whether they constitute violations. Based on this judgment, the committee will recommend an appropriate course of action to the Trademark Licensing Unit. At the same time, should Trademark Licensing Unit identify any alleged violations, the department will consult with the Committee on an appropriate course of action.

E. Public Accountability

1. The Executive Vice President will publish the University’s Code of Conduct annually, and amendments as necessary in **Almanac**.

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

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

F. Seeking and Rewarding Responsible Business Practices

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

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

VIII. Pledge of Research and Development

The University commits itself to annually reviewing the development and research concerning an independent monitor, a coalition of sweat-free campuses, living wage standards, and any other areas developed, and deciding in consultation with the Committee whether these areas are feasible for Penn.
EHRS Training: March

The following training programs are required by the Occupational Safety & Health Administration (OSHA), the Nuclear Regulatory Commission (NRC), and The Commonwealth of Pennsylvania (DEP), for all employees who work with hazardous substances including: chemicals, human blood, blood products, fluids, and human tissue specimens and radioactive materials. These programs are presented by the Office of Environmental Health & Radiation Safety (EHRS). Attendance is required at one or more session, depending upon the employees’ potential exposures.

Introduction to Laboratory Safety at Penn (Chemical Hygiene Training); March 7, 9:30 a.m., rm. 251, BRB II/III.

Introduction to Occupational Exposure to Bloodborne Pathogens; March 14, 9:30 a.m., rm. 253, BRB II/III.

Occupational Exposure to Bloodborne Pathogens (In a clinical setting); registration is required, March 14, 9:30 a.m., rm. 251, BRB II/III.

Radiation Safety Training—New Worker; required of all personnel working in laboratories where radioactive materials are present. March 16, 3 p.m., EHS conference room. Training can be completed on-line.

Radiation Safety Training—New Irradiator Users; March 15, 10:30 a.m., 1412 Blockley Hall. Radiation—Annual Update; March 9 and 16, 10:30 a.m., rm. 252, BRB II/III.

Check EHS web site www.ehrs.upenn.edu for additional programs, dates and time. If you have any questions, please call Bob Leonzio at (215) 898-4453.

Laser Safety Training

The Office of Environmental Health & Radiation Safety (EHRS) is conducting Laser Safety Training on March 29, in room 1433 Blockley Hall from 10-11:30 a.m. The seminar is for all faculty, staff and students who use lasers in their research and have not previously attended the University’s laser safety training program. Topics to be discussed include user responsibilities, medical surveillance, and recommended work practices.

Laser safety training is one element of the University’s laser safety program. The program also includes a laser safety manual, a laser registry, signage, medical surveillance, and laboratory audits. All laser users should have a copy of the University Laser Safety Manual. To get a copy of the manual, contact EHRS at (215) 898-4445 or consult the EHRS web site at www.ehrs.upenn.edu.

Principal investigators must complete a Laser Registry form listing the location and type of laser(s) they are using along with the names of all users. A copy of the form is attached to the Laser Safety Manual. Warning signs are required on all lasers and on doors to areas in which lasers are used. Upon request EHS will issue door signs specified by the ANSI standard Z136.1.

A medical surveillance program has been established for faculty and staff that use Class 3B and Class 4 lasers. The Ophthalmology Department and UPenn conducts ocular examinations in order to establish a baseline for each user’s eyes. To be eligible for the program, Principal Investigators must complete the laser registry form and return it to LHRS. If you would like to sign up for the training or if have any questions, please contact Laura Peller at (215) 898-4445 or e-mail laura@ehrs.upenn.edu.

Update

MARCH AT PENN

CHILDREN’S ACTIVITY

11 Mummy Masks; children ages 8-12 visit the Museum’s Egyptian galleries to learn about the craft of mumification and the notion of an afterlife, and later design a “cartonnage” mask in a craft workshop. 10 a.m.–noon; Museum; $5; pre-registration required: (215) 898-4015 (Museum).

SPECIAL EVENT

22 Caribbean Island Dinner Buffet: 5-8 p.m.; Faculty Club; $18.95 per person; Reservations (215) 898-4618 (Faculty Club).

TALKS

7 Why Should I Teach?; Ellen Braffman, GSE; 4:30 p.m.; Kelli Writers House (Kelli Writers House).

8 Guided Zazen (meditation); Fukushima Roshi, zen master; 7 p.m.; Lower Level, Terrace Room, Logan Hall (Museum).

9 Zen Buddhism Lecture; Fukushima Roshi, zen master; 7 p.m.; rm. 17 Logan Hall (Museum).

10 Twentieth Century Reading Group; Joe Valente; Bill Maxwell; 1 p.m.; Arts Cafe (Kelli Writers House).

16 HIV Risk Reduction Strategies for Adolescents: How Much Do We Know?; John B. Jemmott, III, professor, Annenberg, director Center for Health Behavior and Communication Research; 3-4 p.m.; Auditorium, BRB II/III (Center for AIDS Resarch).

20 Chemokine Receptor Polymorphisms and HIV Pathogenesis; Melson L. Michael, Walter Reed Army institute of Research; 3-4 p.m.; Auditorium, BRB II/III (Center for AIDS Research).

Call for Volunteers to Donate Spare Change and Time

Dear Penn Community,

Please contact us at (215) 898-2020 or via e-mail (sammap@pobox.upenn.edu) to volunteer for any of the programs listed below.

—Isabel Sampson-Mapp, Associate Director Faculty, Staff and Alumni Volunteer Services, Director, Penn Volunteers in Public Service Center for Community Partnerships

Penn VIP’s Annual Penny Drive March 15-30 to benefit “Caring About Sharing”. The agency provides food, clothing, furniture and basic life-sustaining resources to their surrounding community. They work with youth, the elderly and single mothers and families in need. The agency works with Philabundance, S.H.A.R.E., Greater Philadelphia Food Bank and several other agencies to fulfill its mission.Caring About Sharing is currently located at 500 North 39th Street. With the help of Council-Woman Jannie L. Blackwell, they recently acquired a second building. The building is however in need of over $2,000 in repairs. Your donations will be designated for their building repair fund. The new facility will provide hot meals to children, study hall/library/computer training, recreation, a program called Doors to Dignity, a Youth Council. Please take your pennies to the sites listed on the web at www.upenn.edu/almanac/v46/n24/volunteers.html.

Computers Needed

Is your department upgrading its computers? Would you like to donate your used computers to a worthy cause? The Center for Community Partnerships and a group of volunteers coordinated by engineering student David Park are working to provide computers to West Philadelphia schools, families and nonprofits. Join us by donating your used computers to this cause.

Contact David Park at: dpark@seas.upenn.edu for additional information and/or to donate to this program.

Books Needed

We are collecting books for the University City and the West Philadelphia Resource Boards. Please donate your new or used books that are in good condition and are appropriate for K-8 students. Books will be used to help stock school libraries. Bring books to the 5th floor in room 504 of the Mellon Bank Building located at 133 South 36th Street.

Volunteer For Christmas In April

Help with the repairs of 25 homes in the West Philadelphia area that belong to elderly and low income families. Project begins March 25th and ends on April 15th.

MentorUCHS Students

Hire them to do general office work and expose them to their areas of interest. We have students interested in the medicine, law, computers and much much more. These programs are open to parents or students with intervals 5:15-7 p.m. Help participants develop resumes and cover letters. Teach participants how to do job searches on the Internet. Classes are scheduled to begin in late March.

Haddington S.N.A.P. (Safe Neighborhood Action Plan) needs you to volunteer in their after-school program. Tutor reading and math. Teach basketball, baseball, tennis or golf. The center is located at 54th Street & Wyalusing Avenue in West Philadelphia and is open from 3-5 p.m.

21 Video Testimonies of Holocaust Survivors; Al Filreis, Class of 1942 English director, Kelli Writers House; 4:30 p.m.; (Penn Humanities Forum; Kelli Writers House).

Black Sea Ancient Trade Project: Mountain Top to Ocean Bottom; Fredrik Hiebert, Robert H. Dyson Assistant Professor, assistant curator, Near East Section; 6 p.m.; Rainey Auditorium, Museum; S10, S8/members (Museum; American Research Institute in Turkey; American Turkish Council).

CIS Colloquia Presents: Sudipto Guha, Stanford; 3 p.m.; rm 216 Moore School (Computer & Information Science).

22 Constitutionalism and the Human Rights Debate; Michael C. Davis, University of Hong Kong; 4:30 p.m.; Gates Seminar Room, Van Pelt-Dietrich Library Center (Center for East Asian Studies).

Deadlines

The deadline for the weekly update is each Monday for the following week’s issue. The deadline for the April At Penn calendar is March 14.

Home Buyers Fair

On Wednesday, March 29, the Office of Community Housing, which administers the Guaranteed Mortgage Program for Penn faculty and staff, will hold its annual Home Buyers Fair from 11 a.m.–2 p.m. in the Terrace Room, Logan Hall.

Faculty and staff can meet lenders, realtors, insurance brokers, home inspectors, architects, etc., to determine their housing needs. They can also secure their own personal credit report for $3, and those who complete a housing survey are eligible for prizes. Pre-registration is not required and there is no admission fee.

For more information contact the Office of Community Housing at (215) 573-9725 or (215) 898-7422.

ALMANAC March 7, 2000 6
Crime Alert

On Saturday, February 26, at approximately 2:45 p.m., a female was sexually assaulted inside a vestibule located at 4311 Spruce Street. The perpetrator of this assault was described as an African-American male, 18 to 25 years old, 5’10” to 6’0” tall, thin build, black bushy hair, clean shaven, medium complexion. The male was wearing a dark outfit and a dark colored jacket—no further description.

The victim was followed by the perpetrator from the area of 40th and Spruce Streets. The male walked behind her asking personal questions all the way to her front door. The perpetrator then asked to use the victim’s bathroom. The male gave the impression that he was leaving, just before he attacked the victim in the vestibule of her apartment building.

If this person attempts to make contact with you, please look around for: uniformed police officers, blue light phones, Spectaguard officers, or uniformed University City District Safety Ambassadors. Contact the University of Pennsylvania Police detective bureau at (215) 898-4485 as soon as possible.

—Samuel Lawrence Singer, Detective, Penn Police Department

Hepatology Conference

The Center for Molecular Studies in Digestive and Liver Disease and the Division of Gastroenterology will host a conference and retreat, Molecular Basis of Hepatic Gene Regulation: From Bench to Bedside, on April 5, at the Gregg Conference Center in Bryn Mawr. Talks by Penn and external investigators will cover the latest developments in the field of basic science research on hepatic gene regulation with a focus on translational components relevant to clinical application such as transplantation, immunosuppression, and gene therapy. There will also be a general poster session open to all digestive-related topics. A schedule of events is available at www.med.upenn.edu/molecule.

To register for the conference or to obtain more information, e-mail kaiser@mail.med.upenn.edu. Poster abstracts should be e-mailed to address above by Monday, March 20.

Spring Break Safety: Special Checks of Residences

In order to reduce the opportunity for crime (i.e., criminal mischief, burglaries, etc.), the Division of Public Safety is again offering to conduct Special Checks of Residential Properties during the following timeframe: Midnight March 10 to 7 a.m. March 20.

Students, faculty and staff who live within the following geographical boundaries—Schuylkill River to 43rd Street and Baltimore Avenue to Market Street—may participate. An application must be completed and returned, prior to vacuuming the premises. Applications may be picked up at the Penn Police Headquarters, 4040 Chestnut Street, or on the web. Check the Public Safety website at www.upenn.edu/police/ for complete instructions and security tips.

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 February 21, 2000 through February 27, 2000. Also reported were Crimes Against Property: 26 total thefts and 5 incidents of criminal mischief. Full reports on the web (www.upenn.edu/almanac/v46/n24/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 February 21, 2000 and February 27, 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

2/21/00 2:39 AM Unit blk S 38th Person shot outside bar
2/21/00 10:04 PM 209 S, 33rd St. Complainant struck by class member
2/23/00 3:19 AM 3300 Spruce Suspicous male/wanted on warrant
2/21/00 7:36 AM Unit blk S 38th Person shot outside bar
2/21/00 10:04 PM 209 S, 33rd St. Complainant struck by class member
2/23/00 3:19 AM 3300 Spruce Suspicous male/wanted on warrant
2/24/00 11:41 AM 415 Curie Blvd. Unwanted phone calls received
2/25/00 10:24 AM Convention/Civic. Gun confiscated during traffic stop
2/25/00 10:35 PM 3409 Walnut St. Store employee reports robbery by 2 males
2/26/00 12:23 AM 3800 Market St. Complainant shot in left cheek
2/26/00 12:23 AM 3900 Market St. Complainant shot in thigh
2/27/00 11:33 AM 3800 blk Chestnut Suspicous male in area/wanted on warrant

18th District Report

14 incidents and 4 arrests (including 6 robberies, and 8 aggravated assaults) were reported between February 21, 2000 and February 27, 2000 by the 18th District covering the Schuylkill River to 49th Street and Market Street to Woodward Avenue.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Description</th>
</tr>
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<tbody>
<tr>
<td>02/21/00</td>
<td>6:36 AM</td>
<td>4827 Greenway</td>
<td>Aggravated Assault/Assault</td>
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<tr>
<td>02/21/00</td>
<td>2:37 AM</td>
<td>3800 Ludlow</td>
<td>Aggravated Assault</td>
</tr>
<tr>
<td>02/21/00</td>
<td>12:40 AM</td>
<td>3800 Chestnut</td>
<td>Robbery</td>
</tr>
<tr>
<td>02/22/00</td>
<td>6:36 AM</td>
<td>4827 Greenway</td>
<td>Aggravated Assault/Assault</td>
</tr>
<tr>
<td>02/22/00</td>
<td>1:50 AM</td>
<td>4600 Pine</td>
<td>Robbery/Assault</td>
</tr>
<tr>
<td>02/22/00</td>
<td>5:22 AM</td>
<td>431 49th</td>
<td>Robbery</td>
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<td>02/24/00</td>
<td>8:15 AM</td>
<td>4641 Chestnut</td>
<td>Robbery</td>
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<tr>
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<td>4800 Grays Ferry</td>
<td>Aggravated Assault</td>
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<tr>
<td>02/25/00</td>
<td>10:30 PM</td>
<td>3409 Walnut</td>
<td>Robbery</td>
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<td>02/25/00</td>
<td>4:30 PM</td>
<td>3400 Market</td>
<td>Robbery</td>
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<tr>
<td>02/26/00</td>
<td>12:30 AM</td>
<td>3600 Market</td>
<td>Aggravated Assault</td>
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<td>02/26/00</td>
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<td>02/27/00</td>
<td>2:45 AM</td>
<td>447 51st</td>
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<tr>
<td>02/27/00</td>
<td>10:25 PM</td>
<td>4601 Chestnut</td>
<td>Aggravated Assault</td>
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</table>

The University of Pennsylvania Police Department

The University of Pennsylvania: parking, yard, balcony, $146,500. Tel/fax (215) 222-4369, e-mail: dcan@upenn.edu.

RESEARCH STUDIES

Children and adults, children ages 7-17 and adults ages 18-65 are needed for ongoing medication research trials. Call: (215) 898-7000 or (215) 898-5564.

Individuals, age 40 or over with osteoarthritis of the knee. This 4-week study will compare two approved medications used in the treatment of osteoarthritis of the knee. Contact Virginia Ford, MSN at HUP Hypertension Program, (215) 662-2410 or (215) 662-2638.

CONFERENCE/SEMINAR

2nd Annual Gastroenterology & Hepatology Update: A comprehensive update for gastroenterologists, surgeons and pathologists. 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) 898-8980 or e-mail krames@mail.med.upenn.edu.

To place a classified ad, call (215) 898-5874.

All Aboard: 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. To register, 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.

No Almanac March 14

Since the campus population is down for Spring Break, there is no Almanac scheduled for March 14. Staff are on duty to assist contributors planning insertions for March 11 and beyond. Breaking news and bulletins will be posted to "Almanac Between Issues" (see www.upenn.edu/almanac/).—Ed.

Almanac

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Phone: (215) 898-6274 or 5275 FAX: (215) 898-9137
E-Mail: almanac@pobox.upenn.edu
URL: www.upenn.edu/almanac/

The University of Pennsylvania’s journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the 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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The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational programs, activities or admissions policies; scholarships; student financial aid programs; or any University of Pennsylvania administered programs or employment. Questions or complaints regarding this policy should be directed to Valerie Hayes, Executive Director, Office of Affirmative Action, 3600 Chestnut Street, 2nd Floor, Philadelphia, PA 19104-6104 or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

ALMANAC March 7, 2000
Human Nature — Human Rights

The Penn Humanities Forum presents Human Nature—Human Rights from March 20-25. This week of lectures, films, performances and walking tours invites people to explore the connection between ideas of human nature and human rights. Dr. Wendy Steiner, the founding director of Penn Humanities Forum wrote: “The insistence on the universality of rights depends on the belief that we are all ‘members of the human family,’ requiring security, freedom, employment and education in order to be fulfilled. This idea of human nature is not a given.”

Each day will focus on different topics as listed below. On the final day the focus will be on Philadelphia as a crucial site of the enunciation and defense of human rights, and sometimes of their violation. The complete schedule of events can be found on the website at humanities.sas.upenn.edu/hn-ht/letterp.htm.

Monday, March 20 American Civil Rights
The opening day will include welcoming and opening remarks from Wendy Steiner, the Richard L. Fisher Professor of English and director of the Penn Humanities Forum, and Peter Conn, Deputy Provost. The Talking Film series features Juan Williams, author and journalist at 4:30 p.m., Kelly Writers House.

Tuesday, March 21 Women’s Rights
Day two of the conference will feature the Lief Lecture Woman—An Intimate Geography with guest speaker Natalie Angier, from 3 to 4:30 p.m. at Duplon Auditorium.

Other featured speakers in the evening include Jeanne Mareck, professor of psychology, Swarthmore College; Wendy Steiner, Richard L. Fisher Professor of English, director, Penn Humanities Forum; Ingrid Waldron, professor and undergraduate chair of Biology and Donna and Larry Shelley Term Chair in Women’s Studies; 5:30 –7 p.m. at the Friends Meeting House, 1515 Cherry St. RSVP required (215) 573-8280.

Wednesday, March 22 Holocaust
At 4:30 at Kelly Writers House a Video Testimony by Holocaust Survivors will be discussed, lead by Al Filreis, professor of English. RSVP (215) 573-WRIT.

Thursday, March 23 Human Rights in the Balkans and Islam
Am I Not Our Lord? Theomorphism and Its Rami- fications in the Islamic Doctrine of Human Nature; 4:30 p.m., location TBA. Speakers include Al Filreis, English; Millicent Marcus, Romance Languages; Harry Reicher, Law; Barbie Zellizer, communication.

Friday, March 24 Human Rights in Africa
The Human Rights Conference will take place from 9 a.m.-7:30 p.m. at the White Dog by writer and English professor Paul Hendrickson. At 9:30 a.m. Poor Richard’s Walking Tours, Life & Liberty: Struggles for Human Rights in Philadelphia. The tour through the streets of Philadelphia remind the participant of the historic struggles for human rights. This tour is offered again from noon-2:30 p.m. Tickets $10, call (215) 573-8280.

Beginning at noon Eminent Domain—A Forum on Narratives of Dispossession, Exile, and Return will take place. The forum will use stories, monologues, music, poetry and academic presentations to examine historical, folkloric, mythological, and sociological stories of dispossession, exile, and return. The location TBA.

As a closing to the week-long conference a forum, Dignity and Worth—Readings & Speakers on Independence Mall, will take place from 3-5 p.m. Scheduled speakers: Nadine Strossen, president, ACLU; William Schulz, executive director, Amnesty International-USA; Charles Kernaugh, chairperson, National Labor Committee; Samuel Freeman, professor of philosophy; Paul Hendrickson, professor of English.

Achieving Quality Architecture with Design-Build

Achieving Quality Architecture with Design-Build is a one day conference taking place March 24 from 8 a.m. to 5:30 p.m. Co-sponsored by the Graduate School of Fine Arts, Philadelphia and New York chapters of the American Institute of Architects and McGraw-Hill Construction Information Group, the conference will include such topics as:

- The Master Builder: Historical Myth or Contemporary Reality?
- What Kind of Architecture is Design-Build Producing?
- What Does Quality Architecture Cost? Who Pays?
- How Can Critics Judge Design-Build Products?
- Round Table Discussion: Quality Architecture, Profitable Architecture or Both?

Speakers include the Honorable Robert A. Peck, Eugene Kohm, Professor Peter D. Linnemen, Norbert W. Young and Robert Ivy.

The conference will be held in room 110 of the Annenberg School. The conference fee is $150 and includes a continental breakfast and box lunch. Penn students and faculty may attend at no charge but must register in advance by calling (215) 898-3657.

W.E.B. DuBois and the Education of Black Folk

On March 23-24, a group of distinguished scholars and educators from across the United States will convene at the University City Sheraton. They will participate in a symposium W.E.B. DuBois and the Education of Black Folk: Past, Present and Future, designed to re-examine and re-visit the significant contributions made by W.E.B. Du Bois to the field of education and discuss their relevance to African American education today and in the future.

The symposium organizers are Dr. Mary Frances Berry, Geraldine R. Segal Professor of Social Thought at Penn, and Dr. V.P. Franklin, Distinguished Professor of History at Drexel University. The free, two-day symposium is sponsored by the DuBois Collective Research Institute established at Penn in 1998 and is open to the public, but those wishing to attend are asked to register in advance. Call (215) 898-9308, fax (215) 573-6078; or e-mail jamesbr@gse.upenn.edu.

Thursday, March 23
11 a.m.-1 p.m.; Book signings at the Penn Bookstore
1-1:30 p.m.; Greetings & Introductions

Session One: Early Childhood Education, James Earl Davis, University of Delaware; Diane Pollard, University of Wisconsin; Deborah J. Johnson, Michigan State; 1:30-3:30 p.m.


Dinner and Keynote Address: Walter R. Allen, UCLA; 7 p.m.

Friday, March 24
Session Three: Educational Philosophy, James D. Anderson, University of Illinois; Linda M. Perkins, Hunter College; Edmund Gordon, CUNY; 9-11 a.m.

Session Four: Public School Segregation / Desegregation, William Trent, University of Illinois; Gloria Ladson-Billings, University of Wisconsin; Gary Orfield, Harvard; 11:15 a.m.-1:15 p.m.

Session Five: Educational Finance & Equity, Stephanie Robinson, The Education Trust; Mark Rosenbaum, ACLU; Theodore Shaw, NAACP Legal Defense Fund; 2:30-4:30 p.m.

Session Six: Psychological and Achievement Testing, Anne Marie Cauce, University of Washington; Wade Boykin, Howard; Sharon P. Robinson, Educational Testing Service; 4:45-6:45 p.m.