Seamus Heaney, who received the 1995 Nobel Prize in Literature for “…works of lyrical beauty and ethical depth, which exalt everyday miracles and the living past,” will deliver the commencement address at Penn’s 244th Commencement on Monday, May 22. The ceremony begins at 9:30 a.m.

A native of County Derry, Northern Ireland, Mr. Heaney is the Ralph Waldo Emerson Poet in Residence at Harvard, and former professor of poetry at Oxford.

Mr. Heaney has been described as one of the world’s great poets who has been “…an eloquent spokesperson for the importance of language and literature in contemporary culture.” His contributions to the literary world are both prolific and profound and include Death of a Naturalist, which won, among other honors, both the E. C. Gregory Award and the Somerset Maugham Award, and Door into the Dark, Wintering Out, and North, which share five prestigious literary awards between them.

Most recently, Mr. Heaney’s translation of the epic poem Beowulf became the highest-selling book in Great Britain, hailed as “…a masterpiece out of a masterpiece,” and recognized with the Whitbread Book-of-the-Year Award.

“Seamus Heaney truly is a literary giant. He has not only earned critical acclaim, but is easily one of the most popular poets of our time. Mr. Heaney is one of the world’s most accomplished scholars and teachers, and we are very, very pleased that he has agreed to speak to our graduates and their guests and will accept our recognition for his enormously important contributions to literature,” Dr. Rodin said. The University will bestow upon Mr. Heaney an honorary Doctor of Humane Letters degree at the ceremony.

Mr. Heaney earned a degree in English from Queens College, Belfast, in 1961, where he began to write under the pseudonym “Incertus.” In 1963, he accepted a position as lecturer in English at St. Joseph’s College, Belfast, and, in 1966, became a lecturer in modern English literature at Queen’s College.

Mr. Heaney published the award-winning Death of a Naturalist in 1966 and, a year later, Door into the Dark. In 1972, he published Wintering Out, which won the Denis Devlin Award and the Writer-in-Residence Award from the American Irish Foundation; in 1975, the critically-acclaimed North, which received the E.M. Forster Award and the Duft Cooper Memorial Prize. In 1975, Mr. Heaney began teaching at Carysfort College in Dublin and remained there until 1981, when he began his association with Harvard as a visiting professor. In 1984, Mr. Heaney was appointed Boylston Professor of Rhetoric and Oratory at Harvard. He held that position until 1996. He was professor of poetry at Oxford from 1989 to 1994.

Total student charges at the University of Pennsylvania will increase 3.4 percent for the 2000-01 academic year, the lowest percentage increase in more than three decades, President Judith Rodin announced on Thursday, March 23.

This 3.4 percent increase raises total student charges from $31,902 to $32,996 for next year. Breaking down this number, tuition and fees for undergraduate students in FY ‘01 will increase 3.9 percent, from $24,230 to $25,170; average room and board 2.0 percent, from $7,672 to $7,826.

For Penn students, this three-year trend in which rates of increase in student charges at Penn are the lowest in three decades. The increase in total student charges was 3.7 percent for FY ’00, with a 4.2 percent increase in tuition and fees; it was 3.9 percent for FY ’99, with a 4.5 percent increase in tuition and fees. (See table below.)

“Once again, we have done everything possible to limit the rate of increase for both tuition and fees and total student charges for our undergraduates,” Dr. Rodin said. “We are committed to continue to work to keep a Penn undergraduate education as affordable as possible and available to the best and the brightest students in the nation and around the world regardless of their economic circumstances.”

She said that total student charges at Penn for the 2000-01 academic year are expected to be among the lowest in the Ivy League, based on charges already announced at Brown, Cornell, Dartmouth, Harvard, Princeton and Yale.

Dr. Rodin also said that with the demonstrated support of the Trustees, “we are able to maintain our need-blind admission policy,” continuing to provide financial assistance to those students who demonstrate need throughout their undergraduate experience.

She said that Penn’s undergraduate, need-based grant budget for the 2000-01 academic year will exceed the $54 million budgeted this year, reflecting “…our continued commitment…” to enrolling the most talented students.

Students and their parents are responding very positively to the scope and breadth of the educational opportunities afforded undergraduate students at Penn,” Dr. Rodin said. “And our applicant pool is exceedingly broad-based.” She said that extraordinary students, from throughout the United States and around the world, are continuing to apply to Penn in record numbers.

“We continue to hold the line on our costs, and we are maintaining our financial aid program as one of the nation’s best,” Dr. Rodin said, adding that both work to make possible a commitment “to continue to keep Penn’s doors open to the nation’s most qualified students.”
Council Coverage: March 22 Meeting

President Judith Rodin reported that she recently received responses from both organizations—the FLA and the WRC—that she wrote to about the sweatshop labor issues. Penn’s Ad Hoc Committee will reconvene this week to discuss the responses and make recommendations. (See pages 8-9 for the Code of Workplace Conduct for Penn Apparel Licensees which the president has adopted.)

Provost Robert Barchi noted that as the College Houses are completing their second year, there is an increase over last year in both RA and GA applicants from graduate students to live in the College Houses. He also said that he is “gratified by the efforts of the student body to change” in regard to alcohol although “much is left to be accomplished” there is “continuous quality improvement,” he said.

Dr. Larry Gross, chair of Steering, explained that Steering has scheduled an extra Council meeting for April 19 to accommodate extended reports from the president and provost on the budget and to have ample time for committee reports.

Kendra Nicholson, chair of GAPSA, announced the upcoming Graduate Student Appreciation Week, April 10-14.

Michael Silver, chair of the UA, reported that they have been collaborating with the Penn Police on safety projects such as bicycle registration and a video on crime prevention. He also noted that their race relations dialogue had sixty participants.

Jerome Byam, chair of the UMC, said they are sending a letter to the College of New Jersey denouncing racism since there had been an incident there recently.

Terri White, chair of PPSA, said that the professional development workshop was very successful and was attended by more than 100 staff. There will be a follow-up session on April 26 at the Vernanda.

Debra Smiley Koita, chair of the A-3 Assembly, indicated that she is pleased with the new retiree options for A-3 staff; the information sessions have been helpful to staff, she said.

Lee Stetson, dean of undergraduate admissions, gave a report on Penn’s minority recruitment efforts of the regional directors throughout the United States. He said that Admissions has also been working on campus with LaCasa Latina to expand contacts and with LEAD, directed by Hal Haskins. While the overall admit rate at Penn has dropped to 22%, he said the minority admit rate has dropped “less drastically.” Letters to parents of prospective students will be sent in “as many languages as reasonably possible.”

Dean Stetson said that the yield has gone up, noting that of the students who visit campus for Scholars Weekend, 70% enroll. However, he said that an institution like Penn, in an urban setting appeals to Black and Latino/Hispanic students more than to Native Americans who generally prefer the more rural campus settings.

Discussion resumed on the revised Draft Policy on Privacy in the Electronic Environment which was presented by Dr. Martin Pring, chair of the Committee on Communications. He said the latest revision includes substantial improvements and provides “strong and adequate protection.” Moderator Will Harris expressed his concerns about the policy, suggesting stronger standards and principles. Jim O’Donnell, vice provost ISC, said he didn’t think the proposed policy would lead to the kind of surveillance by ISC. Dr. Gross said that while he shared some of Dr. Harris’s concerns he believes it is much better to have the policy in place, perhaps on a temporary basis. President Rodin agreed that if something needs to be altered in the policy that could be done in the future.

The revisions to Council’s bylaws were discussed briefly and in order for them to be approved at the next meeting there must be a quorum.

Last Call for Volunteers for 2000-2001 Committee Service

To: University Faculty, Penn Professional Staff Assembly, A-3 Members
From: E. Ann Matter, Council Committee on Committees Chair

RE: Volunteers Needed for Committee Service

Almanac of February 29 carried a call for volunteers to serve on standing committees of University Council in 2000-2001. To assure a broader representation, the deadline for nominations has been extended to April 3. Serving on a Council committee is a great way to become involved in issues of importance to you and the University community. Please take time to consider whether you could make a meaningful contribution through one of the committees. The standing committees of Council are described on the back cover of the February 29 issue of Almanac. You can access that issue via the Web at www.upenn.edu/almanac/v46n23/council.html. Please submit nominations by April 3, 2000, using the form below.

For Faculty volunteers, mail to: Carolyn P. Burdon, Faculty Senate Office, Box 12 College Hall/6303, tel.(215)  898-6943; fax 898-0974 or e-mail at burdon@pobox.upenn.edu.
For PPSA volunteers, mail to Anna M. Loh, Director, Human Resources, 303 Steinberg Hall, Dietrich Hall/6302, tel. (215)  898-8917; fax 573-6622 or e-mail at loha@wharton.upenn.edu.
For A-3 volunteers, mail to Debra Smiley Koita, Chair, A-3 Assembly, 3718 Locust Walk, Suite 20, McNeil Building/6209, tel. (215)  898-9245; fax 898-2687 or e-mail at smiley@pobox.upenn.edu.

Committee(s) of interest: __________________________
Candidate: __________________________
Title or Position: __________________________
Department: __________________________
Campus Address: __________________________
Campus Phone __________ e-mail: __________________________

Specify if you are especially qualified for or interested in serving on a particular committee.
Trustee’s March Meetings

Budget and Finance
At the Trustees’ Budget and Finance Committee meeting last Thursday, Michael Masch, executive director of Budget and Management Analysis, made a budget presentation which illustrated the revenue sources for the FY 2000 operating budget. Sixty percent comes from the student charges while forty percent is derived from non-student charges as shown below. As compared to peer institutions, Penn’s undergraduate tuition charges for the coming academic year are in the lower middle range for next year (see table below).

The trustees also approved a “midcourse restructuring” of the Trammel Crow agreement bringing back to the University residential operational maintenance under Omar Blaik, vice president, Facilities Services (Almanac March 7). This is expected to result in a savings of approximately $1.5 million.

They also approved the renovation of the Palestra Concourse at a cost of $1.8 million to be funded entirely through gifts. The project will provide new floor finishes, wall and ceiling painting, and lighting upgrades as well as exhibits including restoration of existing casework and installation of new casework to provide a Palestra Hall of Fame. The relocation of the Penn Children’s Center, a $2 million project funded by an Internal Capital Project Loan to be repaid by Business Services in five years (see page 4) was also approved.

The last resolution authorizes the University to borrow money and/or to guarantee loans of up to $5 million per transaction with a limit of $15 million aggregate outstanding principal balance as long as they are secured only by a mortgage on real property and are not general recourse obligation of the University.

Executive Committee
The Trustees Executive Committee approved the resolution on the appointment of Michael Fitts as dean of the Law School (Almanac March 7). President Rodin praised Dean Fitts’ interdisciplinary approach as a hallmark of the school.

The president also noted Dr. Peter Traber’s appointment as CEO of the UPHS (Almanac March 21) and said he has shown “extraordinary leadership.”

The Trustees approved five resolutions including the resolution on tuition, fees and other charges for 2000-2001 (see page 1).

Revenue Sources
Executive Committee
Designated Funds

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<th>Academic Year 2000-2001 Tuition, Fee, Room and Board Increases</th>
<th>1999-2000</th>
<th>2000-2001</th>
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<td>Total Charges</td>
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<td>$940</td>
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<td>• Room &amp; Board</td>
<td>$7,672</td>
<td>$7,826</td>
<td>$154</td>
<td>2.0%</td>
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</tbody>
</table>

Poster Session on Aging
Researchers in aging, as well as practitioners and educators, will present poster format in the Institute on Aging’s 13th Annual Poster Session on Aging, to be held on Monday, May 15, from 4-6 p.m. in Ralston House, 3615 Chestnut Street. All those connected with the University of Pennsylvania Health System are invited to submit proposals for inclusion in the conference. Recently-affiliated institutions are particularly welcome to participate and/or attend.

Presentations at past Poster Sessions have ranged from the latest research on Alzheimer’s disease to studies comparing institutionalization with in-home care. In addition, posters depicting a variety of programs related to care and treatment of the elderly will be presented. It is expected that this year, as in the past, the work of over one hundred UPHS researchers and healthcare professionals will be represented.

The Institute on Aging promotes understanding of the aging process and enhances the quality of life of the elderly through facilitating and supporting multifaceted, interdisciplinary research, education and clinical care programs.

These Poster Sessions are designed to attract the Penn community, as well as all others interested in aging, with the wide range of research, service and educational activities underway at the University.

The sessions are free and open to the public. For further information about participating in or attending the Poster Session, call Ed Horen at (215) 898-3188, e-mail to eoren@mail.med.upenn.edu, or fax your query to (215) 573-8684.

Death of Dr. Lash
A memorial service for Dr. James W. Lash, professor emeritus of cell and developmental biology in the School of Medicine, will be held on Monday, April 3, at 3:30 p.m. in the Auditorium of BRBII/III. Dr. Lash died on January 11 at the age of 70 (Almanac January 18). All members of the University community are invited to attend.

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Alvin H. Johnson, associate professor emeritus of music, died on March 17 at the age of 85. Dr. Johnson was at Penn from 1962 until his retirement in 1982. Dr. Johnson was also director of graduate studies for music from 1961 till 1967.

Dr. Johnson became the executive director of the American Musicological Society in 1978 a position he held until 1993. He also taught at Ohio State and Yale where he co-authored "The Art of Music."

A 1936 graduate of the University of Minnesota, he was also a member of the Minneapolis Symphony Orchestra where he played French horn. Dr. Johnson earned his doctorate from Yale in 1954.

He is survived by two sons, David S. and Timothy A.; a daughter, Wendy Schlesinger; two brothers; three sisters; and four grandchildren. A musical memorial at Penn is planned for a later date. In lieu of flowers, contributions may be made to the AMS 50 Fellowship Fund, American Musicological Society, 201 S. 34th Street, Philadelphia, PA 19104.

Deborah M. Johnson, sister of the late Dr. Alvin H. Johnson, as-
Penn Children's Center: Plans for Relocation and Expansion

A Firm Foundation

For more than a decade, the Penn Children's Center (PCC) has been an important resource and a source of pride on the University of Pennsylvania campus. Today the center stands as one of the premier daycare facilities in the Delaware Valley and holds the prestigious NAEYC accreditation. Serving children ages 12 weeks to 5 years, its focus on multicultural programs and its child-centered approach to education make it a unique, widely respected center. Some of the classrooms have relocated to temporary space at 43rd and Spruce Streets, effective January 3, in preparation of the construction of the new University-assisted public school on the former Divinity School site. Currently, PCC has a capacity for 76 children on a full-time basis. Its waiting list is over 80 children long with over 40 children on the infant list alone. Demand for high quality child-care is extremely high in the University and West Philadelphia community.

Transition Offers Opportunity for Expanded Center and New Programs

With the current changes on Penn's campus, including the opening of the new University-assisted K-8 school on the current PCC site, the University has taken an opportunity to review the progress made to date and to consider the future of PCC. Sites to relocate the existing program were sparse and extremely expensive to renovate. A very feasible plan to lease space in the Newman Center at 37th and Chestnut unfortunately fell through. After a year of intense planning and research, it was determined that new construction might be the right approach. The current surface parking lot site at 33rd and Chestnut Street was identified for possible construction of a new center. Unfortunately the costs to build a new center on that site exceeded $6 million so the project was not undertaken. Finally in December, a very exciting and suitably located site was identified for PCC. The development of the former GE building at 31st and Chestnut Streets into luxury apartments, retail and office space provides an excellent location for the center.

Providing a consistently high quality child-care program and maintaining qualified staff is an increasing challenge in today's market. To address these issues in context with the pending relocation, the University considered partnering with a known leader in employer-sponsored child-care. Such partnerships often offer the potential for designing, constructing, and partially funding facilities, for maximizing a firm's expertise in training and for supporting ongoing teacher development. A thorough review of Penn's options indicated, however, that a self-operated center would be the best alternative for PCC in the near term. While PCC will continue to seek expert advice on designing and implementing its program, the day-to-day operations will remain with Penn at this time.

New Center Design and Capacity

The development of the former GE building (Almanac February 9, 1999) by the University and Dranoff Properties offers a unique opportunity to house PCC in 10,000 square feet of 90,000 feet committed for lease by the University. PCC will join other University tenants of the building such as the Facilities and Mail Services departments. This location is close to the core of campus and is accessible via Chestnut Street. The adjacent parking lot provides ample parking and drop-off/pick-up space and exterior square footage to develop a playground.

Situated in 10,000 square feet of space, the Center will accommodate approximately 16 infants, 30 toddlers and 60 pre-school children. This represents a 27% increase in capacity from PCC's original capacity of 83 and a 40% increase from its current capacity in its interim space. The interior footprint of the space allows for an efficient layout for child care purposes and future expansion is a possibility. Featuring an outdoor playground of approximately 4,000 square feet and an indoor all-purpose room, the Center's program will be based on the current curriculum. Plans to expand the current snow-day care component and possibly add holiday and off-peak hour care are also under discussion.

While enrollment will not be made exclusive to Penn families, approximately 80% of the slots will be held for Penn. The remaining 20% will be made available to Penn affiliates and families from area institutions and the community. A waiting list is already being kept and preference will be given to Penn families with an eye towards keeping the center as diverse as possible.

Costs and Funding

Approved by the Trustees as a $2 million project, the Center is scheduled for occupancy in January 2001, at which time the interim spaces will be vacated. Due to the increased occupancy and operating costs, tuition rates will be increased beginning in July 2000. PCC's tuition rates are currently the lowest of its competitors in West Philadelphia and the tuition increases will bring Penn's rates more in-line with the area market and reflective of the high quality of care provided.

To help mitigate the higher rate structure for Penn families who cannot afford the tuition, a sliding fee/tuition reduction program has been developed. The program introduces three tiers of tuition:

- **Regular Rate (non-Penn families)**—approximately 15% above Penn Rate
- **Penn Rate**
- **"Subsidized" Rate**—25% to 40% below Penn Rate, maximum 20% of slots at subsidized rate

The Penn Rate would apply to Penn faculty, staff and students. The fee reduction program will be funded through the employee benefits pool and, accordingly, will be available to Penn staff families only. Recipients must meet eligibility requirements such as full or regular part-time University employment. Families with gross income under $40,000 would be eligible for a 40% discount. Families with gross income between $40,000-$60,000 would be eligible for a 25% discount. (Tied to the structure of the program, students, UPHS families, post-doctoral fellows and similar categories will not be eligible for the subsidized rate. Funding for student assistance will be sought, however.)

**Strategic Resource**

Penn has been a leader in the area of on-site quality child-care and continues to invest in its Quality of Work and Campus Life initiatives. High quality child-care is a strategic advantage for Penn as an employer and it is a significant resource in the University's recruitment and retention efforts. University-based centers also provide excellent opportunities for research and student internships most notably in Nursing, Graduate Education, Arts and Sciences and Medicine. Programs such as intergenerational and community outreach also support Penn initiatives in the West Philadelphia community. The availability of reliable child-care also enhances West Philadelphia as an area in which families might purchase homes. PCC's new location and structure will continue to support these important objectives.

— Marie D. Witt, Associate Vice President, Business Services
Federal Relations

The FY2001 budget submitted by President Clinton to Congress in February includes funding recommendations for several technology-based programs and initiatives. These include:

- **National Nanotechnology Initiative (NNI)—$495 million across six federal agencies to support long-term fundamental nanoscience and engineering research, centers and networks of excellence, instrumentation, research on ethical, legal and societal implications of the research, and support for workforce education and training.**

- **Information Technology Research and Development—$2.3 billion across seven federal agencies, led by the National Science Foundation, to support fundamental research in software, development of information systems that ensure privacy and security of data, and support for continued advances in high speed computing and communications.**

- **Promoting Bioenergy and Biobased Products—$289 million to support R&D in bio-based technologies, which convert crops, trees and other biomass into a variety of fuels and products.**

- **Education Technology Research and Education Technology Initiatives—$1 billion initiative combining 10 programs aimed at using communications technologies to improve teaching and learning at all levels, at widening access to electronic educational resources, and at developing better methods for teaching and learning mathematics and science at the pre-K-12 levels.**

- **Technology to Defend America Against 21st Century Threats—$1.25 billion for three R&D programs aimed at countering emerging terrorist threats: Critical Infrastructure Protection, Weapons of Mass Destruction Preparedness, and Institute for Information Infrastructure Protection.**

- **Biomedical Information Science and Technology Initiative—$147 million for a trans-agency, inter-disciplinary initiative using research centers, research training awards, research contracts, etc., for supporting bioinformatics and molecular computational biology research and training projects.**

It should also be noted that Congress is currently considering a budget resolution, or overall spending outline, for FY2001. The House of Representatives agreed to its version of a budget resolution on March 24, 2000. While specifics of the House proposal are not currently available, it has been reported that this proposal would increase discretionary budget authority by $7.5 billion to a level of $596 billion. In addition, it also reportedly provides increases for education, basic research (including a $1 billion increase for NIH), general science, and health. The Senate has yet to consider its budget blueprint.

Commonwealth Relations

One of Governor Ridge’s highest priorities has been to reshape the image of Pennsylvania from a heavy industrial state to a leader in the technology-based economy. Consistent with that priority, the Governor has initiated various programs designed to ensure that the Commonwealth and its citizens are prepared for the new digital economy. Some of the major initiatives include:

- **Governor's Technology 21 Initiative—Created under the Governor’s 1999-2000 budget, this program includes the creation of the Pennsylvania Technology Investment Authority (PTIA). The Authority is a regional based financing tool to enable Pennsylvania businesses and communities to thrive in the Digital Economy. The PTIA Board will include businesses, venture capital, university, legislative, local government and service providers. The proposed FY 2000-01 funding for PTIA includes a $15 million fund to support strategic investment in university-based research initiatives which have commercial applications.**

- **CyberStart—CyberStart is a program designed to connect preschool kids to the web by offering free internet access for more than 4,000 licensed day-care centers. The program is seeking to establish Pennsylvania as a “Center for Creative Learning” by linking university and private research resources to develop innovative Internet-based technology, capitalizing on newly emerging early child-development research to stimulate and challenge children’s minds.**

- **Link-to-Learn—Link-to-Learn is Governor Ridge’s multi-year, $166 million initiative aimed at expanding the use of technology in the classroom, including new and upgraded computers for schools and technology training for teachers. Link-to-Learn also is developing a system of community-based networks called the Pennsylvania Education Network (PEN) which will connect Pennsylvania’s classrooms, libraries and higher education institutions to each other and the world. Youn, early initiative, is a newly announced partnership with Oracle Corporation to implement “beehive technology” in Pennsylvania’s K-12 schools. The Governor recently announced that Pennsylvania will become the first state in the nation to roll out this advanced educational technology which will allow Pennsylvania’s schools to better communicate globally, locally and across the state.**

New Economy Scholarship Programs—The Governor has created the SciTech Scholars and the GI Bill for Pennsylvania college students to prepare them for the high-skill, high-wage technology jobs in the “New Pennsylvania.” Pennsylvania college students with a 3.0 GPA are eligible for up to $9,000 for students studying technology at Pennsylvania colleges and universities. In return, they agree to work in Pennsylvania for up to three years after they graduate.

City and Community Relations

The Office of Government, Community and Public Affairs is a member of the City of Philadelphia College Student Retention Committee (PCSRC) which is an initiative of the City’s Office of the Commerce Director and City Representative and State Senator Vincent Fumo. The Committee recognizes the need to retain undergraduate and graduate level college students in the Philadelphia area, in order to grow and develop the critical economic base of Philadelphia with young, educated, and vital talent. To achieve this goal, the committee focuses on enhancing Philadelphia’s image by promoting Philadelphia as a College Town and by increasing awareness of and access to career opportunities in Philadelphia.

As part of this initiative, the committee sponsors a free annual conference for all area university undergraduate and graduate students designed to encourage entrepreneurial talent and to demonstrate that Philadelphia is a good place for them to start and operate a business. The Second Annual Entrepreneurship Philadelphia Conference will be held on April 14, 2000 from 9 a.m.- 4:30 p.m. in the Fox and Gittis Foyer, The Liacouras Center at Temple University’s Main Campus. Lunch and breakfast are provided.

Mayor John Street and State Senator Vincent Fumo will welcome and kickoff the all-day Entrepreneurship Philadelphia Conference, sponsored by the Philadelphia College Student Retention Committee, Temple University’s Fox School of Business and Management, the Innovation Factory, and Ben Franklin Technology Partners.

The first part of the conference will highlight six successful young entrepreneurs from Philadelphia and the region. Speakers include the founders and management of egenda.net, Amazhan Apparel Company, Lucy’s Hat Shop, Forte Systems, eCal, and BioSupplies.com. The second panel represents the how-to portion, with intellectual property lawyers, venture capitalists, and technical advice on how to make your business plan a reality. The keynote speaker will be Joshua Kopelman, Co-founder and CEO of Half.com.

The final part of the conference includes a business plan competition with five $1000 cash awards. Undergraduate and graduate students are encouraged to submit a five-page business plan by April 1 to be evaluated by a panel of business experts. Submission requirements are available at www.sbm.temple.edu/ephsia or contact (215) 204-3856. Although the conference is free, participants must register by April 7, 2000 by calling Christina Ferris at (215) 204-3856. Penn faculty should encourage their entrepreneurial students to attend the event and submit their business plans for review.

Last year’s event, hosted by Drexel University, welcomed over 130 students from at least 13 different area colleges. It is anticipated that attendance at the conference will grow this year. One of the five business plan winners was a team of Wharton undergraduate students who had created an e-commerce venture, HeyU.com.

—Carol R. Scheman, Vice President for Government, Community, and Public Affairs
PECASE Award: Dr. Discher

Dr. Dennis E. Discher, assistant professor of mechanical engineering and applied mechanics, has received a prestigious PECASE—Presidential Early Career Award for Scientists and Engineers—from the National Science Foundation (NSF). Approximately 20 awards are made annually through the NSF in all scientific, medical, and engineering disciplines to junior faculty throughout the country. Dr. Discher, who is a member of the departments of mechanical engineering and applied mechanics, chemical engineering, and bioengineering as well as the Institute for Medicine and Engineering, the Pennsylvania Muscle Institute, and the LRSM, received this award for research focusing on the adhesion and mechanics of normal and dystrophic muscle cell membranes as a cellular engineering basis for gene therapy. Dr. Discher is described as a highly interdisciplinary and focused theoretician and experimentalist by Dr. John Bassani, chair of mechanical engineering.

Dr. Discher has been awarded $500,000 over a five-year period for his research and will receive the award at a White House ceremony on April 12.

CAREER Grant: Dr. Saven

Dr. Jeffery G. Saven, assistant professor of chemistry, has won a CAREER grant from the National Science Foundation. The award was issued through the Theoretical and Computational Chemistry Program of the NSF, and will be used to develop new techniques to provide a quantitative understanding of protein folding. Three specific areas are targeted: to generalize “foldability criteria” for identifying sequences that fold to a given structure, to develop statistical methods that use these criteria to identify properties of sequences likely to fold to a target 3D structure, and to study synthetic folding of non-biological polymers. Dr. Saven’s award is for $339,972 over three years.

AJOB Editor: Dr. McGee

Dr. Glenn McGee, bioethicist at UPHS has been named Editor-in-Chief of the American Journal of Bioethics (AJOB), “Bioethics has become job number one for many of the top medical centers,” explained Dr. McGee. “Institutions who do not take bioethics seriously have had their entire research program shut down. The time has come for a major overhaul of publishing in bioethics, so that scientists, philosophers, theologians, physicians and social scientists can work together on the tough ethical issues as they arise.”

Dr. McGee is also an author of three books and more than 100 articles in bioethics.

Ronald E. McNair Postbaccalaureate Achievement Program

Last fall Penn became the first Ivy to win funding from the Department of Education to establish a Ronald E. McNair Postbaccalaureate Achievement Program. The McNair Scholars Program is designed to encourage, toward graduate study and the Ph.D., high-achieving college juniors and seniors from underrepresented groups (first-generation college and low income students, and students from ethnic/racial groups which are traditionally underrepresented in the academic professions). The program is named in honor of Dr. Ronald E. McNair, laser physicist and Challenger space shuttle astronaut who died in the space shuttle accident of 1986.

Nationally, there are more than 100 McNair Scholars programs. At Penn, the Provost’s Office regularly hosts campus visits by groups from Howard University, Temple University, Coppin University, University of Maryland, Beloit College, University of Puerto Rico, SUNY and others. In 1997 Penn and Temple jointly sponsored a McNair Scholars conference which attracted a national audience.

According to Deputy Provost Peter Conn, “The establishment of a McNair Program here at Penn is a major step forward. The program will offer expanded opportunities for our own undergraduates; in addition, it will provide us with access to the McNair national network, and thus will link the University with excellent candidates for our graduate programs.

Just last year Penn established two “McNair Graduate Fellowships”, providing full-support for two incoming doctoral students who were McNair Scholars as undergraduates.

Penn’s McNair Scholars program is geared toward the humanities and social sciences, where funding for summer research opportunities for undergraduates are very limited compared to the sciences and engineering. The grant provides funding to support a variety of activities: an initial 6-week on-campus summer program with intensive instruction in research methodology and academic counseling; a second summer spent at another campus (ideally a prospective graduate school) for an in-depth faculty-supervised research experience; monthly on-campus workshops, seminars, and social opportunities; travel to prospective graduate schools, professional seminars and meetings, during which participants will have the opportunity to present their own work; and assistance with the graduate application process.

Dr. Malcolm Bonner, formerly the Director of Act 101 Programs at Temple University, directs the University’s McNair Scholars Program. Recruitment of the first cohort of 20 rising juniors and seniors is underway. The application deadline for 2000-2001 is March 30. Interested students should contact Dr. Bonner at (215) 898-3115 or write to mbonner@pobox.upenn.edu. The McNair Scholars Program is sponsored jointly by the Deputy Provost and VPUL’s Office of Academic Support Programs.

Student Health: Evelyn Wiener

Dr. Evelyn Wiener has been named director of Student Health Service. She is responsible to the Vice Provost for University Life and to the Vice President for Health Affairs for the quality of medical services provided to students, as well as long-range personnel and budget planning. Dr. Wiener succeeds Dr. MarJeanne Collins, who retired in December 1999.

Dr. Wiener’s specific responsibilities as director of Student Health Services include planning and developing the health program for all students in the University community, establishing appropriate preventive, diagnostic and therapeutic services, linking health participating in clinical research programs, as well as advising university administrators on relevant medical matters. Dr. Wiener has been a member of Student Health Service since 1987 and has held the position of associate director since 1989. She served as acting director for two six-month terms, in spring 1992 and spring 1999.

“It is terrific that a national search for an extraordinary physician with deeply-rooted sensitivity and compassion for University students found Dr. Wiener, a Philadelphia native,” said Dr. Valerie Swain-Cade McCoulum, vice provost for university life at Penn. “She is truly the best and most highly-competent candidate to continue Penn’s tradition of exemplary student health services.”

Dr. Wiener completed her residency in internal medicine at Temple University Hospital and is a diplomate of the American Board of Internal Medicine. She is active in college health professional organizations at both the local and national levels. Currently, she is president of the Mid-Atlantic College Health Association and chair of the American College Health Association’s Working Group on Benchmarking. Dr. Wiener has also served as a member of the American College Health Association’s Task Force on Preventive Services and its Taskforce for Health Promotion in Higher Education.

She graduated with a bachelor of arts degree from Brandeis University and received her medical degree from Temple University School of Medicine.

Alice Paul Awards Breakfast: April 6

The Association of Women Faculty and Administrators (AWFA) announces the Annual Alice Paul Awards Breakfast on Thursday, April 6 from 8:30 a.m. at Cafe Bon Appetit, 3701 Chestnut St., ground floor of International House. All AWFA members are invited to attend. This event honors exceptional women of the Penn community. The following awards will be presented: The Alice Paul Awards, The Lenore Williams Award, and The Robert E. Davies Award.
Eight Thouron Fellows

Seven outstanding Penn students and one recent Penn graduate have been chosen to receive Thouron Awards to pursue graduate degrees in the United Kingdom next year.

Mollie Gordon, of English in the College, will study English literature at King’s College London.

Sujata Gosalia, of Wharton, will study politics of the world economy at the London School of Economics.

Michael D. Grubb, of SEAS/Wharton, will study economics at Oxford.

Michael B. Keeley, a Ph.D. candidate in cell and molecular biology, is planning to study philosophy and history of science at the London School of Economics.

Tony Regenstreif, of American History in the College, is planning to study economic history at the Courtauld Institute in London.

Emily Robin, of Wharton, plans to study either nationalism or social psychology at the London School of Economics.

Anastasia Schulze, of American History and History of Art in the College, will study Dutch art at the Courtauld Institute in London.

Omar S. Simmons, of Law, is planning to study European Community law at Oxford.

Nassau Winners

Nassau Fund Recipients in the College are:


Kevin Compher: Chemical Characterization of Stiletto Fly (Diptera: Therevidae) Larval Venom.

Rajeev Dhanap: Defining Hippocampal Targets of PKA Using a Yeast Two Hybrid System.

John Li Hsiang Lin: Differential Binding Patterns of Ets-1 Protein on TNFα Polymorphic Site and Its Implication in Patients with Systemic Lupus Erythematosus (SLE).

Rania Margonis: Analysis of p63 as a Candidate Gene for the Cornelia de Lange Syndrome.

Mark David Metzl: Sensitivity of Asthmatic Cats to Exhaust from Gasoline Engines: A Model for the Urban Asthma Epidemic.


Asif Khan Mustafa: Ultrasonic Induction of Protein Crystallization.


Samir S. Shaw: A Characterization of the Regulation of Endocytic Trafficking.

Mark Simone: The C-Terminus of the VirE2 Protein of Agrobacterium Tumefaciens is Potentially Necessary for VirE2 Protein Export.

Tania Treis: Evolutionary Perspectives on Bird Community Structure: Comparative Differentiation in Genetic, Morphologic, and Behavioral Traits.

Daniel Walker: The Robotic Motherboard.

Mio Yamamoto: Induction of Protein Crystallization.

Elizabeth Chertow and Christie Olsen, both in the school of nursing, are also Nassau recipients (Almanac February 29).

Student Honors

Duare Valenzuela, a junior in the College, was one of four students nationally who won the Howard Swearer Humanitarian Award given by Campus Compact.

David S. Neil Van Leeuwen, a senior classics major with minors in Philosophy and German, was awarded the 2000-2001 Pearson Award for work in Classical studies. Only one award is given to an American or Canadian senior. The award provides for a period of study at an English or Scottish university.

Jonathan Austrian, John Buchanan and Mike Silver of the Iota Chapter of Phi Kappa Psi Fraternity have received Solon E. Summerfield Scholarships given by Phi Kappa Psi National. Mr. Austrian and Mr. Buchanan received $1,000 each and Mr. Silver was selected as the Outstanding Solon E. Summerfield Scholar and received $3,000.

Athletic Honors

Junior Diana Caramanico has been unanimously selected to the 1999-2000 All-Ivy League Women’s Basketball Team. She was also selected for the second-straight year as the Ivy League Player of the Year and is Penn’s first women’s basketball player to ever be selected to the first team for three years.

Senior Mandy West was also unanimously selected to the 1999-2000 All-Ivy League Women’s Basketball Team. She leaves Penn as the all-time leader in 3-point baskets made in a season. Both Caramanico and West led the Penn Women’s team to its best record in the University’s history 18-10.

The Women’s Squash Team finished the season undefeated winning the Howe Cup National Championship for the first time in Penn’s history. Senior Jessica DiMauro has been named to the first team All-American in squash for the fourth time in a row and was a four-time first team All-Ivy performer.

Senior Brett Matter won the NCAA wrestling championship in his weight class, becoming the first NCAA champion since Richard DiBatista in 1942.

Senior Andrei Rodzianko has finished his wrestling career as a three-time All-American. In 1999, Mr. Rodzianko won his second EIWA title in three years and was named both the EIWA’s most outstanding wrestler and the John Fletcher Memorial Trophy Winner.

Sophomore Lauren Hitner won the All Around title at the ECAC Championships and was named ECAC Co-Athlete of the Year. Penn women gymnasts have won the 2000 Ivy Classic title for an unprecedented fourth consecutive year.

Senior Kirby Thorpe was also honored as the ECAC Scholar-Athlete of the Year and is a double major in psychology and English.

The Penn Men’s Basketball Team took the Ivy League title again this year and were undefeated in conference play. Michael Jordan was named Ivy League Player of the Year. Mr. Jordan and Matt Langel were named First Team All Ivy League. Ugonna Onyekwe was named Ivy League Rookie of the Year.

Access Achievement Award: Morris Arboretum

The Morris Arboretum & Gardens has been awarded an Access Achievement Award by the Mayor’s Commission on People with Disabilities.

The Mayor’s Commission on People with Disabilities is a 35-member commission appointed by the mayor that seeks to ensure that disabled individuals are afforded the same rights as all other citizens by facilitating cooperation, communication and coordination of citywide efforts and services.

The Morris Arboretum formed an Accessibility Committee comprised of volunteers and staff to study the facilities for accessibility. A number of improvements have been made including a paved loop path with 5% or less incline, accessible parking, eating areas and restrooms, additional benches in the garden with wheelchair spaces, and special training for volunteer guides.
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, 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 9) 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, or as 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. Homestead
The employer must ensure that work not done at the place of manufacture should be performed in a manner safe for the employee and any persons who may be in the surrounding vicinity. There are other issues related to work such as hours of work, wages and benefits that require further study.

4. Overtime Compensation
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 compensation 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 wages 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 providers.

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.

(continued next page)
10. Freedom of Association

Licensees and their contractors shall recognize freedom of association and collective bargaining with bargaining representatives of their own choice. No employee shall be subject to harassment, intimidation or retaliation as a result of his or her efforts to freely associate or bargain collectively.

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 license 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 President’s Office.

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 work to 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 campus organizations who have signed Codes 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 to 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

The Committee will work with the Trademark Licensing Unit to seek out manufacturers that have instituted proactive measures to insure 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.
Take Our Daughters to Work Day: April 27

The Division of Human Resources is sponsoring a day of activities at Penn for Take Our Daughters to Work Day. Penn faculty and staff are invited to bring their young guests to some or all of these activities as a way to enhance their time in the workplace. These activities are designed for girls 9–15 years of age. Sponsors must accompany their guests at all times and have supervisory approval to participate. Registration is required to attend. To view this year’s activities and register to participate, see: www.hr.upenn.edu/community/todn (click on Take Our Daughters to Work Day).

Questions? Contact Orna Rosenthal at (215) 898-5116 or rosenthal@hr.upenn.edu.

—Division of Human Resources

Penn Relays Carnival
10 a.m.-4 p.m., Franklin Field, 235 S. 33rd St. Join the fans at the 106th running of the Penn Relays.

Nike Track Test at Penn Relays
11 a.m.-4 p.m., Relays Village, 235 S. 33rd St. The Athletic Department knows that when girls play, everyone wins. Your daughter can try her hand at various track and field event skills at the Nike Track Test.

“Smart” Technology: Robotics for Girls
10-11 a.m., Suite 400A, Institute for Research in Cognitive Science, 3401 Walnut Street, A Wing. A fun and fast-paced introduction to the world of “smart” technology. How can a robot see? Find out with a hands-on introduction to digitizing images. Come see robots in action in the GRASP Lab and talk with women engineers about education and career paths in engineering and computer science.

Careers in Law Enforcement, Public Safety and Security
10 a.m.-noon, Public Safety Building, 4040 Chestnut St. Come talk with some of the women who work in the Division of Public Safety. Meet a detective, a police chief, a bike patrol officer, a victim advocate and others.

Laying the Foundation for a Successful 21st Century Career
10-11 a.m., Room 410, McNeil Building, 3718 Locust Walk. Patricia Rose, Director of Career Services, will offer her suggestions for career success in the 21st century world of work.

Learn about Veterinary Medicine
10-11 a.m. (ages 9-11) or 1-2 p.m. (ages 12-15), VHUP, main entrance, 3850 Spruce Street. Suzanne Weaver, Client Relations Director at the Veterinary Hospital, will lead a tour of VHUP including a question and answer session concerning the profession of Veterinary Medicine (small and large animal).

Surfing the Internet
11 a.m.-noon (ages 9-11) or 2-3 p.m. (ages 12-15), 2nd floor, 3440 Market St. Join us for an exciting look behind the scenes as we explore the “Best of the Internet,” lead by the finest of UPHS’s web team.

On Becoming a Scientist, Doctor, and Health Care Teacher
11 a.m.-noon, room 225, Johnson Pavilion, 3610 Hamilton Walk. Dr. Helen Davies will teach you about infectious disease prevention and how to avoid them. You can have fun learning, and then teach your family and friends. She will also talk about becoming a scientist, doctor and educator.

Meet Dr. Debbie
11 a.m.-noon, 7 Ravdin, conference room HUP. Bring your health questions and concerns to an open forum with Dr. Debbie Rossoll and her colleagues.

Lunch at the Faculty Club
11:30 a.m.-2 p.m., 3611 Walnut, Inn at Penn, 2nd floor. Faculty Club members are invited for a discounted buffet lunch with their guests.

Lunch at Cafe Bon Appetit
11:30 a.m.-2 p.m., 37th & Chestnut St. Faculty and staff are invited for discounted lunch with their guest.

Beverages at Chats
11 a.m.-1:30 p.m., 3800 Locust Walk. Free fountaineau beverage for sponsor and visitor.

Character Counts: Do the Right Thing
12:30-1 p.m., University Museum, 33rd & Spruce, Neville Room, 2nd floor. Office of Audit and Compliance presents anything to avoid discussion on how character counts in a girl’s life at home, school and career.

Body Wise Nutrition and Health
1-2 p.m., University Museum, 33rd & Spruce, Neville Room, 2nd floor. Mary Anne Clairmont, nutritionist for Penn’s student health, will be presenting a talk on body image.

Kitchen Science
1:30-2:30 p.m., room 313, Towne Building, 220 S. 33rd St. Hungry? Don’t just eat! Grab your favorite food from the kitchen and make science experiments.

Neville Room, 2nd floor. Mary Anne Clairmont, nutritionist for Penn’s student health, will be presenting a talk on body image.

Backstage at the Annenberg Center
2-3 p.m., Annenberg Center, 3680 Walnut St. Visit the Annenberg Center for Performing Arts and explore the fascinating world of theatre.

Anthropologists in the Making
3-4 p.m., University Museum, 33rd & Spruce. A tour of the Museum of Archaeology and Anthropology highlighting collections and a presentation on careers in the museum field.

RNC Steering Committee
The Department of Housing and Conference Services announces the formation of the Penn RNC Steering Committee to proactively involve and inform the Penn community when the Republicans come to town to nominate their presidential candidate. Beginning July 22 and continuing through August 5, the Penn campus will be a hub of activity which requires sophisticated coordination of Penn products and services. Members of the Steering Committee will each chair subcommittees surrounding the specific areas of Communications, Housing, Events, Business Support and Penn Partners/Services. If you have questions or information to share with any of these committees, e-mail us at rnc2@pobox.upenn.edu. Stay tuned to Almanac for further information and updates.

—Lynn M. Rotoli, Marketing Manager, Dept of Housing and Conference Services

Bloodborne Pathogens Training
The Office of Environmental Health and Radiation Safety has added another feature to a growing list of online services. The training program Occupational Exposure to Bloodborne Pathogens in a Dental Care Setting is now available at the EHRS website www.ehrs.upenn.edu. This program fulfills the Occupational Safety & Health Administration (OSHA) Bloodborne Pathogen Standards initial and annual training requirements for dental health care workers. Any Clinical personnel in either the Penn Dental School or Dental Care Center who has not received BBP training in the past year can meet their training requirement by completing this program. Please contact Bob Leoncio at (215) 898-4453 with any questions.

Financial Planning: April 4, 5
Join us during Financial Planning Week for a seminar entitled Market Outlook 2000—Turning Information into Opportunity presented by American Express Financial Advisors. You will hear insights on:
• the economy, inflation, interest rates
• stocks, bonds and foreign markets investment strategies
Choose from one of three sessions on either April 4 or April 5: 10-11:30 a.m., noon-1:30 p.m., or 2-3:30 p.m.
To register call 1-800-220-2190, Ext. 303, or e-mail William.B.Carter@AEXP.com.

—Division of Human Resources

Quality of Worklife Workshops
The following LifeBalance workshops have been rescheduled to be more convenient for faculty and staff. Please note the new dates and times. We apologize for any inconvenience these changes may cause.

Grandparenting: Changing Families, Changing Roles
Old: April 20, 12:30-1:30 p.m.
New: April 25 11:30 a.m.-12:30 p.m., 3401 Walnut, Wing A, 5th Fl. Conference rm A

Bridging the Miles: Caregiving From a Distance
Old: May 18, 12:30-1:30 p.m.
New: May 24 11:30 a.m.-12:30 p.m., 3401 Walnut, Wing A, 1st Fl. Conference Room
Please contact Orna Rosenthal to register, (215) 898-5116 or rosenthal@hr.upenn.edu.

—Division of Human Resources

Training Programs—April, May and June

New Staff Orientation
April 13, May 11 or June 21, 9 a.m.-12:15 p.m.

Management Skills for Secretaries
April 12, 9 a.m.-5 p.m.

Administrative Assistants and Support Staff
April 12, 9 a.m.-5 p.m.

Words at Work—The Latest in Business Writing
April 10, 17, 24, 9 a.m.-12:30 p.m.

Building and Managing Effective Working Relationships
May 17, 18, 19, 9 a.m.-5 p.m.

Human Resource Management Principles
June 6, 13, 20, 27 (plus five hours on-line instruction), 9 a.m.-12:30 p.m.

Transitioning to Management at Penn
April 4, 9 a.m.-5 p.m.

April 11, 18, 9 a.m.-12:30 p.m.
April 25, 9 a.m.-5 p.m.

Powerful Presentations
April 5, 6, or June 15, 16, 9 a.m.-5 p.m.

Straight Talk: The Art of Effective Communication
May 2 and 9, 9 a.m.-5 p.m.

Planning for Results: A Practical Approach for Managing Projects
May 12, 9 a.m.-5 p.m.

For full course descriptions and to register, go to www.hr.upenn.edu/trainreg/ or please call (215) 898-3400 if you need further information.

—Division of Human Resources

10
The talk Constitutionalism and the East Asian Human Rights Debate by Michael C. Davis, scheduled for March 30, has been postponed indefinitely.

**SPECIAL EVENTS**

**Latinas Festival**
Information: Nancy Calderon at (215) 417-8128.

28 Latinas and Higher Education: Pedra Ramos, Esq. first Latino president, Board of Education, School District of Philadelphia and Penn, 87 College; 5-6 p.m.; rm 6B, Stitler Hall (La Casa Latina; Festival Latino Committee).

New Views of the Ancient Maya: Jeremy Sabloff, University Museum; 7-9 p.m.; English College House; (La Casa Latina; Perspectives in Humanities; Kings Court).

29 The Healing Power of Culture: Felix Padilla, Yale; 6:30 p.m.; rm 108, Annenberg School (Lambda Theta Alpha/Latin Sorority, Inc.).

30 La Noche De Poesia: Lucas Rivera, Julia Lopez, Juan Gutierrez, poets; 7-8:30; The Veranda (ACELA; MECHA).

Onda Latina Show: 8 p.m.; Iron Gate Theater; S6 with ID, S8 others. (Also March 31, April 1).

31 Pelicula mexicana de 1998: Sexo, Pudor Y Lagrimas y antojitos mexicanos; Antonio Serrano, director y escritor; 5:30-8 p.m.; La Casa Latina (La Casa Latina, Latin American Living/Learning program; Casa Hispanica Mex@Penn).

**TALKS**

29 A Texan and a New Yorker: Two Young Poets Come to Penn; Tom Yuill and Aviya Kushner; 8 p.m.; Kelly Writers House (Kelly Writers House).

30 The Future of Internet Applications: Enabling Network-Adaptive Design; Srinivasan Seshan, IBM T.J. Watson Research; 3 p.m.; room 216, Moore School (Computer and Information Science).

**Deadlines:** The deadline for the weekly update is each Monday for the following week's issue. For the May At Penn calendar it is April 11.

**OPPORTUNITIES**

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 March 13, 2000 through March 19, 2000. Also reported were Crimes Against Property: 18 total thefts and 5 criminal mischief. Full reports on the web (www.upenn.edu/almanac/v46/126/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 March 13, 2000 and March 19, 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>Incident Description</th>
<th>Charge</th>
</tr>
</thead>
<tbody>
<tr>
<td>03/14/00</td>
<td>4:46 PM</td>
<td>4000 blk Walnut</td>
<td>Male disorderly during traffic stop/Arrest</td>
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<tr>
<td>03/14/00</td>
<td>4:46 PM</td>
<td>4000 blk Walnut</td>
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<tr>
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<td>6:30 PM</td>
<td>38th/Spruce</td>
<td>Male wanted on probation violation/Arrest</td>
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**18th District Report**

13 incidents and 5 arrests (including 4 robberies, 6 aggravated assaults and 2 rapes) were reported between March 13, 2000 and March 19, 2000 by the 18th District covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Incident Description</th>
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<tbody>
<tr>
<td>03/13/00</td>
<td>2:00 AM</td>
<td>4700 blk Chestnut</td>
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<td>03/13/00</td>
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<td>4000 Woodland</td>
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<tr>
<td>03/15/00</td>
<td>2:17 AM</td>
<td>4422 Sansom</td>
<td>Rape/Arrest</td>
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</tr>
<tr>
<td>03/15/00</td>
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<td>4422 Sansom</td>
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<tr>
<td>03/16/00</td>
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<td>4700 blk Hazel</td>
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<td>Aggravated Assault</td>
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<tr>
<td>03/17/00</td>
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<td>5001 Irving</td>
<td>Robbery</td>
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<tr>
<td>03/18/00</td>
<td>1:15 AM</td>
<td>3000 Market</td>
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Venturing into the World of Distributed Learning

by Cristle Collins Judd

Last fall, the SAS Dean’s office announced a new initiative: a venture fund to promote distributed learning at Penn. This spring, plans are undereway to transform eight or more traditionally structured courses into distributed learning courses. It is time to ask: What is “distributed learning” and why should we be interested in it?

Distributed learning can take many forms as an extension of the residential college experience. Rather than try to cover them all, let me talk about my own experience with distributed learning. This experience stems from my search for solutions to a series of pedagogical problems in Music 25, a course that offers a broad-based introduction to music theory and musicianship.

**Individualized Instruction**

Over the last five years, Music 25 has been gradually transformed both in terms of content and delivery. The first stage in that transformation was the development of an undergraduate music computer lab. Funded by SAS Computing and Pew funds, the lab provides a unique teaching and learning space on the campus. The introduction of individualized computer-assisted instruction in musicianship was an essential component in a revision of our music theory curriculum. Students now take the facility for granted as a meeting place, as a practical space, a place to do homework and classwork; graduate students now assume computer-assisted instruction as a regular part of undergraduate instruction and are better placed on the market; course web pages that incorporate audio files have become a more regular part of departmental instruction across the board; and the room also functions as an innovative teaching space.

**Interactive, Self-Paced Learning**

Teaching music theory within a liberal arts curriculum poses a special set of challenges. Not least of these is the technical obstacle of the specialized vocabulary and skills, linking notational representation with aural realization. Once basic individualized instruction in musicianship was in place, we needed a way to help students hone their aural and analytical skills. Multimedia web resources offered the possibility of self-paced interaction with audio, visual, and temporal domains of music study. Over the last three years, we have created an extensive series of web pages, each of which includes a musical score, annotations, and commentary cued to audio via Real Audio or MP3, with supplemental digital examples to illustrate specific points. Interactive pages allow students to explore at their own pace various concepts introduced in class in new ways through recomposition and experimentation. This solution offers a way to guide students through material in a non-linear fashion that is nearly impossible with the traditional printed textbook, connecting and separating audio and visual representations, in and out of real time. One of the greatest benefits of these pages has been not just the enrichment they provide to lectures, but the ability to move students away from a “binge and purge” approach to classes and exams and toward a regular and on-going engagement with the course content. While these pages represent a model of the multi-media textbook of the future, they remain essentially individualized in their interaction and the feedback they provide to students.

**Student-Teacher Ratios and Student-Faculty Interaction**

Traditionally, music theory courses have been taught as small classes. For instructors, these courses tend to be lab intensive, as they involve short composition exercises and short essays about music for almost every class meeting. As students master the syntax of tonal music both analytically and compositionally, regular feedback is essential. In a class of 10-15 students, it is easy enough to send students to blackboards in groups of five to work short exercises and for each student to be at the board at least once a week. They benefit not only from the instant response of both their peers and the instructor, but also from the ability to compare various solutions and comment on the merits of each. This feedback is in addition to the critiques of graded assignments returned on a weekly basis. There are pedagogical similarities with introductory language instruction in terms of the acquisition of rudimentary skills and mathematics instruction in a “problem sets” approach.

Yet it is almost impossible to focus on student work in the larger classes that we actually teach. While students still see graded work at almost every class meeting, they lose the response to their work in progress and the chance to see in process how other solutions work and the implications of certain compositional choices. At best, they get such a response individually during hectic office hours or individual appointments.

To redress this problem, we are now working on a project through the venture fund to create a real-time multi-user interactive environment for small group recitations for Music 25. These synchronous virtual recitations will be complemented with asynchronous tutorials, preparatory materials, and discussion groups linked to the recitations. At times the work will proceed as a corporate project (with a drag and drop music notation interface), at other times as a sequential viewing/hearing of student work. These virtual meetings offer the possibility of complementing class time with smaller group sessions of students working on similar problems while giving the students from various sections of the class an opportunity to interact with each other and a member of the faculty. Time-consuming, static, repetitive, after-the-fact marking of individual exercises is replaced with more direct contact with students as they are engaged in the process of learning.

Such an interface poses one of the greater challenges for a distributed learning format in a humanities course: the symbiotic relationship of musical notation and simultaneous aural realization pushes far beyond traditional chat room capabilities. As a pilot, this project will offer a framework for other courses in which instruction is founded in non-discursive media that desire audio-visual integration.

**Embracing the Venture**

In each of my encounters with what might be termed “distributed learning” outlined here—individualized instruction in the music computer lab, the development of self-paced learning tools on the web, and now experimentation with on-line recitations—I was motivated by specific pedagogical concerns and goals: gearing instruction to the needs and diverse backgrounds of individual students; extending class discussion beyond the physical and temporal boundaries of the classroom; creating a more interactive learning environment; and increasing student-faculty interaction in the face of changing student-teacher ratios. These pedagogical goals dictated a search for a variety of ways of fulfilling them and new technologies have offered possibilities that were unimaginable a few years ago.

Does this all add up to more work for the faculty member teaching such a class? Yes—and no. The initial preparation of materials may well require more timely organization than a traditional lecture or seminar course—there is certainly less room for a fudge factor and I find myself constantly evaluating my pedagogical goals as I prepare such materials. In turn that preparation directs responsibility back to the students as the semester progresses. The technical obstacles can also seem formidable, but the learning curve is often far less steep than it at first appears and the venture fund provides technical support. Certainly I started down this road as one with minimal computer skills (they have improved!).

Will such interactive virtual work replace or lessen the amount of live music-making in which these students are involved? Highly unlikely. Will it enhance their experience of making and listening to music? I believe so. Will it enrich their experience of Music 25, one of the first music classes they may take at Penn? Undoubtedly.

Dr. Judd is Assistant Professor of Music Theory and a member of the SAS Distributed Learning Committee. The site for Music 25 is [http://ccat.sas.upenn.edu/music/theory/](http://ccat.sas.upenn.edu/music/theory/). Her essay continues the Talk About Teaching Series into its sixth year as the joint creation of the College of Arts and Sciences and the Lindback Society for Distinguished Teaching.