Health System’s FY 1999 Losses: More Cutbacks, Restructuring Ahead

Last week the University of Pennsylvania Health System released figures on its FY 1999 operating losses, accompanied by the outline of an “aggressive financial recovery plan” that will include the elimination of another 1700 positions by next June. The target is to “improve financial results by approximately $250 million over three years,” with the workforce reduction accounting for $40 million of the cost containment in FY 2000.

In reports to the Trustees and to the press, Medicine’s Dean William N. Kelley, CEO of the UPHS, cited a $166 million operating loss in FY1999, which includes some nonrecurring items such as the write-down of certain accounts receivable and the severance costs of last May’s workforce reduction. Adjusted for reportable interest and dividend income, the total operating loss in FY 1999 comes to $198 million on the System’s annual operating budget of $1.9 billion.

The loss was sustained despite treating record numbers of patients, he said, with inpatients up 8 percent and outpatients up 11 percent last year. And it is attributed to a combination of factors (see Dr. Kelley’s statement, page 2) producing similar losses and cutbacks at peer institutions—among them UCSF/Stanford, which lost $86 million in FY 1998 and is eliminating 2000 positions, or 15% of the workforce. Detroit Medical Center, which lost $106 million in 1998 and another $93.2 million in the first seven months of 1999, has also eliminated 2000 jobs and has closed one hospital.

Penn’s total staffing reductions are projected at 2800 positions—20% of the Health System workforce—including the 1100 positions already trimmed last May. Already predicting in May that more cuts lay ahead, the System retained the Hunter Group, a national health-care consulting firm to develop additional short- and long-term recommendations designed to “both preserve medical excellence and improve financial performances:” a press conference document said. “UPHS is reducing management layers, streamlining its billing and collections processes, and eliminating programs and services not directly related to its core mission.”

Elsewhere Dr. Kelley said, “These cuts do not represent an across-the-board percentage reduction, but are the result of an area-by-area analysis that compared UPHS staffing levels to national benchmarks for academic medical centers.” All affected employees will receive thirty days’ notice, and eligible staff will receive pay and benefits-continuation based on years of service, as well outplacement assistance, the announcement added.

The financial recovery plan has three main elements:

- The staffing reductions, being done in three phases:
  - **Phase 1**—In May 1999, UPHS announced the elimination of 1100 jobs (9% of the workforce); of these jobs, 550 were unfilled positions but 450 employees were laid off.
  - **Phase 2**—On November 1, UPHS will eliminate another 975 positions (17% of the workforce) from the Health System’s corporate staff and four hospitals (UP Penn Presbyterian Hospital, Presbyterian Medical Center, and Phoenixville Hospital). In response to query on precisely where the cuts would be made, a UPHS spokesperson said no announcements will be made until the affected individuals have been informed.
  - **Phase 3**—By the end of this fiscal year, June 30, 2000, UPHS will eliminate the third set, of 725 positions, from other areas including the primary-care network, physician-practice plan, multispecialty facilities, and home-care groups.

- Restructuring and consolidation of work processes in hospitals and physician practices to streamline flow and eliminate duplicative functions.

- Development of a consolidated and standardized approach to the purchase of equipment, supplies and services that will maximize UPHS’s high-volume purchasing power.

“These are difficult times for teaching hospitals and academic medical centers, and difficult times demand that we make difficult decisions,” said University President Judith Rodin in a press statement released by University Relations. “Teaching hospitals and academic medical centers across the nation are experiencing great financial distress; the University of Pennsylvania Health System is not alone. The environment in which these institutions operate is changing dramatically, and UPHS must change, too.”

“The financial recovery plan for UPHS is absolutely essential, and it has been very carefully considered,” she said. “But the workforce reduction it entails is a very hard step for the institution to take—and it is taken only because there is no alternative.”

“UPHS has earned one of the most enviable reputations in America, and hospital admissions and outpatient volume throughout the system are at record-high levels. We are encouraged by these facts as we make today’s difficult announcements. We are committed to maintaining the Health System’s national reputation for excellence,” Dr. Rodin concluded, “just as we are committed to restoring its long-term financial stability. Fiscal stability and superior teaching, research and patient care are the essential components of a vibrant and viable Health System that will serve people in the tri-state area for generations to come.”

Ware Professorship: Dr. Lee in Alzheimer’s Research

A new endowed chair in Alzheimer’s research has been created in the School of Medicine, and its first incumbent has been named.

The first holder of the John H. Ware 3d Professorship in Alzheimer’s Research is Dr. Virginia M.-Y. Lee, the internationally recognized Alzheimer’s disease researcher who is co-director of Penn’s Center for Neurodegenerative Disease Research.

Dr. Lee, who was born in Chunking in the People’s Republic of China, attended the Royal Academy of Music in London before turning to science. She took her bachelor’s degree in chemistry from the University of London in 1967, and her master’s in biochemistry the following year. She came to the U.S. to study at UC San Francisco, where she took her Ph.D. in biochemistry in 1973. After postgraduate work in The Netherlands at the University of Utrecht’s Rudolf Magnus Institute for Pharmacology, and in Boston at the neuropathology department of the Children’s Hospital and Harvard Medical School, she came to Philadelphia in 1979 to join Smith Kline Beckman Corp. as an associate senior research investigator.

She joined Penn’s Department of Pathology and Laboratory Medicine in 1980, and after a year as Research Associate she became a Research Assistant Professor. The next year she also enrolled in the Wharton School, and won her MBA there in 1984. After advancing to Research Professor in 1990, she was made a tenured professor of pathology and laboratory medicine in 1993.

Dr. Lee has won numerous awards for her research, including a Weil Award, two from Metropolis Life, the Zenith and Allied Signal Awards, and, last year, both a Potamkin Prize and Rita Hayworth Award for research in Alzheimer’s Disease. She is known for her investigations of the cellular biology of neurons and the specific neuropathologies underlying Alzheimer’s disease—i.e., the neurofibrillary tangles and beta-amyloid (continued on page 2)

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temporal-lobe dementias, Parkinson’s disease, atypical parkinsonian syndrome, and other neurodegenerative diseases. She is also actively pursuing the roles played by genes and genetic mutations in the progression of these different diseases. In one recent instance, she and her co-workers identified a new gene associated with Alzheimer’s disease.

In the context of Alzheimer’s disease, it is important to point out a new therapy that has been developed recently. Dr. Lee and her team have found a new way to detect the presence of amyloid plaques in the brain. This is significant because it could help in early diagnosis of the disease, which is crucial for effective treatment.

Dr. Lee also emphasized the importance of research collaboration. She mentioned a recent collaboration between her lab and the Oxford Foundation, which has led to the creation of a new series of antibodies that are more effective in detecting amyloid plaques.

In conclusion, Dr. Lee expressed her confidence in the potential of research to combat Alzheimer’s disease. She called for continued support from both the scientific community and the public to fund this important work.

Added the Medical School’s Dean William N. Kelley, “Alzheimer’s disease continues to have a devastating impact on millions of individuals, their families, and society. For this reason, we must continue to pursue research that can improve our understanding of this disease and develop effective treatments.”

The new professorship was endowed by a generous gift from the Ware family. The Ware Graduate College House is the first living-learning house in what is now a system of 12 houses encompassing all of the undergraduate residences here.

Mr. Ware suffered from Alzheimer’s disease for eight years before dying of cancer in July, 1997, at the age of 88. A family spokesman, Paul W. Ware, 3d, a former U.S. Congressman, entrepreneur, and civic leader. Mr. Ware was also a 1930 alumnus of the Wharton School and a Trustee, whose benefactions included the creation of Ware College House in the Quad, the first living-learning house in what is now a system of 12 houses encompassing all of the undergraduate residences here.

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The Plan includes some very difficult decisions, including the reduction or elimination of certain programs and services, as well as a significant workforce reduction. The first phase of the workforce reduction occurred in May—five months ago—when we eliminated 1100 positions, or 9 percent of the health services workforce.

The second phase will take place in ten days. On November first, we will eliminate another 975 positions from the Health System’s corporate staff and four hospitals. The third phase will take place before June 30 and will include another 725 positions from other areas including our physician-practice plans, multispecialty facilities, and home-care groups. Thus, by the end of this fiscal year, we will have eliminated close to 2,800 positions, or 20 percent of the health services workforce.

These cuts do not represent an across-the-board percentage reduction; rather, they are the result of major program reductions and an area-by-area analysis that compared our staffing levels to national benchmarks. Where jobs are being eliminated, we will redesign work or improve processes so that our organization can continue to function effectively.

We are also committed to continuing to provide outstanding patient care, even as we forcefully tackle the pressing financial concerns that face us. The Financial Recovery Plan we are outlining today represents a comprehensive plan, focusing all of our resources on improving both the quality of care at our academic health centers, and it should effectively return our Health System to a sound financial base while maintaining the integrity of our threefold mission to provide quality patient care, educate the next generation of physician leaders, and advance the world’s body of knowledge about health and human disease through cutting-edge research.

To Comment on a Federal Definition of Misconduct in Research

Dr. Ralph Amado, Vice Provost for Research, calls the attention of the University’s research community to the White House Office of Science and Technology’s new Proposed Federal Policy on Research Misconduct to Protect the Integrity of the Research Record, and invites comment on it to his office and/or directly to the Office of Science and Technology. The proposal was published in the Federal Register October 14 (Volume 64, Number 198) and is on-line at http://fcrs.com/cgi-bin/getRecord?19991014a151, with a call for public comment period deadline of November 13, 1999.

The proposal creates a single Federal definition of research misconduct, applicable to all federal agencies that sponsor research and to the institutions that receive their grants. It also establishes guidelines for handling allegations of research misconduct, including protections for whistleblowers and for the accused, and specifies that institutions must have a “Separation of Phases” in investigation, adjudication, and appeal processes.

Dr. Amado invites the faculty to send comments to him prior to the OSTP’s final deadline, at amado@pobox.upenn.edu, or by mail to the Office of the Vice Provost for Research, 212 College Hall/6381. Also, as noted in the Federal Register, comments on the proposed policy may be sent directly to Sybil Francis, Office of Science and Technology Policy, Executive Office of the President, Washington, DC 20502. Her e-mail address is sfrancis@ostp.eop.gov.
Deaths

Michael Yang, a Wharton Freshman

Last week the campus mourned the loss of a freshman, Sung Woo Yang, 18, who was killed while riding his bicycle at the intersection of 33rd and South Streets on the afternoon of October 19.

“We are terribly saddened by the untimely death of this young man so new to our community,” said University President Judith Rodin. “Our thoughts and prayers are most certainly with his family and friends.”

Sung Woo Yang, known as Michael, was born in Korea and came to Penn from his family’s present home in Cairo to join the Wharton School’s Class of 2003. A member of the freshman heavyweight crew, he lived in Hill House, where he was popular among his fellow students as a caring and outgoing friend, and a hardworking computer whiz, according to some of the many accolades given by dorm mates to The Daily Pennsylvanian following his death.

Some 75 students attended a funeral service held Thursday at the Kooch Kim Funeral Home in the Olney section of Philadelphia, along with his parents, who asked for privacy but who elected to hold a service here as a gesture of closure before transporting their son’s body to Korea to rest near his grandfather’s.

“This young man’s death is a tragic loss for his family, friends and classmates,” said the Wharton School’s Interim Dean Patrick Harker. “Our heartfelt thoughts and prayers are with them during this difficult time.”

Lester (Barney) Spruill, Medical School Facilities

Lester Spruill, a control center operator in the safety and security division of Architecture & Facilities at the School of Medicine, died on October 4 at the age of 60.

A 23-year-veteran of the University, Mr. Spruill—known as Barney—began as a utility person in facilities management in May 1976. After serving in the mail room and with a brief stint as supervisor there, in 1989 he became a security officer in the new division being formed as part of the expanded facilities management function. There he was promoted to control center operator in 1995.

He was “a dedicated and conscientious employee who was well liked by all who came in contact with him,” said Safety & Security Director James Atkinson. This included not only those who knew him in his security role, but also the many doctors and nurses he met and befriended as a dialysis patient at HUP for over ten years. “He will be greatly missed by all,” said Mr. Atkinson.

Memorial Service: A memorial service will be held in honor of Barney Spruill on October 27, at 4 p.m. in the BRB II/III Auditorium of the School of Medicine. All who wish to attend are welcome. A donation is being made to the Diabetes Research Foundation at Penn in his name. Those who wish to contribute may send their checks, payable to the foundation and designating the name of Lester Spruill, to the Diabetes Research Foundation, C501 Richards Building, 3700 Hamilton Walk/6085.

Free Flu Shots in November

Flu shots are available free for all full- and part-time faculty and staff* as follows:

Wednesday, November 10: 10 a.m. - 2 p.m.
SEAS, Raisler Lounge, Towne Bldg., 220 S. 33rd St.
Monday, November 15: 10 a.m. - 2 p.m.
Training & Development 1B-South, 3624 Market St.
Wednesday, November 17: 10 a.m. - 2 p.m.
Steinberg Hall-Dietrich Hall —Wharton Student Lounge
3620 Locust Walk
For faculty and staff who cannot make the times noted above, flu shots are available now through December 15, for $10, at Occupational Medicine (ground floor Silverstein), 3400 Spruce Street, Mondays through Fridays, 7:30 a.m. to 4 p.m.

* For students, flu shots are available at $5 through Student Health, Mondays through Fridays, 10 a.m. to noon and 1 to 3 p.m..

Hamiton Village Public Forum

On Thursday, October 28, from 6-8 p.m. there will be a public forum to discuss the Hamilton Village Design Competition in the Gates Room of Van Pelt Library. Discussion will be led by Dr. David B. Brownlee, director of College Houses and Academic Services, and Douglas Berger, director of Housing and Conference Services. The forum is sponsored by the Academic and Scholarly Purpose subcommittee of the Campus Development Plan Committee.

All six of the architectural models submitted for the competition are currently on display in the Class of ’28 Lounge on the first floor of Van Pelt Library. The display runs through November 8.

Penn Children’s Center: A New Home

During last week’s Trustees meetings, Executive Vice President John Fry outlined a two-stage resettlement of the Penn Children’s Center as the PreK-8 public school’s construction approaches. Details of the preliminary plan for an expanded Center in the 3300 block of Chestnut Street will be published next week, along with an update on the PreK-8 project.

Correction to Photo Credit

In last week’s Almanac, the 1997 photo of Dr. Zewail credited to Mark Garvin should have been credited to Stuart Watson. We apologize for the error.—Eds.

Speaking Out

Bicycle Safety: It’s Time

Over the past decade, we have raised the continuing problem of bicycle riding on the Penn campus. The recent deaths of Benjamin Tencer and Sung Woo Yang make the issue even more pressing and steps have to be taken to face the reality that bike riding is here to stay. Simply ignoring the problem will result in more deaths and injuries.

As we have remarked before, the bicycle has helped to make this large urban campus one university. For those of us who teach at different sites across the campus, the bicycle provides a mode of transportation that is fast, reliable and non-polluting. In addition, it provides rapid access to all parts of the campus, especially the hospital-medical school complex and the dental school. For the many faculty, staff and students who bicycle to and from work, this form of transportation helps to ameliorate problems linked to traffic congestion, parking and air pollution.

The absence of bike lanes is compounded by the extensive construction that now engulf much of the campus. To cross the campus rapidly, bicycling on Spruce or Chestnut Streets has become a death-defying ride. Not surprisingly, accidents have occurred and will continue to occur with increasing frequency. The only sane approach is:

• to construct bicycle paths on the campus. We urge that the bicycle transportation and traffic plans for the second millennium (Almanac October 5) be activated immediately.
• to design and place “bumps” at strategic locations to slow the speed of the bicycles (particular over the 38th Street bridge). If designed carefully these bumps should not impede the free flow of vehicles for the handicapped.
• to enforce a highway code for all Penn bicyclists and encourage the Campus Police to stop riders who travel too fast or show no respect for pedestrians.
• to provide bike racks in close proximity to new paths. We should even consider providing bike lockers at 30th Street station for suburban commuters.

We believe that these steps will serve to segregate bicyclists from pedestrians, decrease the severity of accidents, should they occur, and be self-regulating.

— Irving Shapiro, Professor of Biochemistry/Dental
— Britton Chance, Professor Emeritus, Biochemistry & Biophysics
— Alan Mann, Professor of Anthropology
— Howard Kunreuther, Professor of Operations & Information Management
— Daniel Malamud, Professor of Biochemistry/Dental

Speaking Out welcomes reader contributions. Short, timely letters on University issues can be accepted by Thursday at noon for the following Tuesday’s issue, subject to right-of-reply guidelines.

Advance notice of intention to submit is appreciated.—Eds.
Staff Changes

International Programs: Dr. Bhutani as Associate Director

With the summer departure of Ann Kuhlman to become director of Yale’s newly reorganized Office of International Students and Scholars, Dr. Shalini Dev Bhutani has been named Associate Director for International Student and Scholar Services.

Dr. Bhutani, who had been senior advisor for programs, is an alumna of the University of Delhi who also earned a master’s in English literature there. She took a second master’s and her Ph.D. from Penn’s Graduate School of Education, with the dissertation A Study of Asian Indian Women in the U.S.: The Re-Conceptualization of Self: After working in journalism, adult literacy and advocacy, she joined the Office of International Programs in 1994.

There she has focused on analyzing the needs of international students and scholars; initiated the Academics Plus (A+) Programs to enhance the academic achievements of international students; and conducted several local and national workshops and symposia that draw attention to issues of academic achievement and cultural adaptation.

She is a faculty fellow of Penn’s Center for the Advanced Study of India (CASI), and serves on the Boards of the Greenfield International Cultural Center and Programs for Awareness in Cultural Education (PACE). She is also active in local and ethnic community organizations as an advocate for women’s issues, and is the Executive Director of South Asian Voices for Education, Resources and Advocacy (SAVERA), a volunteer group promoting U.S. citizenship for South Asians. She also serves on the Board of Directors of the Pennsylvania Council for International Education (PaCIE).

New roles were announced by Director Joyce Randolph for other members of the International Programs staff:

• James S. Fine was promoted to Senior Advisor for Administration;
• Dr. Randolph now has oversight of graduate scholarships abroad, with the assistance of Clare Cowen, who advises students interested in these awards, and Elva Power; and
• Marcia W. Renisz was named Penn Abroad Admissions Coordinator.

Special Services: Det. Brennan

Patricia Brennan is serving as the acting director of Special Services in the Division of Public Safety, while a search is conducted for a permanent director and assistant director. She joined Penn in 1996 as a detective, and became detective supervisor in February of this year. She has been in her current position since Dr. Susan Hawkins left the Division in July. She is a veteran of the Philadelphia Police Department, where she served as a detective for 15 years, nine of which she spent with the elite Homicide Unit.

A Message to the University Community

Thanksgiving Hosting

The Office of International Programs is once again coordinating its annual Thanksgiving Hosting Program and we ask you to consider inviting a member of Penn’s international student and scholar community to your table. Holidays can be a lonely time for visitors from abroad and many welcome the opportunity to share in a traditional American holiday dinner or gathering.

We encourage you and your family to take advantage of this unique opportunity to get to know an international student or scholar at Penn.

While we offer this program for interested individuals to be matched, we also encourage you to consider inviting a member of your own department or unit. It could make a world of difference to a visitor far away from home and it could be a revitalizing experience for your entire family!

If you would like to participate in the OIP Thanksgiving Hosting Program or if you have any questions, please call Veronika Simon at (215) 898-1643 or e-mail her at vsimon@pobox.upenn.edu

We also encourage you to view our Thanksgiving Hosting Program web site at www.upenn.edu/oip/kaleidoscope/main.html

— Joyce M. Randolph, Director Office of International Programs

A Centennial Celebration or a...

Centenary Celebration, October 30

Morning Roundtable (200 College Hall)
Mathematics and Science at the turn of the 21st century—their promise, problems, and interconnections
10:10-10:30 a.m. Welcome and Introduction of Symposium Speakers
10:10-10:30 a.m. Remarks about Mathematical Proof and Major Changes to be Expected in Applied Mathematics; Cathleen Synge Morawetz, Professor Emerita, Courant Institute of Mathematical Sciences, New York University
10:30-10:50 a.m. Biomedical Research at the Millennium: Bert Vogelstein, M.D., Clayton Professor of Oncology, Director of the Molecular Genetics Laboratory Johns Hopkins Oncology Center, and Investigator in the Howard Hughes Institute
11:10-11:30 a.m. Paradoxes for the Twenty First Century; George E. Andrews, Evan Pugh Professor of Mathematics and Chairman Department of Mathematics, Penn State University
11:30-12:30 p.m. Mathematics as a Tool for Understanding Nature; Freeman J. Dyson, Emeritus Professor, School of Natural Science, Institute for Advanced Study

Afternoon Program (200 College Hall)
3:30-3:50 p.m. Awards Ceremony
In honor of their remarkable achievements, Mathematics Department Chair Dennis DeTurck will present George E. Andrews, GR’64, Freeman J. Dyson, Cathleen Synge Morawetz and Bert Vogelstein, M.D., C’70, with the Department of Mathematics Centennial Award.

President Judith Rodin will award the University of Pennsylvania Medal for Distinguished Achievement to Freeman J. Dyson and Cathleen Synge Morawetz.

Dr. Andrews is one of the foremost authorities on the work of turn-of-the-century mathematical genius Srinivasa Ramanujan, and is active in addressing the question surrounding math and science education at all levels. Dr. Dyson is a mathematician and physicist, known for his work in the quantum theory of electric and magnetic phenomena, and for his speculative work on the possibility of extraterrestrial civilizations. Dr. Morawetz is an applied mathematician who has advanced airfoil design for supersonic aircraft through her work on partial differential equations and their applications to transonic flow. Dr. Vogelstein has advanced the understanding of the genetic basis of colon cancer by discovering the pattern of several genetic mutations leading from the formation of polyps to the onset of cancer of the colon.

3:30-4 p.m. Penn Glee Club
4:10-5:10 p.m. Address by Freeman Dyson: Gravity is Cool: or Why Our Universe is Hospitable to Life

Reception and Banquet
(reservations required) Call (215) 898-8627 or centennial@math.upenn.edu
6-7 p.m. Reception, Inn at Penn
7-10:30 p.m. Banquet Dinner, Inn at Penn
... 250 Years of Math at Penn

This timeline of math at Penn was compiled by Dr. Frank Warner and Dr. Stephen Shatz. A large illustrated version of it will be on display at the centennial celebration and afterwards in the math department. More information on the history of Penn’s math department is available at www.math.upenn.edu/100/Centennial.html, and in a booklet which will be distributed at the celebration, and mailed to anyone who graduated from Penn with a mathematics degree.

November 13, 1749—Trustees constituted for the Academy and Charitable School.

1750—First location is at Fourth & Arch.

December 17, 1750—Mr. Theophilus Grew appointed first Master in Mathematics.

January 10, 1899—Death of Ezra Otis Kendall.

1899—Professor Crawley appointed to the Scott Chair. Professor Doolittle drops the title of Professor of Mathematics. Mathematics now independent of other disciplines. This is the beginning of the Department of Mathematics at Penn.

1901—Roxana Hayward Vivian is first woman Ph.D. in Mathematics at Penn.

1914—Major Subjects, including Mathematics, were introduced in the College’s “New Curriculum.”

1928—Dudley Weldon Woodard is first African-American mathematician to receive a Ph.D. at Penn—second in the U.S.

1933—William Claytor is second African-American mathematician to receive a Ph.D. at Penn—third in the U.S.

1934—James Cannon is appointed the Professor of Mathematics.

1936—Robert Adrain is appointed the Professor of Mathematics.

1802—Henry Vethake appointed the Professor of Mathematics.

1799—Edward Henry Courtenay is appointed the Professor of Mathematics.

1802—Robert Maskell Patterson (son of Robert Patterson) is appointed the Professor of Mathematics.

1792—Edwin S. Crawley is the first American to receive a Ph.D. in Mathematics.

1792—Class of 1880 endows freshman prize exam in mathematics—First prize $50 (tuition $160 at the time).

December 3, 1895—Trustees receive Charter for the College which can grant degrees.

December 8, 1882—First meeting of the Faculty of Philosophy—regarded as the beginning of the Graduate School.

1892—Edwin S. Crawley is appointed the first Penn Ph.D. in Mathematics.

1896—Ezra Otis Kendall retires but retains Scott chair.

January 10, 1899—Trustees receive Charter for the College which can grant degrees.

1900—Trustees approve creation of Ph.D. in Mathematics.

March 18, 1881—Thomas A. Scott is appointed the Professor of Mathematics.

June 7, 1881—Thomas A. Scott is appointed the Professor of Mathematics.

1914—Trustees move to West Philadelphia—Department located in new College Hall.

1928—Trustees approve creation of Ph.D. in Mathematics.

1802—University moves to Ninth Street.

1814—Robert Maskell Patterson is appointed the Professor of Mathematics.

1827—Robert Adrain is appointed the Professor of Mathematics.

1833—William Claytor is appointed the Professor of Mathematics.

1834—Many Faculty meetings devoted to discipline problems.

1836—Hans Adolph Rademacher is appointed to the Scott Chair.

1846—Theophilus Grew is appointed Mathematical Professor in the College.

1855—Ezra Otis Kendall is appointed the Professor of Mathematics.

1878—Oscar Goldman is appointed the Professor of Mathematics.

1850—Trustees receive Charter for the College which can grant degrees.

1856—Department moves from College Hall to the David Rittenhouse Laboratory.

1864—Richard V. Kadison is appointed to the Scott Chair.

1862—Oscar Goldman is appointed the Professor of Mathematics.

1867—Eugenia Calabi is appointed to the Scott Chair.

1871—Department moves to West Philadelphia—Department located in new College Hall.

1873—Eugenio Calabi is appointed to the Scott Chair.

1882—Universities approve creation of Ph.D. in Mathematics.

1914—Major Subjects, including Mathematics, were introduced in the College’s “New Curriculum.”

1883—College of Arts and Sciences establishes a Department of Mathematics.

1886—Trustees receive Charter for the College which can grant degrees.

1889—Faculty moves to West Philadelphia—Department located in new College Hall.

1892—Class of 1880 endows freshman prize exam in mathematics—First prize $50 (tuition $160 at the time).

1896—Ezra Otis Kendall retires but retains Scott chair.

1900—Trustees approve creation of Ph.D. in Mathematics.

1901—Trustees receive Charter for the College which can grant degrees.

1906—Hans Adolph Rademacher is appointed to the Scott Chair.

1914—Major Subjects, including Mathematics, were introduced in the College’s “New Curriculum.”

1918—Students approve creation of Ph.D. in Mathematics.

1928—Dudley Weldon Woodard is first African-American mathematician to receive a Ph.D. at Penn—second in the U.S.

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Year 2000 Contingency Planning—Recommendations to Consider

As described in the September 21, 1999 issue of Almanac, the University’s Year 2000 Project has been continuing at full speed preparing the University’s information systems, networks, and physical infrastructure for the new millennium. Even as the final details are completed, we have one task remaining: planning for the possibility that, in spite of repeated and thorough testing, we (and our suppliers) haven’t been entirely successful in correcting every Year 2000 problem or haven’t introduced new, unrelated, ones. The goal is for our systems to be at least as reliable in the coming year as they have been in the recent past. However, prudence demands that we all take steps to answer the “what if?” questions, understanding that defect-free systems are an ideal to which we aspire, but are rarely, if ever, achieved in practice.

So, what should members of the University community do to prepare for the possibility of service disruptions arising out of the Year 2000 problem? The answer to this question, like other important questions we’ve had to deal with in the Year 2000 project, will differ considerably among schools, research institutes, centers, departments, work groups, and individuals. However, there are a number of specific recommendations that are applicable in most cases. Please bear in mind that all but the first two are sound recommendations well beyond Year 2000’s relatively narrow time frame.

Quiesce campus activity over the New Year’s holiday

The New Year’s holiday is normally a time when campus activity is at ebb. Nonetheless, some University operations, such as research, do not ever stop completely. This year, in addition to the staff who are always here on holidays due to their operational responsibilities, there will be additional staff on campus to validate systems and infrastructure for proper operation prior to the first business day of the new year, January 3, 2000. If you are not among these faculty and staff, you should reduce your on-campus activity to a minimum.

Make telephone system changes soon

If your plans call for changing or adding telephone lines this fall, make sure you get your requests to Telecommunications as soon as possible. AT&T will be limiting services to move or add new lines in December to help insure they are managing a stable, known environment as we enter the Year 2000.

Identify alternative telephone lines

Most office telephones such as the Eagle, Extrom, or Norstar systems deployed on campus will not operate in the event of the loss of electric power. If your organization needs telephone communications capability in such an event, and if your office phones are not on an emergency generator, lines normally used for modem or fax access can still provide dial tone. Consider identifying these lines and securing telephone handsets that you can use with these lines in an emergency. The existing handsets on some fax machines will work if the power is off, but you should verify this by making a call with the fax machine unplugged.

Back up systems

Guarding against unintended data loss using routine backup is a sound, if sometimes neglected, practice. Preparing for Year 2000 is no exception. You can recover from almost any kind of system failure if you have adequate back up, preferably stored in a location different from the computer’s. Many University organizations have included data backup in their Year 2000 plans. Check with your local computing support provider or Year 2000 coordinator for details on the plans for your area.

Be aware of UPS limitations

Universal power supplies often provide battery backup power to computer systems and instrumentation in the event the usual power source is interrupted. These batteries have a finite lifetime and are not intended to keep systems up and running indefinitely. Further, in reduced voltage conditions (brownouts) the batteries may be providing intended to keep systems up and running indefinitely. Further, in resource is interrupted. These batteries have a finite lifetime and are not functioning normally.

In addition to the general recommendation made above, researchers should be particularly mindful of the following:

Review contact information

Make sure you are familiar with emergency procedures and know the contact protocols for reporting problems with facilities (your building administrator), hazardous materials (Environmental Health and Radiation Safety; 1-215-898-4453), laboratory animals (University Laboratory Animal Resources; 1-215-898-6466), and security (Public Safety; 511 on campus, 1-215-573-3333 off campus).

Verify status of emergency power to critical components

Some campus buildings provide emergency power outlets to critical equipment. Testing of these systems has been underway since the Summer of 1999. These tests are now nearly complete. Check with your Year 2000 coordinator for test results and recommendations, especially if you have critical equipment that is not provided with emergency power.

Check auto-dialers

Some equipment monitors will dial an outside telephone number if they detect a problem. If you have such equipment, you should verify that it is operating properly. It may need to be reconfigured to conform to the recent change of local dialing rules that require dialing the area code.

Identify yourself

It is important that research support services such as Facilities, Environmental Health and Radiation Safety, and University Laboratory Animal Resources have correct and complete emergency contact information for you and your organization. If there are any special considerations they need to take into account in responding to emergencies in your areas, be sure to clearly communicate them ahead of time.

Review the research risk checklist

Other recommendations for identifying and mitigating Year 2000 risks that affect the research community can be found in the Research Risk Checklist located on the University’s Year 2000 web site at: http://www.upenn.edu/computing/year2000/ContingencyPlan/riskcheck.html

Questions?

Since these recommendations cannot apply in every context, it is crucial that you direct your questions to your school or center’s Year 2000 coordinator for specific instructions and recommendations. The current list was published in the September 21, 1999 issue of Almanac with updates on the University’s Year 2000 web site at: http://www.upenn.edu/computing/year2000/workgrouppreps.html. If you’re not sure where to direct your questions, send e-mail to year2000@isc.upenn.edu. We will direct them to the right place.
To the University Community:

In September 1989, the University received from the U.S. Justice Department a request for information in connection with its inquiry into potential agreements among colleges and universities relating to financial aid, tuition and faculty and administrative salaries. Cooperating fully with the investigation, the University provided many thousands of documents to the Justice Department. The inquiry culminated in the entry on September 20, 1991, of a final judgment in the U.S. District Court for the Eastern District of Pennsylvania. Under the terms of that judgment, Penn and seven other Ivy League schools agreed not to exchange certain types of information, such as financial aid data and "plans and projections, including budget assumptions, regarding future student fees or general faculty salary levels..." The University is required to maintain an enforcement program that communicates the rules set out in the judgment and monitors compliance with the antitrust laws.

In 1992 Congress modified the requirements of the final judgment by enacting legislation that allowed colleges and universities to agree to award institutional financial aid on the basis of need and to discuss and adopt principles for determining student financial need. The law, however, did not authorize them to discuss financial aid awards to specific common applicants. That law was replaced by legislation permitting colleges and universities that practice need-blind admission to agree to award aid only on the basis of financial need, to use common principles of analysis for determining need, to use a common aid application form, and to exchange certain limited financial data with respect to commonly-admitted applicants prior to making an aid award. The legislation defines "need-blind admission" as making admissions decisions without regard to the financial circumstances of the student. The law does not authorize colleges and universities to discuss specific aid awards to common applicants, and under the final judgment, the University is still required to maintain an enforcement program that disseminates the rules set out in the judgment and monitors compliance with the antitrust laws.

In accordance with the requirements of the final judgment, I have been designated Antitrust Compliance Officer, with responsibility for implementing the antitrust compliance program. While complying with the final judgment is a priority, it should not impede appropriate communication among schools. Accordingly, we are republishing the final judgment in United States v. Brown University, et al. and the University’s guidelines on cooperative exchanges of certain University information. The Office of the General Counsel is available to answer your questions about compliance with the final judgment and the antitrust laws.

—Wendy S. White, Office of the General Counsel

Guidelines on Cooperative Exchanges of Certain University Information

1. These Guidelines apply to University information pertaining to tuition (including fees for room and board), financial aid and salary levels for faculty and administrative personnel.

2. University officials may disclose policies and information to the public and may communicate to others policies and information once they have been made public. However, no University official shall communicate to an official of another school any plans or projections, including budget assumptions, regarding tuition and fees or general faculty salary levels prior to their final approval by the administration or the Trustees, as appropriate.

3. University officials must not participate in one-on-one or roundtable discussions with representatives of other institutions about projected or anticipated levels of tuition, fees, and salaries, or budget assumptions, and if such discussions occur, University officials must excuse themselves.

4. Decisions by the University relating to the setting of tuition, fees and salaries or the awarding of financial aid must not be based upon or refer to projections of tuition, fees, and salaries or financial aid by other educational institutions. University officials cannot solicit information concerning projected levels of tuition, fees and salaries or the methodology for awarding financial aid at other educational institutions.

5. No University official may request from, communicate to or exchange with any college or University confidential financial aid information. For purposes of this policy, confidential financial aid information includes but is not limited to the application of a Needs Analysis Formula to, or how family or parental contribution will be calculated for, a specific applicant; the University’s plans or projections regarding summer savings requirements or self-help; the aid awarded or proposed to be awarded any applicant except as required by federal law.

6. In general, current and historical data relating to tuition, fees and salaries may be discussed and exchanged with representatives of other institutions, unless such disclosure is proscribed (for reasons other than the antitrust laws) by University or legal regulations. (For example, the University generally will not disclose the salary of any identified individual without his or her consent.) Thus, University officials may release to representatives of other institutions and to the press information relating to current or past levels of tuition, fees and aggregate salaries, and may participate in discussions with representatives of other institutions about such current or past information. However, University officials cannot disclose budget assumptions about future tuition, fees and salaries, or suggest that the University will maintain current levels of tuition, fees and salaries or will modify them in any particular way (e.g., to agree that tuition and fees will rise by a specified percentage).

7. Any University official who learns of a violation of these Guidelines or of Section IV of the Final Judgment, must report it to the Antitrust Compliance Officer.

Questions about these Guidelines should be directed to the Office of the General Counsel.

Final Judgment of the U.S. District Court for the Eastern District of Pennsylvania is on pages 8 and 9.
Final Judgment

Plaintiff, United States of America, filed its Complaint on May 22, 1991. Plaintiff and consenting defendants, by their respective attorneys, have consented to the entry of this Final Judgment without trial or adjudication of any issue of fact or law. This Final Judgment shall not be evidence or admission by any party with respect to any issue of fact or law. Therefore, before any testimony is taken, and without trial or adjudication of any issue of fact or law, and upon consent of the parties, it is hereby ORDERED, ADJUDGED AND DECREED:

I. JURISDICTION

This Court has jurisdiction of the subject matter of this action and of each of the parties consenting to this Final Judgment. The Complaint states a claim upon which relief may be granted against each defendant under Section 1 of the Sherman Act, 15 U.S.C. § 1.

II. DEFINITIONS

As used in this Final Judgment:
(A) “Student Fees” means the tuition, room, board, and mandatory fees, or any of these individually, a college, or university charges.
(B) “Family Contribution” means the amount the student and the student’s family pay from their income and assets towards the Student Fees.
(C) “Parental Contribution” means the portion of the Family Contribution the student’s parent or parents contribute from their income and assets.
(D) “Financial Aid” means a reduction of the total Student Fees for a particular student. It consists of grants (gift aid) and self-help (loans and the student’s income from term time employment offered by, or through, the college or university).

(E) “Merit Aid” means Financial Aid that is not based on economic need.
(F) “Needs Analysis Formula” means any formula for calculating or ascertaining a student’s need or Family or Parental Contributions.
(G) “Summer Savings Requirement” means the amount the college or university requires the student to earn during the summer to contribute to his or her Student Fees for the following year.

III. APPLICABILITY

This Final Judgment shall apply to each defendant and to each of their officers, trustees, and other members of their governing boards, employees, agents, successors, and assigns, and to all other persons in active concert or participation with any of them who shall have received actual notice of this Final Judgment by personal service or otherwise.

IV. PROHIBITED CONDUCT

Each defendant is enjoined and restrained from:
(A) agreeing directly or indirectly with any other college or university on all or any part of Financial Aid, including the Grant or Self-help, awarded to any student, or on any student’s Family or Parental Contribution;
(B) agreeing directly or indirectly with any other college or university on how Family or Parental Contribution will be calculated;
(C) agreeing directly or indirectly with any other college or university to apply a similar or common Needs Analysis Formula;
(D) requesting from, communicating to, or exchanging with any college or university the application of a Needs Analysis Formula to, or how family or parental contribution will be calculated for, a specific Financial Aid applicant;
(E) agreeing directly or indirectly with any other college or university whether or not to offer Merit Aid as either a matter of general application or to any particular student;
(F) requesting from, communicating to, or exchanging with any other college or university its plans or projections regarding Summer Savings Requirements or Self-help for students receiving Financial Aid;
(G) requesting from, communicating to, or exchanging with any other college or university, the Financial Aid awarded or proposed to be awarded any Financial Aid applicant except as required by federal law;
(H) requesting from, communicating to, or exchanging with any other college or university any information concerning its plans or projections, including budget assumptions, regarding future Student Fees or general Faculty Salary levels; and
(I) entering into, directly or indirectly, any contract, agreement, understanding, arrangement, plan, program, combination, or conspiracy with any other college or university or its officers, directors, agents, employees, trustees, or governing board members to fix, establish, raise, stabilize, or maintain Student Fees or Faculty Salaries.

V. COMPLIANCE PROGRAM

Each defendant is ordered to maintain an antitrust compliance program which shall include designating, within 30 days of the entry of this Final Judgment, an Antitrust Compliance Officer with responsibility for accomplishing the antitrust compliance program and with the purpose of achieving compliance with this Final Judgment. The Antitrust Compliance Officer shall, on a continuing basis, supervise the review of the current and proposed activities of his or her defendant institution to ensure that it complies with this Final Judgment. The Antitrust Compliance Officer shall be responsible for accomplishing the following activities:
(A) distributing, within 60 days from the entry of this Final Judgment, a copy of this Final Judgment (1) to all trustees and governing board members, and (2) to all officers and non-clerical employees who have any responsibility for recommending or setting of fees, salaries, or financial aid in the offices of the President, Vice Presidents, Provost, Deans, Financial Aid, Admissions, Budget, Controller, Treasurer, and other similar offices;
(A) This Final Judgment shall expire 10 years from the date of entry.
(B) Nothing in this Final Judgment shall prohibit any defendant from distributing in a timely manner a copy of this Final Judgment to any officer, employee, or trustee who succeeds to a position described in Section V(A);
(C) briefing annually those persons designated in Section V(A) on the meaning and requirements of this Final Judgment and the antitrust laws and advising them that each defendant’s legal advisers are available to confer with them regarding compliance with the Final Judgment and the antitrust laws;
(D) obtaining from each officer, employee, or trustee designated in Section V(A) an annual written certification that he or she: (1) has read, understands, and agrees to abide by the terms of this Final Judgment; (2) has been advised and understands that non-compliance with this Final Judgment may result in his or her conviction for criminal contempt of court; and (3) is not aware of any past or future violation of this decree that he or she has not reported to the Antitrust Compliance Officer; and
(E) maintaining a record of recipients to whom the final Judgment has been distributed and from whom the certification in Section V(D) has been obtained.

VI. CERTIFICATION

(A) Within 75 days after the entry of this Final Judgment, each defendant shall certify to the plaintiff whether it has designated an Antitrust Compliance Officer and has distributed the Final Judgment in accordance with Section V above.
(B) For 10 years after the entry of this Final Judgment, on or before its anniversary, each defendant shall certify to the Antitrust Compliance Officer at each defendant school shall certify annually to the Court and the plaintiff whether that defendant has complied with the provisions of Section V.

(C) At any time, if a defendant’s Antitrust Compliance Officer learns of any past or future violation of Section IV of this Final Judgment, that defendant shall, within 45 days after such knowledge is obtained, take appropriate action to terminate or modify the activity so as to comply with this Final Judgment.

(D) If any person designated in Section V(A) learns of any past or future violation of this decree, he or she shall report it to the Antitrust Compliance Officer promptly.

VII. SANCTIONS

(A) If, after the entry of this Final Judgment, any defendant violates or continues to violate Section IV, the Court may, after notice and hearing, but without any showing of willfulness or intent, impose a civil fine upon that defendant in an amount reasonable in light of all surrounding circumstances. A fine may be levied upon a defendant for each separate violation of Section IV.
(B) Nothing in this Final Judgment shall bar the United States from seeking, or the Court from imposing, against any defendant or person any relief available under any other applicable provision of law for violation of this Final Judgment, in addition to or in lieu of civil penalties provided for in Section VII(A) above.

VIII. PLAINTIFF ACCESS

(A) To determine or secure compliance with this Final Judgment and for no other purpose, duly authorized representatives of the plaintiff shall, upon written request of the Assistant Attorney General in charge of the Antitrust Division, and on reasonable notice of the relevant defendant, be permitted:
(1) access during that defendant’s office hours to inspect and copy all records and documents in its possession of control relating to any matters contained in this Final Judgment; and
(2) to interview that defendant’s officers, employees, trustees, or agents, who may have counsel present, regarding such matters. The interviews shall be subject to the defendants’ reasonable convenience and without restraint or interference from any defendant.
(B) Upon the written request of the Assistant Attorney General in charge of the Antitrust Division, a defendant shall submit such written reports, under oath in requested, relating to any of the matters contained in this Final Judgment as may be reasonably requested.
(C) No information or documents obtained by the means provided in this Section VIII shall be divulged by the plaintiff to any person other than a duly authorized representative of the executive branch of the United States, except in the course of legal proceeding to which the United States is a party, or for the purpose of securing compliance with this Final Judgment, or as otherwise required by law.

IX. LIMITING CONDITIONS

(A) Nothing in this Final Judgment shall prevent defendants that are members of a common athletic league from: (1) agreeing to grant financial aid to recruited athletes or students who participate in athletics on the sole basis of economic need with no differentiation in amount or in kind based on athletic ability or participation, provided that each school shall apply its own standard of economic need; (2) agreeing to permit independent auditors access to Financial Aid information to monitor adherence to this agreement so long as the monitoring process does not disclose financial aid information, needs analysis or methodology to other league members; or (3) interpreting this agreement and enforcing it so long as such interpretation and enforcement do not disclose financial aid information, needs analysis or methodology to other league members.
(B) Nothing in this Final Judgment shall prohibit any defendant from advocating or discussing, in accordance with the doctrine established in Eastern Railroad Presidents Conference v. Noerr Motor Freight, Inc., 365 U.S. 127 (1961), and its progeny, legislation, regulatory actions, or governmental policies or actions.
(C) Nothing in this Final Judgment shall prevent any defendant from: (1) disclosing policies or information to the public; or (2) communicating to others policies or information once they have been made public. However, no individual designated in Section V(A) shall communicate to any individual similarly situated at another defendant institution any plans or projections, including budget assumptions, regarding Student Fees or general Faculty Salary levels prior to their approval by that defendant’s Governing Board.
(D) Nothing in this Final Judgment shall prohibit any defendant from unilaterally adopting or implementing a Financial Aid program based, in whole or in part, on the economic need of applicants.
(E) Nothing in this Final Judgment shall prohibit or regulate conduct that federal legislation enacted subsequent to the entry of the Final Judgment authorizes or exempts from the antitrust laws.
(F) Nothing in this Final Judgment shall prevent the defendants from each unilaterally utilizing or appointing an independent agency, whether or not utilized by other defendants, to collect and forward information from Financial Aid applicants concerning their financial resources. The agency may only forward the financial aid information requested by that particular defendant.
(G) Nothing in this Final Judgment shall prohibit defendants or their representatives from continuing their consultations with the College Scholarship Service concerning the processing and presentation of its data in the same manner and degree as currently exists.
(H) Nothing in this Final Judgment shall prohibit an individual designated in Section V(A) from serving as and performing the normal functions of a trustee or governing board member of another college or university that is not a defendant to this action. However, the individual may not disclose any non-public information including student fees, faculty salaries, or financial aid to any other college or university.
(I) Nothing in this Final Judgment shall prohibit any defendant from disclosing information as part of the accreditation process. However, any individual participating in the accreditation process may not disclose any non-public information including student fees, faculty salaries, or financial aid to any college or university.
(J) Nothing in this Final Judgment shall prohibit any defendant from providing financial aid for an individual student in situations where such defendant is jointly providing education or financial aid to any other college or university.

X. FURTHER ELEMENTS OF DECEREE

(A) This Final Judgment shall expire 10 years from the date of entry.
(B) Jurisdiction is retained by this Court for the purpose of enabling any of the parties to this Final Judgment to apply to this Court at any time for further orders and directions as may be necessary or appropriate to carry out or construe this Final Judgment, to modify or terminate any of its provisions, to enforce compliance, and to punish violations of its provisions.
(C) Entry of this Final Judgment is in the public interest.

Dated: September 19, 1991

—Louis C. Bechtle, Ch.J.
SAFETY AFTER DARK

Some Tricks for Traveling More Safely

Remember: Fall back, Spring forward! Sunday, October 31, Daylight Saving Time comes to an end. This means we can all sleep an extra hour Sunday morning and still have breakfast at the usual time. It also means we lose an hour of daylight just around the time most of us are heading home from work or school. And the professional criminals gain an extra hour of prime-time darkness in which to work.

From the Division of Public Safety, here are some safety tips for everyone who uses public transportation.

—Maureen Rush, Chief of Police
— Patricia Brennan, Acting Director of Special Services,
Division of Public Safety

Public Transportation Safety Tips

• Become familiar with the different bus and trolley routes and their schedules. SEPTA schedules and general information are now posted on the Web—the URL is www.septa.com/or call (215) 580-7800.
• When traveling at night it is better to use above-ground transportation systems. Buses, the above-ground stretches of subway/surface lines and elevated lines give less cover for criminal activity.
• If you do travel underground, be aware of the emergency call boxes on the platform. These phones contact SEPTA Police. The phones operate much like the University’s Blue Light Phones. To operate the SEPTA Phone, push the button. A SEPTA operator will identify your transit stop and assist you immediately.
• Whenever possible, try to sit near the driver.
• In the subway station stand back from the platform edge.
• Don’t fall asleep! Stay Alert!

LUCY Loop

• Operated by SEPTA, Monday through Friday except major holidays, 6:30 a.m. to 8 p.m.
• LUCY Loop departs 30th Street Station every 10 to 20 minutes and loops through University City.
• For more information call (215) 580-7800.

Emergency Phones at Subway Stops

30th & Market Street—Subway surface SEPTA Emergency Phone located near the middle of the platform on the wall.
33rd & Market Street —SEPTA Emergency Phone on both the east and west platforms on the wall near the middle of the platform.
34th & Market Street—SEPTA Emergency Phone on the (El) platform for east- and west-bound trains.
— Blue Light Emergency Phone located at 34th & Chestnut outside of the lot on the northeast corner; also on the Law School’s southwest corner of 34th & Chestnut.
36th & Sansom Street—SEPTA Emergency Phone on both the east and west platforms on the wall near the middle of the platform.
— Blue Light Emergency Phone located at King’s Court/English House on the northeast wall above the subway entrance.
37th & Spruce Street—SEPTA Emergency Phone near the middle of the west-bound platform on the wall and near the middle of the east-bound platform.
— Blue Light Emergency Phone located across the street at the entrance to the Quad. In Dietrich Gardens near the east-bound entrance to the subway. Also, outside on the wall to the entrance of the Steinberg-Dietrich cafeteria.
40th & Market Street—El subway stop; SEPTA Emergency Phone located on the platform on the wall near the cashier.
33rd & South Street (University Station); SEPTA Emergency Phone located in middle of platform.
— Blue Light Emergency Phone located at north-bound and south-bound stairwells of platform.

Traveling During Non-Peak Times

• If possible use above-ground transportation
• If you use subways, stand near the SEPTA call box.
• If possible use the Market—Frankford El (elevated lines). In case of an emergency there is a cashier’s booth staffed during hours of operation.
• If possible travel with a companion(s).

During Peak Hours:

Watch Out for Pickpockets

Here are eight things pickpockets don’t want you to know:
1. Never display money in a crowd. (Think this through before you leave the safety of your office, so you aren’t fumbling in public with your purse or wallet).
2. Never wear necklaces, chains or other jewelry in plain view.
3. Handbag: Carry tightly under your arm with the clasp toward your body. Never let it dangle by the handle. Keep it with you at all times and always keep it closed. Never place it on a seat beside you.
4. Wallet: Carry in an inside coat pocket or side trouser pocket.
5. Immediately check your wallet or purse when you are jostled in a crowd. (And then be doubly watchful, because the jostling may have been a ploy to get you to reveal where you carry your money).
6. If your pocket is picked, call out immediately to let the operator and your fellow passengers know there is a pickpocket on the vehicle.
7. Beware of loud arguments and commotions aboard vehicles or on station platforms. Many times these incidents are staged to distract your attention while your pocket is picked.
8. If you suspect pickpockets at work on a particular transit route or subway station, call SEPTA Police Hotline, (215) 580-4131/4132. It’s answered 24 hours a day. You do not have to give your name. Trained personnel will take your information and see to it that something gets done. Also, notify Penn Police at 511, (215) 573-3333.

Halloween Safety, Too

This is also a good weekend to pass some Halloween Safety Tips to any children you know:
— Trick-or-treat in your neighborhood.
— Only call on people you know.
— Never go out alone. Go with friends. Ask your mom or dad, older sister or brother, or a neighbor to go along.
— Stay in well-lighted areas.
— Wear white or reflective clothing.
— Carry a flashlight, glowstick or reflective bag.
— Watch out for cars.
— Have your parents inspect all treats before you eat them.

In the event of an emergency call:
Philadelphia Police 911
University of Pennsylvania Police (215) 573-3333
Children’s Hospital of Philadelphia (215) 590-3480
Philadelphia Poison Control Center (215) 386-2100

For additional safety tips, contact the Detective Unit at (215) 898-4481, 4040 Chestnut Street. The department is staffed from 8 a.m. to 11 p.m., Monday through Friday. (Emergency victim support and sensitive crimes reporting is available 24 hours at 215-898-6600).

For emergencies contact the Penn Police by using the Blue Light Phones or call 511 on campus, or call (215) 573-3333 from off campus.

To contact the Philadelphia Police Department call 911.
**CONFERENCES**

29 Roberto Benigni’s Life is Beautiful: In Context. In Depth: 9:30 a.m.-4 p.m.; Carolyn Hoff Lynch Lecture Hall, Chemistry Building. (Center for Italian Studies; Film Studies; Jewish Studies). Film screening of Life is Beautiful October 28 from 7 p.m.-9 p.m.; Carolyn Hoff Lynch Lecture Hall, Chemistry Building.

**FITNESS/LEARNING**

27 20th Century Reading Group: discussion group on modernism; 4:30 p.m.; room 202, Kelly Writers House, 3805 Locust Walk (Kelly Writers House).

**READING**

27 Reading: Poet Kate Daniels; 6 p.m.; Kelly Writers House, 3805 Locust Walk (Kelly Writers House: Harrison College House).

30 Laughing Hermit Reading Series; 7 p.m.-9 p.m., Carolyn Hoff Lynch Lecture Hall, Film screening of Writers House, 3805 Locust Walk (Kelly Writers House).

**SPECIAL EVENTS**

28 1st Annual Lesbian Gay Bisexual Transgender College Fair; information for lesbian, gay and bisexual students on colleges and universities to best suit their needs; 3-6 p.m.; Terrace Room, Greenfield Intercultural Center (Greenfield Intercultural Center; Yan Xin Qigong Club).

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 October 11, 1999 through October 17, 1999. Also reported were Crimes Against Property: 29 total thefts (& attempts) (including 6 burglaries & 2 break-ins), 7 thefts of bicycles & parts, 2 thefts from autos and 3 thefts of auto (& attempts)), 2 incidents of trespassing & loitering and 1 incident of criminal mischief & vandalism. Full reports on the Web (www.upenn.edu/almanac/v46/no9/crime.html). Prior weeks reports are also online.—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 October 11, 1999 and October 17, 1999. The University Police actively patrols from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

**CRIMES AGAINST PERSONS**

34th to 38th/Market to Civic Center: Robberies (& attempts)—1; Threats & Harassment—1
10/11/99 2:50 AM 1110 S Sansom East Unwanted calls received
10/15/99 6:00 AM 1110 S Sansom East Unwanted calls received
38th to 41st / Market to Baltimore: Threats & Harassment—3
10/11/99 9:15 PM 3900 Blk Walnut Complainant reports being harassed
10/12/99 4:54 PM 3933 Pine St Unwanted calls received
10/15/99 1:33 PM Hamilton College House Unwanted calls received

**CRIMES AGAINST SOCIETY**

34th to 38th / Market to Civic Center: Alcohol & Drug Offenses—1
10/16/99 8:01 AM 3700 Blk Walnut vehicle accident/intoxicated driver arrested
38th to 41st / Market to Baltimore: Alcohol & Drug Offenses—1
10/11/99 2:06 AM 3900 Blk Baltimore intoxicated driver found asleep at wheel

18th District Report

The 18th District Crime Report for the period between October 11 and October 17 was not available for publication this week’s Almanac. Please check www.upenn.edu/almanac/ for this and subsequent crime reports throughout the semester.

**CLASSIFIEDS**

RESEARCH STUDIES

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

Research participants needed for hypertension pharmaceutical study. Must be diagnosed as hypertensive and able to keep early morning appointments. $500. Contact Virginia Ford, MSN at HUP Hypertension Program. (215) 662-2410 or (215) 662-2638.

RESEARCH TECHNICIAN

The Howard Hughes Medical Institute, a leading biomedical research organization, is seeking a Research Technician for a genetics/molecular biology lab at the University of Pennsylvania School of Medicine. Minimum requirements are a B.S. degree in a related field and one year of experience in a biomedical research laboratory, including familiarity with basic biochemical and/or molecular biological techniques. Experience in genetics/molecular biology is preferable. HHMI offers a competitive salary and an excellent benefits package. Please send a resume to: HHMI/University of Pennsylvania School of Medicine, Attn.: Dr. Amita Sehgal, 415 Curie Blvd., Room 405/CRB, Philadelphia, PA 19104-6148 or e-mail at amita@mail.med.upenn.edu EOE.

THERAPY

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

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

Deadlines: The deadline for the weekly update is each Monday for the following week’s issue; for the December At Penn calendar it is November 16.

Note: The December At Penn Calendar is scheduled to appear in the November 23 issue of Almanac.

The University of Pennsylvania, its officers, employees, and agents are not responsible for the truth or accuracy of statements made in classified announcements. The University reserves the right to refuse advertisements for any reason.

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Penn’s Way 2000: 
Reestablishing the Campus Network 

Dear Colleagues,

Over the next few weeks, Penn staff and faculty, through our Penn’s Way 2000 Campaign, will once again have the opportunity to continue the tradition of supporting organizations throughout the Delaware Valley in their effort to promote and provide health, human, and educational services for our neighbors in greatest need. Your generosity, as demonstrated in years past, enables a wide variety of organizations to continue to flourish and aid those less fortunate than ourselves.

This year, in response to the University Council resolution on Penn’s Work Place Charitable Campaign, we have begun several initiatives to, over a period of years, reenergize Penn’s workplace giving campaign. The Center for Responsible Funding and the United Way are being given equal status in the Campaign. In addition, we have formed a Penn’s Way Advisory Committee with broad representation and are working to re-establish a network of trained volunteers throughout the schools and centers to reach out to colleagues.

One pledge form and a confidential return envelope has been sent to you from Penn’s Way 2000, along with brochures from United Way and the Center for Responsible Funding. Please take a few moments to learn about the Penn’s Way Campaign. We hope that you will also find at least one organization whose work is especially meaningful, and that you will make this group the target of your generosity. Should you need additional information regarding how to complete the form, please contact your campaign coordinator or call (215) 898-1733.

Thanks for your consideration and for everything that you do to make Penn, the City of Philadelphia and its surrounding counties places of opportunity and promise for us all.

Sincerely,

Judith Rodin
President

Larry Gross
Penn’s Way Co-Chair

Carol R. Scheman
Vice President for Government, Community and Public Affairs

Penn’s Way 2000 Coordinators

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<th>School/Center</th>
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<tr>
<td>Annenberg School for Communication</td>
<td>Ms. Donna L. Burdumy</td>
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<td>Business Services</td>
<td>Ms. Marie D. Witt</td>
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<td>Center for Technology Transfer</td>
<td>Ms. Jackie Miraglia</td>
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<td>Development and Alumni Relations</td>
<td>Mr. Jonathan Petty</td>
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<td>Development and Alumni Relations</td>
<td>Ms. Elizabeth Griffin</td>
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<td>Director of Libraries</td>
<td>Mr. Robert Eash</td>
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<td>Division of Public Safety</td>
<td>Ms. Florence Griffin</td>
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<td>Graduate School of Education</td>
<td>Ms. Anne Martens</td>
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<td>Graduate School of Fine Arts</td>
<td>Mr. Christopher Cataldo</td>
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<td>Information Systems and Computing</td>
<td>Ms. Margaret Hagan Smith</td>
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<td>Intercollegiate Athletics</td>
<td>Mr. James Messica</td>
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<td>Law School</td>
<td>Ms. Rae L. DiBlasi</td>
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<td>Office of the Executive Vice President</td>
<td>Ms. Taylor Berkowitz</td>
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<td>Office of the General Counsel</td>
<td>Ms. Sherry Lemonick</td>
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<td>Mr. Roman Petyk</td>
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<td>Office of the President</td>
<td>Mr. Steven Gagne</td>
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<td>Office of the Provost</td>
<td>Ms. Bonnie C. Gibson</td>
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<td>Office of the VP for Facilities Services</td>
<td>Ms. Suzanne Kho</td>
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<td>Office of the VP for Finance</td>
<td>Mr. David Valentine</td>
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<td>School of Arts and Sciences</td>
<td>Mr. Saul Feinerman</td>
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<td>School of Dental Medicine</td>
<td>Dr. Walter Licht</td>
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<td>School of Engineering &amp; Applied Science</td>
<td>Dr. James F. Galbally</td>
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<td>School of Engineering &amp; Applied Science</td>
<td>Dr. Portonovo S. Ayyaswamy</td>
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<td>Mr. Joseph Sun</td>
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<td>School of Nursing</td>
<td>Mr. James A. Moran</td>
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<td>School of Social Work</td>
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<td>School of Veterinary Medicine</td>
<td>Ms. Brenda Ford</td>
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<td>Ms. Trish A. DiPietræ</td>
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<td>Dr. Barry Stupine</td>
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<td>in government</td>
<td>Mr. Joseph Sivick</td>
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<td>University Relations</td>
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<td>Vice Provost For University Life</td>
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Welcome to Penn’s Way 2000. This year’s campaign will run from November 1 through December 31, 1999. With your help, we can meet this year’s goal of $300,000!

Each school and center has at least one designated campaign coordinator as the main point of contact. Some of the larger schools and multi-tiered center’s coordinators are enlisting facilitators to ensure personal outreach to every employee. Please check with your coordinator about this, any other questions about the campaign, or to volunteer to be a facilitator.

Weekly raffles will be held to show appreciation to participants in the campaign. The earlier you return your pledge card to your coordinator, their designated facilitator, or the Payroll Department, the greater your chances of success in the raffle.

Please help spread the word about the importance of a successful Penn’s Way.

Penn’s Way 2000 Advisory Committee

Co-chairs
Ms. Carol Scheman, Vice President for Government, Community and Public Affairs
Dr. Larry Gross, Sol Worth Professor, The Annenberg School for Communication; Faculty Senate Chair-Elect

Members
Ms. Bonnie Motley Bowser, Human Resources, Medical School
Mr. Glenn Bryan, Community & City Relations
Ms. Trish DiPietræ, School of Veterinary Medicine
Rev. William C. Gipson, University Chaplain
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Ms. Phyllis Holtzman, University Relations
Ms. Terry Lafferty, Comptroller’s Office; Association of Business Administrators
Ms. Rita McGlone, Wharton School, Aresty Institute
Mr. Larry Moneta, Campus Services
Ms. Nancy Nowicki, Office of the Provost
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Mr. Debra Smiley Kosta, Career Services; A-3 Assembly
Mr. Duncan Van Dusen, Health System
Ms. Terri White, Academic Support Programs; Penn Professional Staff Assembly

Penn’s Way 2000 Advisory Committee

Staff
Ms. Carol de Fries, Executive Director, Office of Government, Community, and Public Affairs
Ms. Barbara Murray, Manager, Financial Training
Ms. Joan Chrestay, Penn’s Way Campaign Coordinator