Leaving: Kathryn Engebretson
Dr. Kathryn Engebretson, Vice President for Finance since September 1997, will resign as of the end of the month. Dr. Engebretson is leaving Penn "to pursue an extraordinary opportunity with an internet start-up venture in Washington, DC. She is leaving Penn to assume the post of Chief Financial Officer of BET.com, a portal aimed at attracting African Americans to the Internet," said Executive Vice President John Fry in announcing Dr. Engebretson’s resignation. BET.com is a joint venture between BET (Black Entertainment Television), Microsoft, News Corporation, USA Networks and AT&T Liberty Digital, with $35 million in start-up funding. “We wish Kathy well in this new and exciting role,” Mr. Fry added.

VP for Research
Vice Provost for Research, Dr. Ralph Amado will step down at the end of this academic year to resume full-time teaching and research as professor of physics. Dr. Robert Barchi said, “He has done a fantastic job for us. We are all very grateful to Ralph for his contributions to Penn as the VP for Research,” continued Provost Barchi. “He led the office during a time of enormous change and growth and did a terrific job as an administrator and as a wise guiding force.”

A leading scholar of nuclear theory who has been on the faculty here since 1959, Dr. Amado was named acting vice provost for research in 1995 and was then selected to fill the permanent post July 1996. He will complete a five-year term in the spring.

Penn has become one of the largest research institutions in the world. The externally funded research budget totals nearly half a billion dollars and has been increasing significantly in recent years. The vice provost for research is responsible for pre- and post-grant awards; regulatory and compliance areas, technology transfer, strategic planning and research. The position, which has been a part-time one, is being reconfigured as a full-time position. This is part of Dr. Barchi’s strategic plan to reorganize and strengthen Provost’s office. A national search is expected to begin shortly.

Academic Integrity TaskForce
Provost Robert Barchi has asked Deputy Provost Peter Conn to convene a Task Force on Academic Integrity, the purpose of which is to review the present work of all the interested parties on this subject and to recommend new or revised ways to emphasize academic integrity at Penn. The Task Force grew, in part, out of several conversations between members of the Honor Council, the Council of Undergraduate Deans and senior members of the Provost’s staff.

Among other specific tasks, the Task Force will aim to approach academic integrity in a positive light to current and prospective students; evaluate and expand the role of faculty in addressing matters of academic integrity; propose appropriate models for integrating academic integrity into the curriculum; and outline concrete measures to combat dishonesty. Its focus will be restricted to the four under-graduate schools but this does not preclude a further inquiry into the graduate/professional schools, either by this or a subsequent committee.

This group has met several times this semester, and will conclude its deliberations early in the next semester. Its report will be shared with the University community, and specific recommendations will be placed before the Council of Undergraduate Deans and other relevant bodies.

The Task Force on Academic Integrity:
Peter Conn, Deputy Provost, Chair
Andrew Abel, Professor, Finance
Rick Beeman, Dean of the College, Professor, History
Larry Gladney, Professor, Physics
Michele Goldfarb, Director, Student Conduct
Kathleen McCarthy, Professor, Nursing
Mark Metzel, Chair, IFC
David Pope, Professor, Engineering
Patricia Rose, Director, Career Services
Rikki Tanenbaum, Co-Chair, Honor Council
Cam Winton, SCUE
Evan Thomas, NEC Representative
Gaurab Bansal, NEC Representative

Martin Luther King Jr. Celebration
January 16 through 27 the University will sponsor the MLK Jr. Celebration and Symposium on Social Change. This year’s theme is “The Importance of King’s Philosophy and Action for the 21st Century.” The goal is to bring members of the Penn, West and Southwest Philadelphia communities together to celebrate the life and legacy of Dr. Martin Luther King Jr. See January AT PENN (page 4) for a schedule of events.

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2 Revised Confidentiality Policy and Parental Notification; Senate: Nomination; Deaths
3 Of Record: Workplace Issue Resolution Program; Revised Introductory Period
4 January at Penn
6 Holiday Gifts of Involvement; Penn’s Way
7 CrimeStats; Public Safety Institute; Winter Break Safety; Update
8 Y2K: Readiness Disclosure (Beck)
Revisions to Confidentiality Policy

Following is the new text of the parental notification section of the University’s Confidentiality Policy, which has been revised to incorporate the new University guidelines on parental notification regarding alcohol and drug violations. The guidelines, which took effect on November 1, 1999, were published in Almanac on November 2.

This revised text supersedes the existing “parent notification” section of the Confidentiality Policy, found in PennBook at page 3:1 and referenced in the Handbook for Faculty and Academic Administrators at page 122.

In the spring, the Committee on Changes to the Family Educational Rights and Privacy Act (FERPA) is expected to report on its recommendations regarding the change to FERPA that permits disclosure of the final results of certain disciplinary proceedings. It is possible that the committee’s recommendations and/or recent changes to FERPA will affect other aspects of the Confidentiality Policy. If it is appropriate to make additional revisions to the policy, any proposed changes will be published for comment.

Judith Rodin, President
Robert Barchi, Provost

The “Parent Notification” section is revised to read as follows:

Parental Notification

The University of Pennsylvania is a large, diverse, coeducational, urban academic community. It offers tremendous freedom to the individual and expects that each member of the University community will act in a responsible manner. The University does not take on a parental role in relation to its students but rather assumes that students are young adults who can make their own decisions and take basic responsibility for their own lives. Thus, most communication from the University is directed to the student. The University has adopted the following rules regarding parental notification:

A. In cases involving serious injury and in emergency situations, the University may notify the parents or guardians of a student. Further, in such situations, the University will notify the individual(s) designated by the student.

B. In an emergency situation in which rape has been committed, the victim will be asked whether notification of others should occur. All rape cases are handled according to special procedures developed by the Department of Public Safety, described in the Safer Living guide distributed to all students.

C. The Director of the Office of Student Conduct may disclose to the parents or legal guardians of a student under the age of 21 information regarding the student’s violation of any University policy governing the use or possession of alcohol or drugs when any of the following circumstances are present:

1. The student has had previous, significant drug- or alcohol-related violations;
2. The student has committed a violation which was accompanied by other serious misconduct involving personal injury to him- or herself, others, or damage to property; or
3. The student’s violation could result in a separation either from the University or from the College Houses.

A student whose parents or guardians are to be notified under any of these circumstances will be informed before such notification occurs and given an opportunity to initiate contact with his or her parents.

D. In other than emergency situations and situations involving notification regarding alcohol or drug violations, a decision to notify parents or guardians about a student’s activities will be made by the Office of the Vice Provost for University Life, or another senior student affairs officer, after consultation with the student’s school office, if appropriate. Other offices, such as Counseling and Psychological Services, also may be consulted as appropriate. Examples of these other situations which may warrant parental notification include medical leaves of absence, emotional difficulties, and missing persons.

Deaths

Dr. Goldwein
Dr. Manfred J. Goldwein, a retired hematologist/oncologist and emeritus associate professor of medicine, passed away on December 7 at age 75 from congestive heart failure at his home in Gladwyne.

After serving in the Army from 1942-1945, Dr. Goldwein received his B.S. from the University of Delaware in 1950, and his M.D. from the University of Vermont in 1954. He joined HUP as a resident and assistant instructor in medicine in 1955. He was promoted to instructor in 1958, associate in medicine in 1960, assistant professor in 1962, and associate professor in 1975. He also maintained a private practice and served as attending physician in hematology at the VA Hospital, consulting hematologist at Good Samaritan Hospital in Pottsville, PA, and attending physician and chairman of the Medical Audit Committee at HUP.

Dr. Goldwein is survived by his wife of 50 years, Margaret; sons Michael and Joel (associate professor in medicine at the School of Medicine); daughter Ruth Silverberg; and six grandchildren. Memorial donations may be made to the University of Vermont College of Medicine, Memorial Gifts in Support of Scholarships, 80 University Heights, Burlington, VT 05405.

Dr. Harty
Dr. Michael Harty, emeritus professor of anatomy and orthopedic surgery, died of renal failure December 7 at age 87 at his home in East Lansdowne. Dr. Harty was educated at Blackrock College and University College Dublin in Ireland. He served in the orthopedic branch of the RAF in WWII and taught anatomy at Cambridge University. Dr. Harty joined the faculty here in 1953 initially teaching anatomy in the Graduate School of Medicine and then as professor of anatomy and orthopedic surgery at the School of Medicine until his retirement in 1994. Dr. Harty was the recipient of the Lindback Award for Distinguished Teaching, the Medical Student Government Teaching Award and the Certificate of Appreciation from the department of orthopedic surgery. He published numerous papers and chapters on orthopedic anatomy.

Dr. Harty is survived by his wife of 45 years, Sheela; two daughters; Patricia Harty, M.D. and Bernadette Erikson; two sons-in-law; three grandchildren and two brothers-in-law. Memorial donations may be made to the Saint Cyril Memorial Fund, Saint Cyril of Alexandria Church, 153 Penn Blvd., East Lansdowne, PA 19050.

Dr. von Gronicka
Dr. André von Gronicka, emeritus professor and former chair of the German department, died of cancer on November 23 at the age of 87 in Manahawkin, NJ. Dr. von Gronicka joined the faculty here in 1962 and served as chair from 1962 to 1972 and continued teaching until he retired in 1980. Born in Moscow, he emigrated to the United States in 1926. He received bachelor’s and master’s degrees from the University of Rochester (1933 and 1935), and a doctorate from Columbia University in 1942. He taught at the University of Kansas, University of Chicago, and Columbia University before coming to Penn in 1962. Dr. von Gronicka published several books including The Russian Image of Goethe in 1969, and Thomas Mann: Profile and Perspectives in 1970. He contributed to professional journals and was awarded two Guggenheim Fellowships, one in 1957 and another in 1969, and received an honorary master’s from Penn in 1971.

Correction: IT Advisory Board

The announcement of the new IT Advisory Board last week should have made clear that it has been convened jointly by the Provost and the Executive Vice President and will address issues across the whole range of University activities. With the departure of Finance VP Kathryn Engelbrecht, Business Services VP Lee Nunery will join the group. Two additional committee members have also been named, Donna Milici, Director of Planning in ISC and Daniel Rudy. SCUE. For further information: www.upenn.edu/computing/structure/advisory.

Correction: IT Advisory Board

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Under the Faculty Senate rules, formal notification to members may be accomplished by publication in Almanac. The following is published under that rule.

To: Members of the Faculty Senate
From: John C. Keene, Chair
Subject: Nomination for Chair-elect 2000-2001

The 1998-1999 Senate Nominating Committee was convened to fill a vacancy in the position of Chair-elect for 2000-2001.

1. In accordance with the Faculty Senate Rules, official notice is given of the Senate Nominating Committee’s nominee. The nominee, who has indicated his willingness to serve, is:

Chair-elect: David B. Hackney, Professor, Radiology

2. Again in accord with the Senate Rules you are invited to submit “additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominee of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee.” Pursuant to this provision, petitions must be received by mail at the Faculty Senate, Box 12 College Hall/6303, or by hand at the Faculty Senate Office, 109 Duhring Way by 5 p.m., Tuesday, January 11, 2000. (Due to the University holiday the week of December 27, the deadline is extended two weeks.)

3. Under the same provision of the Senate Rules, if no additional nominations are received, the candidate nominated by the Nominating Committee will be declared elected. Should additional nominations be received, an election will thereafter be held by mail ballot.

Correction: IT Advisory Board

The announcement of the new IT Advisory Board last week should have made clear that it has been convened jointly by the Provost and the Executive Vice President and will address issues across the whole range of University activities. With the departure of Finance VP Kathryn Engelbrecht, Business Services VP Lee Nunery will join the group. Two additional committee members have also been named, Donna Milici, Director of Planning in ISC and Daniel Rudy. SCUE. For further information: www.upenn.edu/computing/structure/advisory.

Correction: IT Advisory Board
Workplace Issue Resolution Program

Effective January 1, 2000, a new program will be available to the University community to assist with the resolution of workplace disputes called the Workplace Issue Resolution Program. This program modifies the current grievance procedure and was developed to find a more effective way to resolve all workplace disputes—one that would benefit all parties. The University understands that disputes can be time-consuming and demoralizing and that it is critical to address conflicts and issues with appropriate resolution vehicles prior to them getting too big to resolve effectively.

The Program focuses on providing the parties involved with a set of flexible options that allow the parties to choose a method or methods to assist in resolving their dispute with the least amount of disruption to the underlying work relationship. Additionally, the Program provides an opportunity to improve communication between the parties and strengthen the work relationship.

Three options are included in the Program that can be used independently or concurrently in the resolution of a workplace dispute:

- Open Communication Philosophy
- Conference/Facilitated Meetings
- Mediation

The Program recognizes the importance and benefits of problem resolution by the parties who are directly involved in the conflict and provides several options to support that effort. All options take into consideration that the parties to the dispute are the ones that stand the best chance of generating solutions that are meaningful and lasting in their ongoing working relationships.

How do these Options Work?

Open Communication Philosophy

The Workplace Issue Resolution Program strongly supports efforts for open dialogue between a staff member and his/her supervisor by encouraging open lines of communication through the organization and through the administrative hierarchy. This option provides the most direct way to raise an issue.

Conference/Facilitated Meetings

A conference with a professional from Human Resources or one of the University Resource Offices* can assist in determining what is an appropriate course of action for an issue. The goal of the conference is to provide direction and assistance in the resolution of the issues. As a result of that meeting, a member of the resource office may facilitate a meeting to assist in resolution of the issues; assist in the arrangement of mediation; or support attempts to go back to the school/center to resolve the issue.

Mediation

The issue may also be addressed through mediation. Mediation is a private and confidential process for resolving conflict that gives the parties the opportunity to recognize and better understand each other’s perspectives, as well as develop communication skills that contribute to their ability to undertake further workplace-related discussions. Additionally, mediation provides an opportunity to be heard with a neutral person who is not involved in the dispute. It allows for flexible and creative solutions that are designed by the parties directly involved in the issue, thereby making them easier to follow. Mediation can be initiated in two ways. A party to the dispute may either request mediation or may be referred to mediation by Human Resources or any other resource office.

The mediators for the Program are volunteers from the University community who have completed training and received a certificate in mediation.

Issues that may not be addressed through the Workplace Issue Resolution Program are:

- Determination of base salary/salary increases, or claims of salary inequities, job grading, and classifications
- Selection for jobs or reassignments
- Performance appraisal
- Decisions resulting in restructuring or position discontinuations
- Terminations: Staff members whose employment with the University is terminated will not be afforded the opportunity to mediate the concerns they have regarding the termination. Any concern regarding the termination must be raised within twenty (20) working days from the date of termination. In these cases a staff member may request a panel hearing.

In developing this program, assistance was provided by the following members of the University community:

- Jeanne Arnold, African American Resource Center
- Donna Arthur, A-3 Assembly, Law School
- Jim Bean, Penn Professional Staff Assembly
- Lyn Davis, University Mediation Program
- Ellie DiLapi, Penn Women’s Center
- Steve Epstein, University Museum
- Valerie Hayes, Affirmative Action & Equal Opportunity Programs
- Tom Henry, African American Association
- Sandra Mancini, Human Resources
- Carol Horne, Penn Human Resources, Committee Chairperson
- Rick Reed, Audit & Compliance

This new Workplace Issue Resolution Program works for you and the University by strengthening Penn’s traditional Open Door Policy and encouraging teamwork by providing a win-win system for working out differences within the University. If you would like additional information, please call (215) 898-1365.

Note: The provisions of applicable collective bargaining agreements govern those employees in collective bargaining units.

Revised Introductory Period

All new regular staff members are subject to an Introductory Period during the first four months of employment at the University. This introductory period may be extended after consultation with the Division of Human Resources/Staff and Labor Relations. The purpose of the Introductory Period is to determine whether the new staff member meets the performance expectations for the position and if continued employment is warranted.

Effective January 1, 2000, the Introductory Period review process has been revised to enhance newly hired staff members’ understanding of the performance expectations required for their positions and the criteria to be used for assessing their performance. Also, the revised process is designed to make it easier for supervisors to assess a staff member’s performance against clearly defined and measurable expectations outlined during the first week of employment.

Some of the guidelines of the revised program are:

- At the time of hire, all new regular staff members should receive a copy of his/her position description.
- Written performance expectations should be established for each goal, project, or responsibility based on the duties outlined in the position description and departmental goals and needs.
- The staff member should receive a copy of the Introductory Period Performance Plan (which outlines the performance expectations) within the first week of employment, so that s/he will be aware of what is expected of him/her during the introductory period review process.
- There should be an ongoing dialogue between the staff member and supervisor on the performance expectations, departmental goals, and the staff member’s progress in meeting these expectations.
- Prior to the end of the introductory period the supervisor should assess the staff member’s overall performance by completing and sharing with the staff member the new Introductory Review Performance Plan.

The revised Introductory Period Policy, Introductory Period Performance Plan, Supervisor/Manager Checklist for New Staff Members, and other information about the Introductory Period will be available beginning January 1, 2000 via the Division of Human Resources Web site at www.hr.upenn.edu. Supervisors will receive a reminder about completing the new Introductory Review Performance Plan with a copy of the completed HR-1/HR-2 form when they hire new staff.

If you have any questions about the Introductory Period, please call the Division of Human Resources/Staff and Labor Relations at (215) 898-6093 or e-mail us at askhr@hr.upenn.edu.

Note: The provisions of applicable collective bargaining agreements govern those employees in collective bargaining units.

Division of Human Resources
January Calendar --see other file
January Calendar
**Penn's Way 2000 Goal**

Dear Colleagues:

As co-chairs of Penn’s Way 2000, we have heard many stories about how local charitable agencies have played an important role at critical times in the lives of many faculty and staff at Penn. These stories are told quietly every day and are a compelling argument for helping the many charitable agencies in our region continue their valuable work.

There is no one agency that meets all of the priorities and needs of a community. Some help the poor achieve self-sufficiency; voluntary health agencies target specific illnesses; there are services for children, youth and the aged, those targeting mental health or substance abuse, others assisting with child care, career changes, housing and employment. Every family has it’s own story; every agency tells a different tale.

In a workplace giving campaign, no donation is too small; every dollar matters. It is the impact of our combined financial contributions that makes a difference. With Penn’s Way 2000, we hope to raise $300,000 for area charitable agencies.

Please remember the spirit of giving this holiday season. Give to Penn’s Way now and help us reach our goal!

—Larry Gross, Chair Elect, Faculty Senate

—Carol Scheman, Vice President of Government, Community and Public Affairs

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**Raffles: Latest Winners**

Prizes for Week 6:
- Five CDs from selected WXPN featured artists; $20 prepaid phone card; Two $10 Starbucks gift certificates; two tickets to Penn vs. Dartmouth Men’s Basketball; Five CDs from selected WXPN featured artists; $20 prepaid phone card from Telecommunications.

Prizes for Week 8:
- Two certificates for two free sandwiches and beverage from Chats and from the Cafe at Williams Hall; $20 Gift Certificate from University Jewelers; Morris Arboretum T-Shirt and Poster; Set of Personalized Notepads from Publications; two tickets to Penn Men’s Basketball and Penn Figure in University of Cards.

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**The Gift of Involvement**

Last week’s shopping spree took us to campus retail outlets. This week, an update on ways to give someone an opportunity to participate in things, like:

- **Anthropology/Archaeology:** Those who treasure the past will be delighted with a full year’s membership in the University of Pennsylvania Museum of Archaeology and Anthropology. They will enjoy free admission, Museum Shop discounts, and Expedition Magazine; and they will be kept up-to-date about the latest discoveries from the Museum’s worldwide fieldwork and research. The gift membership will be mailed. Individual membership is $45, household $65. Information: (215) 898-4900.

- **Art:** Members of the Institute of Contemporary Art receive free admission to the exhibitions, lectures and programs, invitations to preview opening receptions and the annual benefit, a calendar listing lectures, programs, tours, and special events, 20% discount on CIA publications, and use of the ICA library by appointment. Students, artists, senior citizens, Penn faculty and staff $20; individuals $40; dual/family $65; other membership categories from $100 to $1000, with additional membership bonuses for each. Information: (215) 896-3919 or friends@pobox.upenn.edu.

- **Books:** Members of Friends of the Library are invited to a variety of special events and receive a newsletter. Membership fees: student $25, regular $40, supporter $50, benefactor $500, Red and Blue Society $1000. Benjamin Franklin Society $2000. Information: (800) 390-1829 or friends@pobox.upenn.edu.

- **Performances:** The Nutcracker. The Internationale Ballet Theatre’s world famous production of *The Nutcracker* will be performed on December 21 at 7:30 p.m. at the Zellerbach Theater at the Annenberg Center. Alexander Boitsov will stage and dance in the production. Tickets: adults $25-$32, children: $15. Information (215) 898-3900.

- **Films:** International House’s Neighborhood Film/Video Project sells discount passes for their screenings, $20 for four shows. Information: (215) 895-6452.

- **Flora:** Give a membership to the Morris Arboretum, the state of Pennsylvania’s official arboretum, and you’ll receive a gift certificate good for 10% from any public skating session for $40 with a PENNcard or $50 for the public. For not stuff a stocking with skating lessons? Six weeks of group lessons, beginning January 9, are available for ages 6 through adult in a variety of skill levels. The registration deadline is Jan. 2. Cost $75. Information: (215) 898-1923.

- **Clothing:** Hillel Foundation offers a University of Penn tee-shirt with the name of the institution in Hebrew, $15. Information (215) 898-4618.

- **Sports and Fitness:** The Class of 1923 Ice Rink has a discount book of 10 admission passes to any public skating session for $40 with a PENNcard or $50 for the public. Why not stuff a stocking with skating lessons? Six weeks of group lessons, beginning January 9, are available for ages 6 through adult in a variety of skill levels. The registration deadline is Jan. 2. Cost $75. Information: (215) 898-1923.

- **Levy Tennis Pavilion** memberships are $15 students and spouses, $25 faculty, staff and spouses, $40 seniors, $75 public, $30 senior citizens, guest fee $5; valid through August 2000. Information: (215) 898-4741.

- **The Kate:** Fitness Center in Gimbel Gym, along with the Penn Fitness Center in Hutchinson, with a variety of weight training and aerobic equipment is the perfect gift for those who have made a New Year’s resolution to get in shape and exercise. Membership through May 22 is $50 for students, $80 for faculty, staff and affiliates. $100 for alumni and community members. Information: (215) 898-8383.

- **The Men’s Basketball Club** offers various gift levels from $25 to $1000 with benefits that increase with the level. There is also the Family Plan which includes 4 tickets (2 adults and 2 children plus 4 hot dogs and sodas) for $30. Information: (215) 898-9231.

- **The World:** International House members received reduced admission to most International House programs, the International House Newsletter and Calendar with advance notice of upcoming programs and activities. Only events, exhibits, lectures, and the chance to meet with graduate students and visitors from over fifty countries studying at Philadelphia universities who live at International House. Student Membership $25, Individual Members $30, Family Membership $50, Contributing Member $100, Sustaining Member $250, World Member $500, International Member $1000 or more. — M.F.M.

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**Penn’s Way 2000 Goal**

Congratulations go to the 12/6/99 winners:
- Glenn Bryan, City and Community Relations—Gift basket from Pan Emirates Douglas.
- Michael Goldschmidt, Vet School—Cordless telephone.
- Chris McDevitt, ISC—Two tickets to Men’s Basketball Game.
- Larry Momjian, Finance—Two tickets to Men’s Basketball Game.
- Debbie Lender Schmidt, Acquisition Services—$25 Urban Outfitters gift certificate.

**Prizes for Week 6:**
- Five CDs from selected WXPN featured artists.
- Prepaid phone card.
- $100 to $1000, with additional membership bonuses for each.

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**Prizes for Week 8:**
- Two (2) round-trip tickets on American Airlines for four passes to Morris Arboretum and a $10 gift certificate to the Arboretum Shop; Six red roses from Florist and two tickets to a Penn vs. Harvard Men’s Basketball; Two tickets for two free sandwiches and beverage from Cafe Bon Appetit and from Cafe’ 58; Book of 10 passes to Class of 1923 Ice Skating Rink.

**Prizes for Week 7:**
- One Month Free Parking from Transportation.
- Five certificates for two free sandwiches and beverage from Chats and from the Cafe at Williams Hall; $20 prepaid phone card.

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**Raffles: Latest Winners**

**Prizes for Week 6:**
- Five CDs from selected WXPN featured artists; $20 Gift Certificate from University Jewelers; Morris Arboretum T-Shirt and Poster; Set of Personalized Notepads from Publications; two tickets to Penn vs. Dartmouth Men’s Basketball; Five CDs from selected WXPN featured artists; $20 prepaid phone card from Telecommunications.

**Prizes for Week 8:**
- Two certificates for two free sandwiches and beverage from Chats and from the Cafe at Williams Hall; $20 prepaid phone card; Two $10 Starbucks gift certificates; two tickets to Penn vs. Columbia Men’s Basketball and Penn Figure in University of Cards; two tickets to Penn vs. Brown Men’s Basketball.

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**Grand Prize Drawings:**
- For Penn’s Way 2000 there will be two drawings. We wish to acknowledge the generous contributions of the Computer Connection, and the Comptroller’s Office Travel Program and American Airlines. All participants who have been entered into the weekly prize drawings by their coordinator or facilitator (i.e., prize winners) are eligible for the grand prize drawings.

**The prizes are:**
- i-Mac Computer
- Two (2) round-trip tickets on American Airlines for four passes to Morris Arboretum with United States (48 States), Canada, the Caribbean and Mexico. (Valid for travel for one year, $35 processing fee per person.)

— Carol J. de Fries, Executive Director Office of Government, Community and Public Affairs
New Public Safety Institute

The Division of Public Safety is accepting applications for the new Penn Public Safety Institute (PSPI), a 12-week course designed to introduce the University community to Penn’s public safety services and provide opportunities available to Penn students, faculty, staff and neighbors, is limited to 20 participants. The 12 two-hour sessions are scheduled to begin on January 19 and will be conducted by members of the Division. Topics include criminal justice system; security technology; fire and occupational safety; firearms safety; victim support; and domestic violence. Participants will be offered the opportunity to ride with Penn police on patrol. The course will be offered again later in the year.

“We believe the Institute will enable the members of the University community to develop a greater familiarity with the wide range of programs and services that our department offers,” said Thomas Seamon, vice president for Public Safety. “By learning more about what we offer, and getting to know some of the men and women who serve our community, we expect that people will be better able to use our services.”

The PSPI is modeled on citizen police academies offered at police departments throughout the nation. Penn is unique in that additional services—such as fire and occupational safety, and security technologies—are also included.

Applications may be obtained on-line at www.upenn.edu/police/institute.htm or by calling the Penn Police at (215) 898-9003.

HIV Test Site: Holiday Schedule

The Winter Break schedule of the campus Anonymous HIV Test Site is the following:
Closed Wed. Dec. 22 and Dec. 29
Located at 3900 Chestnut in Penn’s Treatment Research Center, it will be open all other Wednesdays in December and January, from 10 a.m. to 4 p.m. Appointments are needed. Call (215) 563-0658 and please specify that you wish to be tested at the Penn campus testing site.
Questions may be directed to Kurt Conklin, at conklin@pobox.upenn.edu or (215) 573-3525.
“We will have succeeded

..if afterwards they blame us for making too much fuss about this” —
author unknown, translated from the Finnish.

If you’re a regular reader of *Almanac* or various Web sites, you know that the University has been “making a fuss about this” (the Year 2000) for more than two years—preparing our critical information systems and infrastructure to operate properly in the next century. This work is now as complete as any work of this nature can be. We have fixed and tested our critical systems to the best of our ability, given risk assessment, resources and time. And, as an added precaution, we have put contingency plans in place in the event that we haven’t gotten it completely right.

The Year 2000 Project has cleared many hurdles in getting to this point, and it hasn’t been easy. Under the leadership of the people comprising the Year 2000 Working Group, hundreds of people in the University community have made contributions, large and small, public and private, to bring the project to a successful conclusion.

Ironically though, for a problem so closely associated with time, only time will tell how successful we’ve been. In an ideal world, the transition to the next year will come and go without incident. However, we are sufficiently experienced with information systems to know that we can only approach this ideal in practice. We also freely admit that we will be absolutely delighted if the ideal actually comes to pass. This is, perhaps, the ultimate irony of the Year 2000 project: that the ideal result is a null one.

Approaching it has required a significant effort on the part of many of your University colleagues: long days, weekend work, vacations delayed, careers put on hold, opportunities deferred.

Recognizing this, I would like the University community to join me in thanking my colleagues in ISC and Development for their dedication to the task of bringing our core administrative systems, computing and network infrastructure into compliance; to the members of the Year 2000 Working Group for their leadership in the difficult task of bringing the resources of 29 schools and centers to bear on Year 2000 problems in their respective areas; to the members of the Year 2000 Contingency Operations Group who developed and implemented the University’s Year 2000 Contingency Plan; to the Office of Audit and Compliance as they helped us all identify risks and potential problems; and to the Year 2000 Executive Committee for their strong support and encouragement. Their efforts deserve our thanks and celebration.

Finally, at the risk of delivering the message once too often, I encourage you to continue to take actions to limit Year 2000 risks. Even at this late date, concerted action can help us approach the ideal result. Recent articles in the October 29 and November 23, 1999 issues of *Almanac* contain helpful recommendations for action such as backing up systems, taking security precautions, and updating your critical contact lists. As always, you can contact your Year 2000 coordinator for guidance. The current list is available at:


Further, you can consult the University’s Year 2000 web site at:

www.upenn.edu/computing/year2000/

and the sites linked from there.

In closing, on behalf of all the participants in the University’s Year 2000 Project, I wish you a happy holiday and an uneventful New Year.

Robin Beck
Associate Vice President
Information Systems and Computing
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