

# UNIVERSITY of PENNSYLVANIA *Almanac*

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## 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.



## Racing Towards the Millennium

Are you having a baby in 2000? If so, register now for Penn Special Delivery for perks and benefits throughout your pregnancy. Penn Special Delivery is a free maternity membership program for employees and spouses of the University of Pennsylvania and related institutions. If you're expecting, call program director, Sue Stabene, at (215) 662-3243, or visit our website at [www.obgyn.upenn.edu/psd/psd\\_plus.html](http://www.obgyn.upenn.edu/psd/psd_plus.html).

—Department of Obstetrics & Gynecology

## 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 Task Force

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 develop approaches that could present 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 undergraduate 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 McCauley, 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.

## IN THIS ISSUE

- 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)



**100 and Still Growing:** As a new millennium rapidly approaches, the University Museum approaches its own building centennial, even as it makes plans for a new collections storage and study wing ground-breaking in the year 2000. Founded in 1887, it wasn't until December 20, 1899 that the Museum building—the University of Pennsylvania's Free Museum of Science and Art, as it was first named—formally opened to the public at 33rd and Spruce Streets. The building, which has since had four additions, boasted the garden entrance and two floors of exhibition space featuring diverse materials from Mesopotamia, Egypt, Borneo, Italy and the Mediterranean region, Asia, Polynesia and the Americas. The cost of the first building, furnished, was \$385,000.

## 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 31 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 policy 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 I. 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 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 WW II 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, Sheila; 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.

He is survived by his daughters, Andrea Rudner (CW '65) and Ingrid O'Riordan, two grandchildren and three great-grandchildren.

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 reconvened 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 Wing 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 Engebretson, 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 Rudoy, SCUE. For further information: [www.upenn.edu/computing/restruct/itadvisory](http://www.upenn.edu/computing/restruct/itadvisory).

## 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 issues.

#### 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.

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\* The University Resource Offices are the Division of Human Resources/Staff and Labor Relations; Office of Affirmative Action and Equal Opportunity Programs; African American Resource Center; Penn Women's Center; Office of the Ombudsman; and Lesbian Gay Bisexual Transgender Center.

#### 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.

—Division of Human Resources

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## 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](http://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](mailto:askhr@hr.upenn.edu).

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

—Division of Human Resources

**January Calander --see other file**

## January Calander

# Penn's Way 2000 Goal

## 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) 898-5093.

... **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% discounts on ICA catalogue purchases, 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) 898-4980.

... **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, sponsor \$100, patron \$250, benefactor \$500, Red and Blue Society \$1000, Benjamin Franklin Society \$2500. Information: (800)-390-1829 or [friends@pobox.upenn.edu](mailto:friends@pobox.upenn.edu).

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

*The Dance Celebration and the NextMove Festival*, presented by Dance Affiliates and the *Annenberg Center*, will present ten different companies during the spring semester, with two in January—*Pittsburgh Ballet Theatre* January 13-15, and *The Parsons Dance Company*, January 27-29. There are several subscription plans to save money and get the best seats. Box Office: (215) 898-3900.

... **Films:** International House's *Neighborhood Film/Video Project* sells discount passes for their screenings, \$20 for four shows. Information: (215) 895-6542.

... **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 the gift shop when you mention you read about this in *Almanac*. With membership comes: free admission, 15% course discounts, the quarterly newsletter, plant sale benefits, access to the Reciprocal Admissions Program, gift shop discounts, and invitations to events and lectures. Membership fees: Student \$20, Regular \$50, Franklinia \$75, Chestnut \$150, Holly \$250, Oak \$500, and Laurel \$1000.

For your favorite rose-lover, give a copy of *Gardening with Roses* (\$29.95) by Judith McKeon. Or, for someone who wants to know about all the local flora: *The Vascular Flora of Pennsylvania: Annotated Checklist and Atlas* (\$50) by the Arboretum's director of botany Dr. Ann Rhoads and Dr. William McKinley Klein, Jr. All are available by calling the Morris Arboretum Gift Shop at (215) 247-5777 (ext. 0).

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

## Raffles: Latest Winners

*Congratulations go to the 12/6/99 winners:*

- Glenn Bryan, City and Community Relations—Gift basket from Parfumerie Douglas;
- Michael Goldschmidt, Vet School—Cordless telephone;
- Chris McDevitt, ISC—Two tickets to Men's Basketball Game;
- Lucy 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; Set of four passes to Morris Arboretum and a \$10 gift certificate to the Arboretum Shop; Six red roses from Roses Florist and two tickets to a Penn vs. Harvard Men's Basketball; Two certificates 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; Fine Man's Watch from Bernie Robbins Jewelers; \$25 Shula's Gift Certificate and 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:

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. Cornell Men's Basketball and Penn Figurine from University of Cards.

### Prizes for Week 9:

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 Figurine from University of Cards; two tickets to Penn vs. Brown Men's Basketball.

### 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 (including weekly prize winners) are eligible for the grand prize drawings.

#### The prizes are:

- i-Mac Computer
- Two (2) round-trip tickets on American Airlines for transportation within the 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

# Update

DECEMBER AT PENN

## ON STAGE

**17** *Sixth Annual Michael Quigley Decade Fund Event*; Robert Een, composer, singer and cellist, and Hearn Gadbois, percussionist; 7 p.m.; ICA; RSVP: (215) 898-4980 (ICA).

## TALKS

**16** *Adoptive Immunotherapy for HIV with Costimulated and Gene Modified T Cells*; Carl June, molecular and cellular engineering & medicine; 3-4 p.m.; Auditorium, BRB II/III (Center for AIDS Research).

**17** *Control of actin-based motility and reconstitution of movement from prue proteins*; Marie-France Carlier, Laboratory of Enzymology and Biochemical Structure, France; noon; Physiology Dept. Conference Room, Richards Bldg. (PA Muscle Institute).

*Risk and Redress in the Community: How Children, Families, and Schools Contend with Violence and the 'Code of the Streets'*; Elijah Anderson, sociology & Ray Lorian, education; 4-6 p.m.; Zellerbach Theatre, Annenberg Center (NCOFF; GSE; Afro-American Studies Program).

**Deadlines:** The deadline for the January 11 weekly update is January 4; for the February At Penn calendar it is January 17.

## Winter Break Safety: Special Checks of Residences

In order to reduce the opportunity for crime (i.e., criminal mischief, burglaries, etc.), the Division of Public Safety is again offering to conduct Special Checks of Residential Properties during the following timeframe: Midnight Thursday, December 23 to 7 a.m. Monday, January 17. Students, faculty and staff who live within the following geographical boundaries—Schuylkill River to 43rd Street and Baltimore Avenue to Market Street—may participate.

You need to complete and return an application prior to vacating the premise. Applications may be picked up at the Penn Police Headquarters, 4040 Chestnut Street or on the web. Check the Public Safety website at [www.upenn.edu/police](http://www.upenn.edu/police) for complete instructions and security tips.

## New Public Safety Institute

The Division of Public Safety is accepting applications for the new Penn Public Safety Institute (PPSI), a 12-week course designed to introduce the University community to Penn's public safety services and programs. The course, 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 PPSI 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](http://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 preferred: 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](mailto:conklin@pobox.upenn.edu) or (215) 573-3525.

## CLASSIFIEDS

### VACATION

Pocono Chalet, 3 BDR/1B, Near Jack Frost/BB. Firewood incl. \$400/weekend, (610) 356-3488

### HOUSE FOR RENT

Wynnewood, Lower Merion. Large 4 bedrooms, 2 1/2 bath, with yard, basement, fireplace. Many other amenities. Call (610) 642-6236.

### 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.

**If your child is 7 to 17 years old** and experiencing the signs of depression, consider enrolling your child in the Pediatric and Adolescent Antidepressant Research study. Participation is available at no cost to those who qualify, but enrollment is limited. To find out if your child is eligible please call Glen Davis at (215) 590-7574.

**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.

### THERAPY

**Shari D. Sobel**, Ph.D. Psychotherapy (215) 747-0460.

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

## 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 **November 29, 1999 through December 5, 1999**. Also reported were **Crimes Against Property: 43 total thefts and 1 incident of criminal mischief**. Full reports on the web ([www.upenn.edu/almanac/v46/n15/crimes.html](http://www.upenn.edu/almanac/v46/n15/crimes.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 **November 29, 1999 and December 5, 1999**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

### Crimes Against Persons and Society

Date	Time	Location	Details
11/30/99	6:10 AM	3937 Spruce St.	Unwanted calls received
11/30/99	12:17 AM	3401 Chestnut St.	Auto taken from lot
12/1/99	4:40 PM	3900 Locust Wk	Complainant threatened by husband
12/1/99	11:18 PM	3901 Market St.	Disorderly male in hospital/arrest
12/2/99	2:12 AM	39th/Sansom	Male fighting/arrest
12/2/99	8:09 AM	3800 blk Spruce	Auto taken from highway
12/2/99	4:17 PM	3700 blk Ludlow	Auto taken from highway
12/2/99	5:08 PM	502 S. 42nd	Complainant receiving threatening calls
12/3/99	10:14 AM	208 S. 37th	Harassing calls received
12/5/99	3:40 PM	3601 Walnut St.	Unwanted remarks made
12/5/99	5:13 PM	38th/Locust	Male rubbed complainant's leg
12/5/99	7:19 PM	200 S. 40th	Twenty dollars taken/arrest

### 18th District Report

10 incidents and 2 arrests (including 6 robberies and 4 aggravated assaults) were reported between **November 29 and December 5, 1999** by the 18th District covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

11/29/99	6:34 PM	4400 Chestnut St.	Robbery
12/1/99	1:11 AM	704 S 60th St.	Aggravated Assault
12/1/99	8:40 PM	5000 Baltimore Ave.	Aggravated Assault
12/3/99	8:08 PM	4800 Spruce St.	Robbery
12/4/99	5:15 PM	4912 Larchwood Ave.	Robbery
12/5/99	9:45 AM	4800 Chestnut St.	Robbery
12/5/99	6:48 PM	4933 Hazel Ave.	Aggravated Assault/Arrest
12/5/99	7:19 PM	200 S 46th St.	Robbery/Arrest
12/5/99	8:05 PM	3400 Spruce St.	Aggravated Assault
12/5/99	9:50 PM	4834 Spruce St.	Robbery

**Almanac will be back...**The next issue is January 11, 2000. No issues will appear December 21, 28 or January 4, but staff will be on duty to assist contributors and to update Almanac Between Issues at our website, [www.upenn.edu/almanac](http://www.upenn.edu/almanac).



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# Year 2000



## Readiness Disclosure

### **“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:

[www.upenn.edu/computing/year2000/workgroupreps.html](http://www.upenn.edu/computing/year2000/workgroupreps.html).

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

[www.upenn.edu/computing/year2000/](http://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  
University Year 2000 Project Manager*