The Commonwealth of Pennsylvania has awarded a $10.5 million grant that aims to establish the Philadelphia region as a high-tech hotbed of nanotechnology—an atom-by-atom approach to building products that many scientists believe has the potential to inspire a technological revolution. The three-year grant, from the Pennsylvania Technology Investment Authority (PTIA), establishes a Regional Nanotechnology Center with the goal of remaking the Delaware Valley as “Nanotech Valley.”

The Center will be co-directed by Dr. David E. Luzzi, associate professor of materials science and engineering at Penn’s Laboratory for Research on the Structure of Matter, and Dr. Kambiz Pourrezaei, professor of electrical and computer engineering at Drexel. Its primary purpose will be funding interdisciplinary nanotechnology research in Southeastern Pennsylvania, with particular attention to technologies likely to prove useful to local companies.

“This important award demonstrates once again that the Philadelphia region, and its superb institutions of higher education, will play a key role in the development of new exciting technologies for the 21st century,” said President Judith Rodin. “Universities are being increasingly called upon to partner with government in the transfer of new discoveries and knowledge from the laboratory to life. We are grateful to the Governor for his leadership in this important area.”

**Internet2 Conference**

Penn will collaborate today with other Internet2 member institutions in this year’s Internet2 MegaConference II, a worldwide videoconferencing event that will use a system of H.323 multipoint videoconferencing units to create the world’s largest Internet videoconference. This conference track paves the way for future conferences to use Internet technology—not travel—to bring together speakers, panels, and audiences around the world.

MegaConference II coincides with this fall’s Internet2 member meeting in Atlanta. The MegaConference IIIH.323 tracks mark the world’s first totally virtual conference event, joining together more than 100 participating institutions on all continents of the world, including Antarctica. Engineers from Penn’s ISC Networking and Telecommunications will participate in the MegaConference II live video event from 3401 Walnut Street. The two-part conference track will use Internet-based H.323 videoconferencing technology and presenters will be people who use H.323 video technology today as part of education or research.

Penn was a founding member of the Internet2 consortium of schools and universities working to develop and deploy advanced network applications and technologies, accelerating the creation of tomorrow’s Internet. Penn currently has a 155-Mb connection to Internet2, which supports bandwidth-intensive applications and research projects such as the National Digital Mammography Archive and the National Tele-Immersion Initiative.

**Now Showing: Nobel Video**

Join *Almanac’s* Maiden Voyage into the world of online streaming video. Experience the excitement of winning the coveted Nobel Prize. Hear the stories behind the news in the Nobel Laureate’s own words. Meet the man who proved that plastics can be made to conduct electricity.

Visit *Almanac’s* homepage—www.upenn.edu/almanac—and attend the October 10 Press Conference with “the father of Synthetic Metals,” Penn’s newest Nobelist and the Chemistry Department’s first professor to win the Nobel Prize, Dr. Alan MacDiarmid, Blanchard Professor of Chemistry.

The video includesProvost Robert Barchi’s introduction and Dr. Alan MacDiarmid’s opening remarks as well as his responses to reporters’ questions:

- Was there any “eureka” moment that spawned this research?
- Were you expecting this award?
- What are you planning to do with the money?
- What is the first thing that went through your mind when you heard that you won?
- Did the discovery change your ideas about the universe?
- What are the practical uses of the polymers?

Our thanks to UTV-13 and special thanks to the Penn Public Talk Project for their help in bringing this event to life online.

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Pullout: November AT PENN
In the spring of 1999, after extensive discussions with faculty, students, and staff, the Working Group on Alcohol Abuse (WGAA), chaired by Provost Robert Barchi, revised the University Alcohol Policy and proposed numerous recommendations to improve the culture of alcohol use and abuse at Penn. (www.upenn.edu/osl/alcohpol.html).

From the beginning, we resolved to regularly review the Alcohol Policy and these new initiatives, and further to make appropriate revisions as necessary.

Of the 45 recommendations that grew out of the initial WGAA report, students and staff agreed that only one of them has proven difficult to enforce—the BYOB policy. As a result, the Alcohol Rapid Response Team (ARRT) offered an alternative which retains the goal of reducing the quantity of alcohol provided at registered undergraduate events, as well as the manner by which alcohol is served to off-age students. This policy revision was introduced to the Penn community in the “For Comment” section of Almanac on September 12, 2000, and ended on October 13, 2000.

During the “For Comment” period, the Alcohol and Other Drug Task Force also provided useful feedback on the proposed changes. As a result, AART made appropriate amendments to the policy and submitted its final recommendation to me, which I have approved in full. We will continue to seek community input, monitor the effectiveness of the alcohol policy, and provide reports on each of our initiatives on a regular basis.

— Judith Rodin, President

Approved Changes to the University Alcohol Policy – Section 2, B, #6

The approved changes (in Italic) are:

Undergraduate student organizations hosting on-campus events at which alcohol is served are responsible for assuring that alcohol is served and consumed lawfully and safely.* To comply with this expectation undergraduate student organizations must adhere to the following conditions:

• No oversized or common source containers of any sort [including but not limited to kegs, punchbowls, beer balls, party balls] are permitted at any on-campus party;

• Only individuals with valid proof of legal drinking age may be served alcohol; alcohol may not be served to any visibly intoxicated person, regardless of age;

• Alcohol may be served only from a controlled, designated area by sober, trained, of-age bartenders who are unaffiliated with the host organization;

• No undergraduate organization, student activity, or student government funds may be used to purchase alcohol for any party;

• Drinking contests or games of any sort are expressly prohibited

* The amount of alcohol available at an event should not exceed a ratio of more than four (4) alcoholic drinks (premium beer, table wine, or wine coolers) per of-age person attending the event.

One drink = 12oz. of premium beer (alcohol content of less than 6% by volume) or 4-5oz. of (unfortified) table wine or a standard serving size wine cooler (usually 10oz.)

Speaking Out

Obscene Levels of Noise

This letter should be considered a formal complaint concerning the ongoing jackhammer work at Sansom Place East (in which I live during this, my first graduate year).

Basically, the horrible noise has made my living experience here an extremely unpleasant one. Not only does it prevent me from getting any studying done in the “comfort” of my own home during the day, but I routinely wake up early in the morning on weekends, robbing me of any chance at a decent sleeping pattern. In fact, noises on Saturdays have often occurred prior to 9 a.m. (including hammering and the workers’ radios), and this is a violation of the building’s own “quiet hours” policy, posted by the elevator on my floor.

As a graduate resident, I’m thoroughly angry at Penn’s nerve in charging a premium price for living in a graduate apartment in which I can’t even study during the day because of obscene levels of noise. My central reason for choosing the Graduate Towers to live in as opposed to off-campus housing was the expected convenience of being able to return to my room to study between classes during the day. Penn has effectively robbed me of this convenience.

I can’t even retreat to the study lounge on the ground floor, because there too the noise is a complete disruption. This place sounds like a war zone. I was in no way warned about these construction issues before arriving at Sansom Place this year and committing to live here, and I don’t feel that this is indicative of fair treatment. I feel that I can be forgiven for inferring the “no jackhammering outside your window early in the morning” line in the housing contract.

If Penn isn’t capable of constantly maintaining its facilities, we as paying students should not have to suffer without real apology when the University does suddenly decide to do something.

—Sara Kutney, Biomedical Graduate Student

Compliance and Communication

We deeply regret that you and other residents of Sansom Place East and West have been adversely affected by the repair work underway on the buildings’ facades. This work is by no means a cosmetic fix. Structural engineers identified a potentially dangerous condition in their study of Sansom Place and recommended that we initiate a repair program. From the beginning, we planned to have the work begin mid-May and end soon after summer, in consideration of our fall residents. Unfortunately due to inclement weather conditions, the date of completion was held up and is now November 10, 2000, weather permitting. It is true that this work, while absolutely necessary for the ongoing safety of residents, has caused undue strain on everyone. For that reason, we are making every effort to mitigate its ill effects until the repairs are completed.

We have directed the contractors to strictly confine their scaffolding work to the 9 a.m.-5 p.m. timeframe except in places devoid of windows, throughout the week. There have been breaches in this agreement and we, too, find this unacceptable and will continue to insist upon strict compliance during the remaining weeks. Last May, residents received advance notice about this project, and have worked closely with Director Michelle Ray to deal with the inconvenience. But we do need to establish better lines of communication between our staff and first-year residents.

In no way can we replace the “quiet time” that has been lost, but we promise that in a few short weeks, Sansom Place will return to the quiet, close-knit and comfortable community it has been for many years. We ask you to remember some of the other benefits that brought you to Penn’s graduate residences in the first place, and ask for your continued patience.

—Douglas R. Berger, Director, Dept. of Housing and Conference Services

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.
Report of the Committee on Changes to the Family Educational Rights and Privacy Act (FERPA)

In October 1998, Congress passed amendments to the Family Educational Rights and Privacy Act (FERPA, also known as the Buckley Amendment) which permit, but do not mandate, the non-consensual disclosure of certain information from a student’s disciplinary records. Specifically, these amendments allow institutions to report to parents violations of alcohol and drug laws by students under the age of 21 and to disclose to the public the results of a disciplinary matter in which a student has been found responsible for violating the institution’s policy with respect to conduct that would constitute a “crime of violence” or a “non-forcible sex offense”.

In response to the amendments to FERPA, the President and Provost convened a committee, chaired by Dr. Richard Beeman, Dean of the College, to advise them about what changes, if any, the University should make with respect to its confidentiality policies. The Committee submitted its recommendation regarding the first of these issues, the “parental notification” issue, last fall, and this led to the revisions of the University’s confidentiality policy published Of Record in Almanac on November 2, 1999.

During its deliberations last year the Committee sought input from the campus community regarding both issues. Because the Committee dealt with the parental notification issue first, it did not have as much opportunity to consult with the campus community on the second issue, whether the University should disclose the final results of certain disciplinary proceedings to the public. In addition, when the committee began its deliberations, the Department of Education had not yet issued implementing regulations, and there were many questions regarding the language of the amendments, including the meaning of terms such as “crime of violence”. In July 2000, the Department of Education issued final regulations which attempt to answer many of the open questions regarding the meaning of the amendments. With a fuller understanding of the law, the committee is again seeking feedback from the University community on the issue of whether the University should make public the final results of a disciplinary proceeding where a student has been found responsible for conduct which would constitute a “crime of violence” or a “nonforcible sex offense.”

The regulations issued this summer have made the following clarifications:

- A school may disclose to the public the “final results” of a disciplinary proceeding if it has determined that the student is an alleged perpetrator of a “crime of violence” or a “nonforcible sex offense” and that the student is in violation of the school’s rules with respect to that allegation.
- An “alleged perpetrator” is a student who is alleged to have committed acts which, if proven, would constitute any of the crimes enumerated in the regulations. Since disciplinary matters are usually determined without a finding in a court of law, the regulations acknowledge that institutions must use their judgment, on a case-by-case basis, in determining whether particular alleged behavior would constitute a “crime of violence” or a “nonforcible sex offense”.
- “Crimes of violence” are arson, assault offenses (including aggravated assault, simple assault, intimidation, and stalking), burglary, homicide, destruction/damage/vandalism of property, kidnapping/abduction, robbery, and forcible sex offenses (including rape, forcible fondling and indecent liberties). “Nonforcible sex offenses” are statutory rape and incest.
- The term “final results” means that a determination has been made by the panel, committee or hearing board responsible for resolving disciplinary matters. It is not necessary for all internal reviews or appeals to be completed for a matter to be considered “final”.
- The information that may be disclosed under this exception to FERPA is limited to the name of the student who is the “alleged perpetrator” and the institutional rules which were found to be violated; the essential findings supporting the institution’s conclusions that the violation was committed; and the nature of the sanction imposed, including the disciplinary action taken and the duration of the sanction. The names of any other students involved, victims or witnesses, may not be disclosed without the prior consent of those students.
- Institutions may disclose the final results of disciplinary proceedings, under the conditions described above, so long as the final results were reached after October 7, 1998.

This Committee seeks the input of all segments of the Penn community as to whether the University should amend its confidentiality policy and its disciplinary charter to allow public disclosure of the final results of disciplinary proceedings—information previously protected from non-consensual disclosure. Again, it should be noted that our current policy, which ordinarily protects the privacy of all disciplinary records, could remain unchanged, or could be modified in whole or in part to permit increased public disclosure. This important policy consideration deserves careful discussion and debate. The members of the Committee remain available to clarify and explain the meaning and potential impact of this change in the law.

Please direct your comments to: Michele A. Goldfarb, Director, Office of Student Conduct, goldfarm@pobox.upenn.edu.

—Richard Beeman, Chair, Committee on Changes to FERPA

Wharton's Global Launch of Fundraising Campaign

The Wharton School announced the global launch of the Campaign for Sustained Leadership, a $425-million fundraising initiative. Since Wharton initiated the Campaign in June of 1996, nearly 17,000 individuals have contributed gifts amounting to more than $290 million. The Campaign, the largest ever at the School, will conclude in June 2003.

“Wharton is in the strongest position in its history,” said Dean Patrick T. Harker. “Student quality is at an all-time high, and placement numbers are outstanding. Our faculty members are recognized worldwide as being the best in their fields. We can build on our strengths, and it is imperative that we equip ourselves to remain the innovator in business education—to see change coming before it arrives and to be a shaping force in business. This campaign effort will assure our ability to remain at the forefront of business schools for the 21st century.”

The campaign features six primary goals:

- Continue to build and develop the finest faculty
- Support cutting-edge research
- Remain at the forefront of academic programming
- Create a state-of-the-art academic environment
- Increase scholarships and fellowships
- Initiate new programs in emerging issues

Long regarded as an innovative leader in business education, Wharton has launched a range of pioneering curricular and research initiatives, created a variety of new interdisciplinary majors and joint-degree programs, and instituted ground-breaking educational partnerships with companies, organizations and governments around the world.

Wharton has also been a pacesetter in the use of information technology and has extended its global impact through executive education programs in more than 20 countries.

“If we don’t use [our] personal resources to help promote the betterment of mankind—and part of that is through the gifting of Wharton—we have missed the greatest opportunity in our life to repay the very institution that gave us our start; that allowed us to be who we are; that gave us a great opportunity in life to succeed,” said Wharton Board of Overseers’ Chairman Jon M. Huntsman, W’59 and chairman and CEO of the Huntsman Corporation. To date, Mr. Huntsman and his family have contributed more than $50 million to the School, including an unrestricted gift of $40 million in 1998.

“I cannot tell you how incredibly proud I am of Wharton,” said President Judith Rodin. “It is on the cutting edge, and we at Penn benefit so much from the new thinking, the new ideas, the extraordinary students and faculty at Wharton. This Campaign marks the beginning of yet another new age in Wharton’s excellence, its creativity, and its thinking about new directions in business education.”
Flower Professor of Astronomy and Astrophysics: Dr. Alcock

Dr. Charles R. Alcock has been named the Reese W. Flower Professor of Astronomy and Astrophysics. Dr. Alcock, a theoretical physicist, comes to Penn from the Lawrence Livermore National Laboratory where he was Director of the Institute of Geophysics and Planetary Physics and the Principal Investigator of the MACHO Project, an international dark matter experiment. He was educated at the University of Auckland (in his native New Zealand) and at the California Institute of Technology, where he graduated with a Ph.D. in 1978. In 1996, he was the recipient of the E.O. Lawrence Award in physics for “scientific and technological leadership” in the hunt for “dark matter,” a leading mystery in the field of astronomy.

For two decades, astronomers have believed that our galaxy has a lot more mass than is visible. That missing mass is called dark matter. A team of astronomers, led by Dr. Alcock, believes that periodic extra light from provide evidence that could help account for about half the missing parts of the Milky Way. Significantly, they have found evidence of about 20 compact but massive objects—nicknamed MACHOs for Massive Compact Halo Objects. Finding these MACHOs in a relatively thin slice of the galaxy, “it figures these invisible objects can account for about half of the galaxy, or about 325 billion times the weight of our sun,” Dr. Alcock said.

The Reese W. Flower Chair in Astronomy and Astrophysics was established through a bequest from Reese Wall Flower in the late 19th century. His bequest also funded the Flower Observatory (now the Flower and Cook Observatory) which was originally located on his farm in Upper Darby, PA. While Mr. Flower did not attend Penn, the fact that he was a descendent of George Graham of London, a famous maker of astronomical instruments, may explain his interest in astronomy. The first Flower Chair was awarded in 1982 to Dr. Ezra Kendall, who according to one contemporaneous account was credited with “all of the data relating to Jupiter and its satellites..were computed by him.’

Annenberg Professor of Modern European History: Dr. Steinberg

Dr. Jonathan Steinberg has been appointed the Walter H. Annenberg Professor of Modern European History. Dr. Steinberg received an A.B. at Harvard College and a Ph.D. from Cambridge University in England. Dr. Steinberg has come to Penn this fall after more than 30 years at Cambridge University. He has written on twentieth century Germany, Italy, Austria and Switzerland and has also prepared the official report on the Deutsche Bank’s gold transactions in the Second World War. His teaching covers modern Europe since 1879 with specialization in the Norman and Germanic Empires, Nazi Germany, Fascist Italy and modern Jewish history. He has also taught graduate seminars in historical thought and method. He has published numerous articles and translations and is the co-editor of Historical Journal. His most recent books are All or Nothing: the Axis and the Holocaust 1941-43 published in London and New York by Routledge and Die Deutsche Bank und ihre Goldtransaktionen im Zweiten Weltkrieg (also published in English) by Verlag. Dr. Steinberg has been a frequent presenter on BBC radio documentaries.

The Walter H. Annenberg Chairs were created by Walter and Leonore Annenberg. The Annenbergs are lifelong supporters of Penn and patrons of education across the United States. They have endowed many chairs in the School of Arts and Sciences and made countless generous contributions to the University. They also founded the Annenberg School for Communication in 1958. Ambassador Annenberg and his wife, the Honorable Leonore Annenberg, are emeritus trustees.

Carey Term Chair in Economics: Dr. Diebold

Dr. Francis X. Diebold has been named the W. P. Carey Term Professor in Economics. Dr. Diebold works in econometrics, forecasting, finance and macroeconomics. He has published extensively and has served on the editorial boards of numerous journals, including Econometrica and Review of Economics and Statistics.

He is a Fellow of the Econometric Society and the recipient of several prizes for outstanding teaching in economics, finance and statistics. Dr. Diebold has held visiting appointments at Princeton University, the Graduate School of Business at the University of Chicago, and the Stern School of Business at New York University. From 1986-1989 he served as an economist under Paul Volker and Alan Greenspan at the Board of Governors of the Federal Reserve System in Washington D.C. Dr. Diebold received his B.S. in 1981 and his Ph.D. in 1986 from the Wharton School.

The W. P. Carey Term Chair in Economics is the third economics term chair created by William Polk Carey, a 1953 alumnus of the Wharton School. Mr. Carey, who studied economics while at Penn, remains committed to his study at Penn. He established the William Polk Carey Prize in Economics and has been a major supporter of the Institute for Economic Research. In addition to his generous financial support, Mr. Carey provides valuable leadership in the Penn community and is extremely active in the Department of Economics.

Kogod Term Chair in Psychology: Dr. Farah

Dr. Martha Farah has been named the Bob and Arlene Kogod Term Chair in Psychology. Dr. Farah received her Ph.D. in experimental psychology from Harvard in 1983; she completed her undergraduate education at Massachusetts Institute of Technology in 1977. Prior to joining the Penn faculty in 1991, she served as a professor of psychology at Carnegie Mellon University.

Her current research centers on the neural bases of thought and emotion in the human brain. Dr. Farah’s current interests include the effects of poverty on brain development in children. She has published her research extensively and received many awards. Her honors include a Guggenheim Fellowship in 1996, a Troland Research Award from National Academy of Sciences in 1992, and a Distinguished Scientific Award for an Early Career Contribution from the American Psychological Association in 1992.

The Bob and Arlene Kogod Term Chair in Psychology was created in 1993. Mr. and Mrs. Kogod are very active in philanthropic circles, particularly in the Washington DC area. Arlene Kogod, who has a keen interest in psychology, graduated from Penn in 1956 with an economics major from the College for Women, which later merged with the College to create the School of Arts and Sciences.

Merriam Term Chair in Sociology: Dr. Jacobs

A new chair in sociology has been established and its first incumbent is Dr. Jerry Jacobs. Dr. Jacobs has been named the Merriam Term Chair in Sociology. He received his Ph.D. in sociology from Harvard in 1983 and joined the Penn faculty that year. He served as chair of the sociology department for seven years and is a member of many departmental and University committees.

He has received numerous awards and fellowships, such as the American Sociological Association Max Weber Award for the Russell Sage Foundation Residential Fellowship, and a National Academy of Education–Sponser Foundation Fellowship. Dr. Jacobs has published several books and dozens of articles, book reviews and essays. He has been on the editorial boards of American Sociological Review, Social Forces, and Work and Occupations. Dr. Jacobs is also a member of many professional societies, including the American Sociological Society, the International Sociological Association, and the Population Association of America.

The Merriam Term Chair in Sociology was created from the late John W. Merriam’s generous bequest to Penn. Born in Chicago in 1907, Mr. Merriam received his bachelor’s and master’s degrees from Penn’s Wharton School, and taught economics here in 1934.
Edmund and Louise Kahn Term Chair: Dr. Meister

Dr. Michael W. Meister, professor of history of art and professor of South Asia Studies, has been appointed the Edmund J. and Louise W. Kahn Term Professor. He received his B.A. in history and literature from Harvard University, as well as an M.A. and Ph.D. in fine arts. He taught at University of Texas at Austin for two years before coming to Penn in 1976.

An expert in the art of South Asia, some of Dr. Meister’s most recent publications include the two volume Encyclopedia of Indian Temple Architecture, published by Princeton University Press and Oxford University Press, and Ananda K. Coomaraswamy: Essays in Architectural Theory, published by Indira Gandhi National Centre for the Arts and Oxford University Press.

Dr. Meister lectures widely in the United States, Europe and in India. He is a member of several professional associations including Association for Asian Studies, American Committee for South Asian Art, and the College Art Association. Last year he curated an exhibition of drawings from Jain Temples at Asian and Rajasthan titled “Jains as Temple Worshippers: Architecture and Planning,” on display in Penn’s Architectural Archives.

The Kahns were remarkable philanthropists who gave generously to Penn, most significantly to Van Pelt Library, the Modern Languages College House, and support faculty in the School of Arts and Sciences.

Lawrence R. Klein Associate Professor of Economics: Dr. Merlo

Dr. Antonio M. Merlo has been named the Lawrence R. Klein Associate Professor of Economics. Dr. Merlo received his undergraduate degree in economics from Bocconi University in Italy and received his Ph.D. from New York University. In 1988, he began his career as a research associate at Italy’s National Research Council before deciding to pursue graduate training in the United States. He later worked for the Federal Reserve Bank in Minneapolis before returning to academia, first at the University of Minnesota and later at NYU before coming to Penn this year. His research interests include political economy, public economics, applied econometrics, bargaining theory and experimental economics.

He has published numerous articles and recently received a National Science Foundation Research Grant for a study of “A Political Economy Model of Congressional Careers” co-authored with Michael Keane.

The Lawrence R. Klein chair was created in honor of Professor Lawrence R. Klein, Benjamin Franklin Professor Emeritus of Economics and Nobel Laureate in Economic Sciences. It is intended for scholars who will carry on the tradition of superlative teaching and research established by Professor Klein.

Korea Foundation Assistant Professor in History: Dr. Hejtmanek

Dr. Milan Hejtmanek has been named the Korea Foundation Assistant Professor in History. Dr. Hejtmanek received his B.A. in linguistics from Stanford in 1974, his M.A. in East Asia regional studies from Harvard in 1982, and his Ph.D. in history and East Asian languages from Harvard in 1994. He is joining Penn from Harvard, where he has been an assistant professor of Korean history since 1995. He also has served as visiting assistant professor at Berkeley and acting assistant professor at the University of Kansas.

His research interests focus on Chosŏn Korea and encompass the social, political, and cultural importance of local educational institutions; the institution of slavery; Confucian thought; and magic and ritual in the royal court.

Dr. Hejtmanek has received many honors including a Presidential Fellowship from the Korea Foundation Research Fellowship, and a Fulbright Dissertation Fellowship. He has published several works and has presented his papers throughout the world.

This chair was created in 1997 when the Korea Foundation awarded Penn a challenge grant to establish teaching positions dedicated to encouraging an understanding of Korea. The Korea Foundation was founded in 1991 to enhance international goodwill and friendship through a variety of international programs. Its mission is to foster a better understanding of Korea in the international community and to promote international friendship through exchange activities between the Republic of Korea and other countries.

Watkins Assistant Professor in Humanities: Dr. Nathans

Dr. Benjamin Nathans has been appointed the M. Mark & Esther K. Watkins Assistant Professor in the Humanities. Dr. Nathans, an assistant professor of history at Penn, completed his undergraduate education at Yale and received his M.A. and Ph.D. in history from the University of California, Berkeley. He came to Penn in 1998 from Indiana University where he had been an assistant professor of history and Jewish studies since 1995.

Dr. Nathans’ book, Beyond the Pale: The Jewish Encounter With Late Imperial Russia was recently published as a volume in the series “Studies on the History of Society and Culture.” He has also authored dozens of articles, book chapters, and book reviews and delivered his papers throughout the United States.

He has won over twenty distinguished fellowships; including a Penn Research Foundation Faculty Fellowship, SSRC Postdoctoral Fellowship, and a Lucas N. Littauer Foundation Book Project Grant. Dr. Nathans also serves a manuscript reviewer for Slavic Review, Jewish Social Studies, and the Koret Foundation.

Mr. Mark Watkins, a graduate of the Class of 1921, and his wife Esther established a bequest in 1969 to support a chair in the humanities, even though Mr. Watkins majored in chemical engineering. As an undergraduate, Mr. Watkins was a member of Alpha Chi Sigma and Alembic Senior Society. In his professional life, Mr. Watkins was the president of Conoflaw Corporation and served as a director of several other corporations. The Watkins chair was intended for a scholar who is “an accomplished teacher and one who shows potential as a leader” in his or her field. Beyond that, he or she should show a breadth of knowledge and accomplishment spanning more than one discipline and, most importantly, have “a lively awareness of the role and ramifications of the humanities, as they touch upon cultural values and aesthetics and human history.”

Bers Assistant Professor in the Social Sciences: Dr. Sil

Dr. Rudra Sil has been appointed the Bers Assistant Professor in the Social Sciences. Dr. Sil received his undergraduate and graduate degrees in political science from the University of California, Berkeley. After completing his Ph.D. in 1996, he joined Penn as an assistant professor of political science.

His teaching and research interests include comparative politics and political economy, comparative industrial relations, Russia, South Asia, and the philosophy of social science. He is the author of several articles and book chapters, and his first book, Managing ‘Modernity’: Work, Community, and Authority in Late-Industrializing Japan and Russia, is forthcoming from the University of Michigan Press. Dr. Sil has received numerous grants and fellowships, including a University of Pennsylvania Research Foundation Grant, a Christopher H. Browne Center for International Politics Faculty Research Grant, and a John L. Simpson Memorial Fellowship for Research in Comparative Studies.

Penn alumni Janice and Julian Bers established the Bers Assistant Professorship in the Social Sciences in 1972. The chair is intended to recognize an assistant professor who demonstrates outstanding promise as a teacher and scholar in the social sciences. Julian Bers, who passed away several years ago, graduated from Wharton in 1931 and had been chairman of Imperial Metal and Chemical Company. He served on many Penn volunteer boards, most notably as a Trustee of the University and board member at HUP. Janice Bers graduated with an education degree in 1939. She served as president of her class for many years and participated in the class’s 50th reunion gift committee. The Bers have generously given to Penn over the years, and faculty excellence has been their chief priority.
Honors & Other Things

ASC President: Dr. Sherman

Dr. Lawrence W. Sherman, the Albert M. Greenfield Professor of Human Relations and di-
rector of the Center of Government has been elec-
ted president of the American Society of Criminology (ASC). Dr. Sherman will serve as president-elect beginning in November and become president for 2001-2002.

Last year, Dr. Sherman received the ASC’s Edwin Southerland Award for outstanding con-
tributions to criminology and was elected to a five-year term as president of the International Society of Criminology (ISC). He is the first person to ever serve simultaneously as president of both the ASC and the ISC. “Larry Sherman is the most cited scholar in criminology and justice journ-
als,” said SAS Dean Samuel H. Preston. “His contributions to criminology and was elected to a

Defense Award: Dr. Silverman

Dr. Barry G. Silverman, professor of systems en-
neering has received a $1.4 million grant from the Pentagon’s Defense Modeling and Simulation Of-

Funding to Study Hypothalamus

Dr. Nancy Tkacs, assistant professor of physiology in nursing, has received a $317,000 grant for her work Counter-regulatory Failure and the Arcuate Nucleus. The joint funding for this ini-

Elected to the Nurses Association

Dr. Melinda Jenkins, director of the Family Nurse Practitioner Program and assistant pro-

Gold Medalist: Brandon Slay

A 1998 Wharton Graduate, Brandon Slay, won a gold medal at the 2000 Sydney Olympics in Freestyle Wrestling in the 76 kg division. Mr. Slay had originally been awarded the silver medal, but after his German opponent was disqualified after testing positive for steroid use, Mr. Slay received the gold. Mr. Slay was a two-time NCAA Finalist for the Penn Wrestling program.

Music Award: Dr. Kalberg

Dr. Jeffrey Kalberg, professor of music, has been awarded the inaugural Stefan and Wanda Wilk Prize for Research in Polish Music for his book Chopin at the Boundaries: Sex, History, and Musical Genre (Harvard, 1996). The prizes are sponsored by the Polish Music Center (PMC) at the Thornton School of Music at the Univer-
sity of Southern California. They are intended to stimulate research on Polish music in academic circles outside of Poland.

Service Award: Nursing

The School of Nursing Health Annex has received a Community Service Excellence Award from the U.S. Department of Health and Human Services Health Resources and Services Administration. The Health Annex is located at the Francis J. Myers Recreation Center and is a family oriented, community-based practice. The award is given in recognition of the outstanding service and dedication to promoting nursing edu-
cational opportunities and providing exceptional primary health care service to the community.

Consumer Choice Award: HUP

The Hospital of the University of Pennsylvania (HUP) has been named a Consumer Choice Award winner by the National Research Corpo-

Dr. Monte Mills

The Joseph Meyerhoff Professor in Modern Jewish History and Di-

The recognition of HUP—by the people it serves—as one of 122 top hospitals in the nation whose consumers have recognized for providing quality healthcare services.

The Consumer Choice Award reflects the growing role consumer choice plays in the healthcare field. Consumers rate 2,500 hospitals in the study. This year, the study surveyed more than 160,000 households representing over 400,000 consumers in the contiguous 48 states and the District of Columbia.

“The recognition of HUP—by the people it serves—as one of the nation’s top hospitals is truly a tribute to the dedication and commitment of its faculty an staff in providing quality patient care,” noted HUP Executive Director Garry Scheib.

CHOP News

Chief Compliance and Internal Audit Officer: Ms. Murtha

Lisa Murtha has been appointed chief compli-
cance and internal audit officer of the Children’s Hospital of Philadelphia (CHOP). This new po-
sition is designed to ensure consistent and com-
prehensive compliance with state and federal regulations and internal policies of the Hospital.

Before joining CHOP, Ms. Murtha was the managing director for KPMG in New York, she had previously served as director of the Control and Compliance and Practice for Deloitte and Touche and had served as corporate compliance officer for Pennsylvania Blue Shield. Ms. Murtha received her B.A. from Penn State and a J.D. from Dickinson School of Law.

Chief of Ophthalmology: Dr. Mills

Dr. Monte Mills, has been appointed chief of the Division of Ophthalmology at CHOP. Dr. Mills is responsible for the ophthalmology ser-
vices at the Hospital’s main campus, and the Specialty Care Center in Bucks County.

Before joining the Children’s Hospital, Dr. Mills was the director of Pediatric Ophthalmology and an associate professor of Ophthalmology at the University of Wisconsin Medical School.
Emergency Closing

Under normal circumstances, the University of Pennsylvania never stops operating. The University recognizes that there are times, due to emergencies such as severe weather conditions, when classes may be canceled and/or schools/centers may be closed, except for those offices, such as but not limited to Public Safety, Dining Services, Facilities Services, which provide essential services. In an effort to insure the safety of faculty, staff and students, timely decisions to modify work schedules will be made.

Modifications of work schedules may take the form of either a partial or a full closing of the University’s operations. In either situation, staff members working in positions which are designated as “essential” are expected to remain at work if the closing occurs during their regular work schedule, or to report to work if the closing announcement is made before their regular work schedule begins.

707.1 Communicating Modifications of Work Schedules

The University will announce a closing or other modification of work schedules through the following means:

• the University’s special information number: (215) 898-MELT (6358);
• through communications from the Division of Public Safety;
• KYW News Radio (1060 AM), the City of Philadelphia’s official storm emergency center;
• the University’s emergency radio identification code numbers are “102” for day classes and schools/centers and “2102” for evening classes. The message that accompanies the code number will provide the operating status of the University.

Please note that radio and television stations other than KYW are not to be considered “official” sources of information.

707.2 Types of Work Schedule Modifications

Please note that decisions affecting work schedules and cancellation of classes are made by the Executive Vice President in consultation with the Provost. These decisions will be communicated through the channels listed above. Schools/centers may not deviate from the University decision without the prior approval of the Executive Vice President.

A. Full Closing: A full closing occurs when conditions warrant cancellation of classes and closing of schools/centers, except those providing essential services.

B. Partial Closing: A partial closing occurs when circumstances warrant the cancellation of classes while schools/centers remain open, or vice versa.

C. Delayed Opening: Occasionally, circumstances will warrant a delay in the opening time of schools/centers.

D. Close Before the End of the Normal Work Day: When there is a closing of schools/centers before the end of the work day, the Division of Public Safety will contact the Division of Human Resources. The Division of Human Resources will contact the appropriate school/center representatives so that they may release staff members in their respective areas. Individual schools/centers should remain in operation until such an announcement is received.

707.3 Recording Absence Due to Emergency Closing

The following practices should be followed by supervisors to record time lost when a staff member is absent due to emergency conditions:

1. If the University is closed after the start of the workday, staff members who reported to work are compensated and the time lost during the period of closing is considered time worked. For staff members who did not report to work their time should be charged to their paid time off balances. Sick leave may not be used to compensate for the entire scheduled work day and the time lost is considered administrative leave with pay. The time off should not be charged to their paid time off balances.

2. If the University is closed before the scheduled work day, staff members are compensated for the entire scheduled work day and the time lost is considered administrative leave with pay. The time off should not be charged to their paid time off balances.

3. If the University is not closed, staff members who do not report to work will be charged paid time off, provided the absence is approved by the supervisor. If the staff member does not have any paid time off available, the staff member will not be compensated for that day. Sick leave may be charged unless the staff member was out on sick leave before the emergency conditions arose.

4. If the University is not closed, and the staff member requests permission to be released before the end of his/her scheduled work day, the time lost should be charged to the staff member’s paid time off balance. If the staff member does not have any paid time off available, the hours not worked should be considered without pay. If a closing announcement is made after the staff member’s request to leave early was approved, the lost time should be recorded as time worked from the time of the announced closing.

5. If the University is not closed and a staff member arrives late due to emergency conditions affecting transportation, the supervisor may excuse the lateness and consider it as time worked. Late arrival beyond reason should be charged to staff members’ paid time off balance.

Staff members who work in positions designated as “essential,” and who work when the University is closed, will be paid at their regular rate of pay and will receive compensatory time equal to the time worked after the closing. Overtime compensation should be computed as normal.

707.4 Unionized Staff Members

University staff members in collective bargaining agreements should refer to the appropriate contract language.

Applicability: All University Employees & Students

—Division of Human Resources

Tuition Assistance Program:

Direct Grants

Scholarship checks will automatically be processed for the Winter/Spring term beginning November 15. The amount of the scholarship will remain the same as the amount received for the Fall term.

Please contact Tony DeLong at Human Resources (215) 898-4812, e-mail: delong@hr.upenn.edu by November 10 if the student is changing schools, will not be enrolled for the Winter/Spring term, or if the tuition amount will be different. With this notice, we can assure a more timely and accurate scholarship check.

Please note that students who are attending Community College of Philadelphia (CCP) will need to submit a copy of the itemized tuition bill for the spring term. The billing system at CCP does not coincide with our payments which is in the past has caused students to lose classes.

—Division of Human Resources

Snow Day Child Care

Once again, Snow Day Child Care is being offered by the Division of Human Resources for Penn faculty and staff children, from twelve weeks through twelve years of age. The program will run from December 4, 2000 through March 30, 2001. It will be available when the University is open but the Philadelphia schools are closed due to inclement weather. Children attending schools in other districts also are welcome. Snow Day Child Care will operate between 8 a.m. and 6 p.m. at licensed day care centers in the University City Area. Pre-enrollment is required in order to participate. The enrollment packet request form is on our web site www.hr.upenn.edu/quality/worklife (click on the Snow Day link) and in brochures being distributed through intramural mail.

—Marilyn Kraut, Manager, Human Resources Quality of Worklife Programs

New Debit Card Program

Penn PennCard holders will have a new service in January transforming the PennCard into a comprehensive debit card with online features. Using the magnetic stripe on the back of all PennCards, cardholders will be able to charge expenses directly to a PennCash debit account. This new system will replace the gold chip on PennCards and the chip cards issued for copier and other services.

“We are very excited about the upcoming changes to the PennCard and feel that they will deliver a world of additional service and convenience to students, faculty and staff at Penn,” said Lynn Horner, Director of the PennCard Center.

In addition to offering the current services of the chip cards, the new system has several advantages, including:

• Cardholders can monitor their cash account and add money to it online.
• Parents will be able to add money to a student’s cash account online.
• A lost card will not result in the loss of value on the card.

All of this can be done using existing PennCards; enhanced features will be added behind the scenes. Meal Plans and Dining Dollars will not be affected.

Although a transfer process will take place, cardholders are asked not to add more value to their current chip cards than needed for the remainder of the Fall semester. Once the new debit card is phased in, the chip will no longer function.
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 9 and 10.
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 application of a Needs Analysis Formula 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;
VIII. PLAINTIFF ACCESS

(A) 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 date, 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 other 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 to the defendant’s files and documents in its possession or control relating to any matters contained in this Final Judgment;

(2) To interview the defendant’s officers, employees, trustees, or agents, who may have counsel present, regarding such matters. These 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 athletic 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 prohibit 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 for that student with another college or university.

X. FURTHER ELEMENTS OF DECREES

(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.
Flu Vaccinations

The Division of Human Resources has arranged for free flu vaccinations for Penn’s high-risk populations. Currently there is a national flu vaccine shortage and vaccination efforts are being focused on persons at high risk for complications associated with influenza disease and on health-care workers who care for these persons. If you meet any of the following high risk criteria and would like to take advantage of the free flu vaccine, please go to:

Division of Occupational Medicine
Ground Floor Silverstein Bldg., HUP
Monday-Friday, 8 a.m.-3:30 p.m.
Please bring with you a valid PENNCard.

Individuals with high risk for complications from influenza:

a. Persons aged 65 years or older
b. Residents of nursing homes and other chronic care facilities that house persons of any age who have chronic medical conditions
c. Children and adults who have chronic disorders of the pulmonary or cardiovascular systems, including asthma
d. Children and adults who have required regular medical follow-up or hospitalization during the preceding year because of chronic metabolic diseases (including diabetes mellitus), renal dysfunction, hemoglobinopathies, or immunosuppression (e.g., caused by medications or human immunodeficiency virus)
e. Persons aged 6 months-18 years who are receiving long-term aspirin therapy and therefore might be at risk for developing Reye syndrome after influenza
f. Women who will be in the second or third trimester of pregnancy during the influenza season.

Shots are available now while supplies last. We are hopeful that by early December adequate flu vaccines will be available for our non-risk population. We are arranging now for space on campus so that we can act quickly as soon as there is broader availability of the vaccine. We will keep you updated.

—Marilyn Kraut
Manager, Quality of Worklife Programs,
Division of Human Resources

RESEARCH

Participants needed for hypertension pharmaceutical study. Must be diagnosed as hypertensive and able to keep early morning appointments. $350. Contact Virginia Ford, MSN at HUP Hypertension Program. (215) 662-2410 or (215) 662-2638.

Depression, Anxiety, or Panic? Free evaluation available for persons experiencing the symptoms of depression, anxiety, or panic disorders. We are conducting research studies using new and marketed medications in clinical research trials. If you qualify FREE treatment for up to 4 months is available. Please call the Mood and Anxiety Disorders Section of the University of Pennsylvania at 1-800-422-7000 for more information or e-mail us at wecare@mail.med.upenn.edu.

Children ages 6-17 and adults ages 18-65 are needed for ongoing medication trials for the treatment of depression and anxiety. Evaluation and treatment are FREE to those who qualify. Please call the Mood and Anxiety Disorders Section of the University of Pennsylvania at 1-800-422-7000 or e-mail us at wecare@mail.med.upenn.edu.

Premenstrual Syndrome
Do you feel irritable, depressed, moody, or anxious before your period? You may be eligible for FREE evaluation and treatment in the PMS research program. Appointments are available in Philadelphia, Radnor, Chestnut Hill, PA and Marlton, NJ. For more information, call (215) 662-3529 or 1-800-794-4487, PMS Program, Univ. of PA Medical Center.

HELP WANTED

St. Mary’s Episcopal Church on the Penn campus is seeking 1/2 time personable, well-organized administrative assistant to perform a variety of secretarial and administrative tasks, including office management, word processing, data management, building management. St. Mary’s is an inclusive AEE employer. Competitive salary, benefits if desired. E-mail, fax resume and letter: AA Search, St. Mary’s Church, 3916 Locust Walk, Philadelphia, PA 19140. E-mail: SaintMarysHV@aol.com. Fax: (215) 386-7288. Closing date: October 31. No phone calls.

Organist-Choir Director sought part time for small, active, inclusive Episcopal Church on Penn campus. Responsibilities include preparing excellent voluntuning; conducting rehearsal; chairing an annual congregational report in Sunday morning choral Eucharist, one Sunday evening Eucharist, one monthly Evensong and musical Vespers. Also occasional music. Recruit members to choir, rehearse and direct, work with clergy in the selection of music. Responsible for the upkeep of the Aeolian-Skinner organ. Fax (215) 386-7288. E-mail: SaintMarysHV@aol.com, or call 3916 Locust Walk, Phila, PA 19104-6152 letter of interest with resume and salary requirements. No phone calls or personal visits. Deadline: October 31.

THERAPY


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

ALMANAC ADVISORY BOARD:

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THE UNIVERSITY OF PENNSYLVANIA JOURNAL OF RECORD, OPINION AND INFORMATION

The University of Pennsylvania’s journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the PennWeb) include HTML and Acrobat versions of the print edition, and interim information may be posted in electronic-only form. Guidelines for readers and contributors are available on request.

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THE UNIVERSITY OF PENNSYLVANIA VALUES DIVERSITY AND SEeks Talented Students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan programs; athletic participation and programs or employment. Questions or complaints regarding this policy should be directed to Valerie Hayes, Executive Director, Office of Affirmative Action, 3650 Chestnut Street, 2nd Floor, Philadelphia, PA 19104-6106 or (215) 898-6993 (Voice) or (215) 898-7903 (TDD).

All Aboard Express Almanac

Want to be apprised of late-breaking news and time-sensitive information that is published only on Almanac’s website? We will inform you as soon as we post such items if you are on board Express Almanac, a free electronic service. Express Almanac is sent whenever we add something significant to our website: Between Issues news, the latest issue or time-sensitive information. Guidelines for readers and contributors are available on request.

All Aboard Express Almanac

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Penn’s Way 2001: Continuing Penn’s Spirit of Caring and Sharing

Dear Colleagues,

We would like to thank those who participated in Penn’s Way 2000. Last year’s workplace charitable campaign raised close to $400,000 for our community’s many charitable organizations! You should be proud of this incredible accomplishment and we look forward to continuing this success for Penn’s Way 2001.

We know that within Penn’s faculty and staff lies an abundance of generosity and a commitment to serve others. Many of you take time from busy schedules to perform acts of kindness—as teacher, mentors, and caregivers—throughout the region. We ask Penn’s Way supporters to continue their participation and help us gain new participants so that we can collectively demonstrate the goodness within the Penn community.

Many of the procedures for this year are similar to those used in last year’s campaign. As in past campaigns, Penn’s Way 2001 includes both the United Way of Southeastern Pennsylvania (UWSEPA) and the Center for Responsible Funding (CRF) and their respective member charities. The campaign will again include weekly raffles and a grand prize drawing to demonstrate our appreciation to Penn’s Way participants. Each school and center has designated coordinators to assist us in the campaign. We ask you to review the materials to learn more about these aspects of the campaign. Watch for updates on the Campaign in the [Almanac], which will contain timely news on the week’s raffle prizes, winners, and highlights on our progress towards this year’s goal of raising $350,000.

Please join in Penn’s spirit of caring and sharing by participating in Penn’s Way 2001. Many thanks for your consideration and for all that you do to make Philadelphia and its region a better place for everyone.

Sincerely,

Judith Rodin, President
Penn’s Way Co-Chair
David Hackney, Vice Provost for University Life
Penn’s Way Co-Chair
Faculty Senate Chair-Elect
Carol R. Scheman, Vice President for Government, Community and Public Affairs

Penn’s Way 2001 Coordinators

<table>
<thead>
<tr>
<th>School / Center</th>
<th>Coordinator</th>
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<tbody>
<tr>
<td>Annenberg School for Communication</td>
<td>Donna Burdumy</td>
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<tr>
<td>Business Services</td>
<td>Marie Witt</td>
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<tr>
<td>Center for Technology Transfer</td>
<td>Jackie Miraglia</td>
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<tr>
<td>Development and Alumni Relations</td>
<td>Elizabeth Griffin; Jonathan Petty</td>
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<tr>
<td>Director of Libraries</td>
<td>Robert Eash</td>
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<tr>
<td>Division of Public Safety</td>
<td>Dawn Whiting</td>
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<tr>
<td>Graduate School of Education</td>
<td>Lynn Johnson</td>
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<tr>
<td>Graduate School of Fine Arts</td>
<td>Anthony Tomazinis</td>
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<tr>
<td>Information Systems and Computing</td>
<td>Margaret Hagan Smith</td>
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<tr>
<td>Intercollegiate Athletics</td>
<td>James Messica</td>
</tr>
<tr>
<td>Law School</td>
<td>Rae diBlasi</td>
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<tr>
<td>Office of Budget Management and Analysis</td>
<td>Robert Helfman</td>
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<tr>
<td>Office of the Executive Vice President</td>
<td>Sara Gallagher</td>
</tr>
<tr>
<td>Office of the General Counsel</td>
<td>Robert Bohnner, Esq.; Tamika Wilson</td>
</tr>
<tr>
<td>Office of the President</td>
<td>Steve Gagne</td>
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<tr>
<td>Office of the Provost</td>
<td>Jane Gallen</td>
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<tr>
<td>Office of the Secretary</td>
<td>Judith Rogers</td>
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<tr>
<td>Office of the Vice President for Facilities Services</td>
<td>Leslie Mellet</td>
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<tr>
<td>Office of the Vice President for Finance</td>
<td>Maria Palermo</td>
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<tr>
<td>School of Arts and Sciences</td>
<td>Saul Katzman</td>
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<tr>
<td>School of Dental Medicine</td>
<td>James Galbally</td>
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<tr>
<td>School of Engineering and Applied Science</td>
<td>Joseph Sun</td>
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<tr>
<td>School of Medicine</td>
<td>James Moran</td>
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<td>School of Nursing</td>
<td>Trudi Sippola</td>
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<tr>
<td>School of Social Work</td>
<td>Brenda Ford</td>
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<tr>
<td>School of Veterinary Medicine</td>
<td>Trish DiPietre; Barry Stupine</td>
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<tr>
<td>University Museum</td>
<td>Elizabeth Strong</td>
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<tr>
<td>University Relations</td>
<td>Ellen Morawetz</td>
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<tr>
<td>Vice Provost for University Life</td>
<td>Susan Peterson-Pace; Patricia Ravenell</td>
</tr>
<tr>
<td>Wharton School</td>
<td>Patricia Black; Parker Snowe</td>
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Penn’s Way 2001 Raffle Rules and Restrictions:

The Penn’s Way Campaign will run from November 3 to December 31, 2000. To show our appreciation to those that participate in the campaign, Penn’s Way 2001 will include weekly raffles during the campaign. In addition, a Grand Prize Drawing will be held at the conclusion of the campaign period.

To qualify for raffles, Penn employees must turn in a sealed, completed confidential Penn’s Way envelope to their school/center’s coordinator or facilitator or directly to the Payroll Department. You must fill out both the name and school/center sections on the outside of the envelope. For your reference, a list of coordinators is included in your campaign materials.

Each week in Almanac, we will publish the available prizes for the upcoming week and highlight the week’s winners. Drawings are made each Monday based on envelopes turned in by the close of business the preceding Friday. You may only win once in the weekly raffles. However, all participants, including weekly winners, will be included in the Grand Prize Drawing at the end of the campaign.

For a list of prizes including an iBook Laptop computer and two domestic airline tickets, see Almanac’s web site www.upenn.edu/almanac or www.upenn.edu/ogcspa/pennsway. The list will be printed in an upcoming issue of Almanac. —Ed.

Penn Cares...Penn Shares

In this time of economic prosperity, the Penn community has continually demonstrated its willingness to open its heart to those in need. Not only do Penn faculty and staff care passionately about our community’s needs, we also share of ourselves by putting our energy to work for others. Through volunteer work, activism, and financial support, we can and do make a difference in building Philadelphia and its region into a better place for all.

Please join in this spirit of caring and sharing by participating in Penn’s Way 2001.
Penn Performing Arts

Penn Presents Favorites

November at Penn

Admission donations and hours

University Museum

SPECIAL EVENTS

Sponsors:

University of Pennsylvania

Penn Presents Favorites

November at Penn

November at Penn

University Museum

Admission donations and hours

Soirée Saint Sulpice—“The Wiz;” 
Thursday, November 30, 8:30 p.m., Harold Prince Theatre, Annenberg Center;
$38, $32, $26; advance tickets: 1-888-489-4400.

ON STAGE

Admission donations and hours

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