

UNIVERSITY OF PENNSYLVANIA *Almanac*

Tuesday
February 10, 2004
Volume 50 Number 21
www.upenn.edu/almanac

Dr. Kaplan: Kahn Endowed Term Chair in the Humanities

Dr. Amy Kaplan, professor of English, has been appointed to the Edmund J. and Louise W. Kahn Endowed Term Chair in the Humanities, SAS Dean Samuel H. Preston has announced. Dr. Kaplan earned her M.A. and Ph.D. from Johns Hopkins University after completing her B.A. *summa cum laude* at Brandeis University.



Amy Kaplan

Dr. Kaplan joined the department of English last year from Mount Holyoke College, where she was a professor of English and chair of the American Studies Program. At Penn, she teaches undergraduate and graduate level courses including a seminar on *The Politics of Mourning and Memory in American Literature and Culture for students in the Benjamin Franklin Scholars program*. In addition to her current appointment in English, Dr. Kaplan is a member of the history graduate group and is helping to initiate an interdisciplinary faculty seminar in transnational approaches to American studies. She also serves as president of the American Studies Association.

A scholar of American literary and cultural studies, Dr. Kaplan is currently working on the uses of language and history in the contemporary political debates about the American empire. She has received several grants for her research, including an NEH Fellowship.

Dr. Kaplan's latest book, *The Anarchy of Empire in the Making of U.S. Culture*, published by Harvard University Press, explores how imperialist expansion abroad—from the era of “Manifest Destiny” to the “American Century”—has profoundly shaped American literature and culture at home, in the work of figures such as Catherine Beecher, Mark Twain, W. E. B. Du Bois, and Orson Welles.

In *Foreign Affairs*, Walter Russell Mead wrote that Dr. Kaplan “has a big and important idea: the outside world mattered intensely and intimately to Americans from the nineteenth century onward,” and praised her discussion of “the contradictory impulses in American culture.”

Her commentary on United States imperialism and the “war against terror” has recently been featured in the *International Herald Tribune* and the *Los Angeles Times*. Dr. Kaplan is also the author of *The Social Construction of American Realism* and co-editor of *Cultures of U. S. Imperialism* with Donald Pease. In 1998, she received the Norman Forster Prize for the best essay in American literature for her “Manifest Domesticity.”

The Kahn Endowed Term Chairs were established through a bequest by Mr. and Mrs. Edmund J. Kahn. Mr. Kahn, a 1925 Wharton graduate, had a highly successful career in the oil and natural gas industry. His wife, a graduate of Smith College, worked for *Newsweek* and owned an interior design firm. The couple supported many programs and projects in the University including Van Pelt-Dietrich Library, the Modern Languages College House, and other initiatives in scholarship and the humanities.

Dr. Mailath: Annenberg Professor in the Social Sciences

Dr. George J. Mailath received this appointment as the Annenberg Professor in the Social Sciences following a five-year term as the Edmund J. and Louise W. Kahn Endowed Term Professor in the Social Sciences, Dean Preston announced.

After earning a B.Ec. with first class honors from the Australian National University, he completed both his M.A. and Ph.D. at Princeton University.

Dr. Mailath, who serves as the undergraduate chair in economics, joined the department in 1985 and was promoted to full professor ten years later. In addition to his faculty service at Penn, he has held visiting appointments at universities around the world including the Australian National University, London School of Economics, Melbourne University, NYU, Tel Aviv University, University of Bonn, and Yale.

A fellow of the prestigious Econometric Society, Dr. Mailath specializes in microeconomic theory, game theory, and mathematical economics. He was recently invited to share his research at the 2003 annual meetings of the Society for Economic Dynamics held in Paris. As



George Mailath

(continued on page 2)

Dr. Schnittker: Bers Assistant Professor in the Social Sciences

Dr. Jason Schnittker, assistant professor of sociology, has been appointed the Janice and Julian Bers Assistant Professor in the Social Sciences, SAS Dean Preston has announced. Dr. Schnittker joined the faculty in 2001 after completing both his Ph.D. and M.A. at Indiana University and his B.A. at the University of Dayton, where he graduated *summa cum laude*.

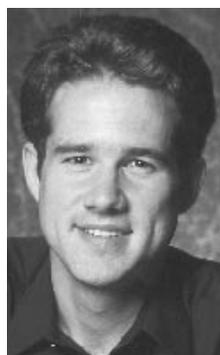
In addition to teaching courses on medical sociology, social psychology, and the sociology of mental illness, Dr. Schnittker serves as the associate director of the Population Aging Research Center and is a faculty affiliate of the Health and Societies undergraduate program, and of the Robert Wood Johnson Health & Society Scholars Program.

Dr. Schnittker has completed extensive research in the fields of social psychology, medical sociology, research methods, and stratification. Prior to joining the faculty at Penn, he supervised the “Indianapolis Quality of Life and Health Study” at Indiana University.

His scholarship explores sociodemograph-

ic differences in beliefs about health, physicians, and medicine, as well as the epidemiological associations between race, socioeconomic status, and health. Along with a variety of research awards Dr. Schnittker has received grants from the National Institute of Aging and the National Institute of Mental Health.

Dr. Schnittker's work has been published in leading scholarly journals including the *American Sociological Review*, *Journal of Health and Social Behavior*, *Journal of the Scientific Study of Religion*, and *Social Psychology Quarterly*. His forthcoming article “Misgivings of Medi-



Jason Schnittker

(continued on page 2)

Trustees to Vote on President

Penn's Board of Trustees will vote on the nomination of Dr. Amy Gutmann to be the next president (*Almanac* January 27, 2004) when the full board is here next week for the Winter Meetings. The vote will occur at the Stated Meeting, on Friday, *February 20* at 11:30 a.m.-12:30 p.m., in the Woodlands Ballroom, at the Inn at Penn.

Members of the University community who wish to attend are asked to call the Office of the Secretary, (215) 898-7005 in advance of the meeting to register.

IN THIS ISSUE

- 2 SENATE: SEC Agenda; Final Report of Ad Hoc Committee on the Selection of an Associate Provost; Final Report of Ad Hoc Committee on the Selection of a Vice Provost for Research
- 3 Report of Task Force on Faculty Retirements; Deaths: Dr. Fitcher, Dr. Garcia
- 4 Of Record: Code of Workplace Conduct for Penn Apparel Licensees
- 6 Annual Report of the Committee on Manufacturer Responsibility; Response from President Rodin; EHRs Training; Directory Update; More Camps
- 7 Update; CrimeStats; Classifieds
- 8 Government Affairs Update

SENATE From the Senate Office

The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Senate Chair Lance Donaldson-Evans, Box 12, College Hall/6303, or Kristine Kelly at (215) 898-6943, or by e-mail kellyke@pobox.upenn.edu.

Senate Executive Committee Agenda Wednesday, February 18, 2004 2:30 to 5 p.m. Room 205 College Hall

1. Approval of Minutes
2. Chair's Report
3. Past Chair's Report on Academic Planning and Budget and Capital Council
4. Provost Robert Barchi and Professor Tukufu Zuberi: Minority Groups on Campus Discussion
5. Omar Blaik, Senior Vice President for Facilities & Real Estate Services
6. Election: Chair of Committee on Committees

Final Report of the Ad Hoc Committee on the Selection of a Vice Provost for Research

The search committee was established in February 2003 under the chairmanship of Steven J. Fluharty, professor of pharmacology, School of Veterinary Medicine. The committee's membership included Linda H. Aiken, Claire M. Fagin Leadership Professor of Nursing; Nancy M. Bonini, associate professor of biology, SAS; Peter Conn, deputy provost; P. Leslie Dutton, Eldridge Reeves Johnson Professor of Biochemistry & Biophysics, School of Medicine; Leif H. Finkel, professor of bioengineering, SEAS; Richard J. Gelles, dean, School of Social Work; Carl H. June, professor of pathology and laboratory medicine, School of Medicine; Mitchell A. Lazar, Sylvan H. Eisman Professor of Medicine, School of Medicine; Douglas S. Massey, Dorothy S. Thomas Professor of Sociology, SAS; Rebecca Maynard, Trustee Professor of Education, GSE; Douglas Metcalf, Ph.D. candidate in biochemistry and molecular biophysics, School of Medicine; Ophelia Roman, sophomore, CAS, John M. Vohs, Carl V. S. Patterson Professor of Chemical and Biomolecular Engineering, SEAS. Margaret M. Lizotte, executive assistant for faculty affairs, Office of the Associate Provost, staffed the committee.

The search was national in scope. The search firm, Isaacson-Miller was retained to aid in the search. A notice was placed in the *Almanac* and an ad was placed in *The Chronicle of Higher Education*. The committee interviewed a number of faculty and administrators about the role of the Vice Provost. Both internal and external candidates were considered for the position. Candidates were sought who had a strong personal record of funded research; thorough knowledge of the operations and practices of a comprehensive research-oriented university; and proven administrative competence.

The committee received 29 nominations and applications. The committee interviewed nine candidates. Two of the candidates interviewed were women and seven were men. Two of the candidates were internal candidates. The committee forwarded the names of two external candidates to Provost Robert Barchi. One of the two external candidates, Dr. Perry Molinoff, was appointed Vice Provost for Research, effective November 1, 2003.

—Steven J. Fluharty, Chair

Final Report of the Ad Hoc Committee on the Selection of an Associate Provost

The search committee was established in mid-September under the chairmanship of Walter Wales, interim associate provost and professor emeritus of physics. The committee's membership included Regina Austin, professor of law; Paul Kleindorfer, professor of operations and information management; Debra Leonard, associate professor of medicine; Gillian Sankoff, professor of linguistics; and Wayne Worrell, professor of material science and engineering. Jane Gallen of the Provost's Office staffed the committee.

Both internal and external candidates were considered for the position. Candidates were sought who had extensive knowledge of faculty personnel and administrative issues and who would merit appointment as a full professor in an academic department of the University. Nominations were solicited from University faculty and deans and from AAU Provosts; a notice was placed in the *Almanac* and an ad was placed in *The Chronicle of Higher Education*.

The committee received 66 nominations and applications. The committee interviewed six candidates. Three of the candidates interviewed were women and three were men. Two of the candidates were external candidates and the remaining four were internal candidates. The committee forwarded the names of two candidates, one internal and one external, to Provost Robert Barchi. One of the two candidates, Janice R. Bellace, professor of legal studies, has been appointed Associate Provost, effective March 1, 2004.

—Walter Wales, Chair

Dr. Mailath (continued from page 1)

plenary speaker, Dr. Mailath delivered a presentation on *Time Consistency, Reputations, and the Importance of Perpetual Uncertainty: Implications for Macroeconomics*. To support his contributions to economic science, Dr. Mailath has received three research grants from the NSF, along with awards from Penn's Research Foundation and the Fishman Davidson Center for the Study of the Service Sector.

Dr. Mailath has authored or coauthored 29 articles in refereed publications, including the forthcoming "Imperfect Monitoring and Impermanent Reputations" with Martin Cripps and Larry Samuelson. His article "Investment and Concern for Relative Position," (with Harold Cole and Andrew Postlewaite) published in the *Review of Economic Design*, received the 2001 Koç University Prize for the Best Paper of the Year in Economic Design. In addition to serving as associate editor of *Econometrica*, Dr. Mailath is on the editorial boards of several leading economic journals.

This chair was established through the generosity of Walter and Leonore Annenberg. The Honorable Leonore Annenberg is an emeritus trustee, as was the late Ambassador Annenberg, who received Penn's Alumni Award of Merit in 1991. The Annenbergs endowed many chairs in SAS and made countless contributions to the University. They also founded the Annenberg School for Communication at Penn in 1958.

Dr. Schnittker (continued from page 1)

cine?: African Americans' Skepticism of Psychiatric Medication" will be included in an upcoming issue of the *Journal of Health and Social Behavior*, a journal for which he also serves on the editorial board. The author of several book reviews, Dr. Schnittker's latest review addresses "Stories in the Time of Cholera: Racial Profiling During a Medical Nightmare," by Charles L. Briggs with Clara Mantini-Briggs.

This chair was created by Janice Smith Bers, who earned her B.A. in elementary education at Penn in 1939, and her husband, the late Julian S. Bers. Mr. Bers studied finance at the Wharton School and was honored with Penn's Alumni Award of Merit in 1968. An Emeritus Trustee of the University, Mr. Bers also served as a trustee of the Health System.

Iron Jawed Angels

Alice Paul (1885-1977), a Penn alumna who made history in her lifetime as a suffragist who fought for and ultimately won the right to vote for women in America will be portrayed by Hilary Swank in the HBO films presentation, *Iron Jawed Angels*. It premieres on Sunday, February 15 at 9:30 p.m. For more information about the film see www.hbo.com/films/ironjawedangels/.

Alice Paul received her Ph.D. at Penn in 1912 with a dissertation on the legal status of women in Pennsylvania. The SSW alumna went on to chair the Congressional Committee of the National American Women's Suffrage Association, which succeeded in winning the vote for women in 1920. She wrote the Equal Rights Amendment, and founded the National Woman's Party and World Woman's Party.

Upon her death, on July 9, 1977, at 92, Penn's Association of Women Faculty and Administrators (AWFA) set up the Alice Paul Awards in her honor, and the Women's Studies Program named its research arm the Alice Paul Center for Research on Women and Gender.



Task Force on Faculty Retirements: Report on Implementation of Recommendations

A Task Force on Faculty Retirement was convened by the Provost in 2000 and charged as follows:

The Task Force is being asked to examine several aspects of retirement of concern to the faculty. They are: the numbers of the faculty remaining in full-time status past age 70 since uncapping; the adequacy of the faculty early retirement program (FIAP) for encouraging faculty to retire as well as the appropriateness of the early retirement program window (62-68); discontinuing University Tax Deferred Annuity (TDA) contributions when the faculty member's TDA has reached a certain level; the new phased retirement program; a special title for faculty who want to retire but do not want to use the emeritus title; and policies and programs for emeritus faculty.

The Task Force met during 2000-2002 and submitted a formal report that was published in *Almanac* on September 10, 2002. That report has been subsequently reviewed by the Faculty Senate and by the University Administration. Although the report did not suggest any sweeping changes in the University's guidelines on faculty retirement, it did recommend some incremental changes to make them more effective. Each of the recommendations of the Task Force is listed below, followed by a statement on implementation and a few brief comments.

1. The Office of the Associate Provost should move immediately to establish an Association of Retired Faculty.

The Office of the Associate Provost is currently working with a group of emeritus faculty members to establish such an organization.

2. The current Early Retirement Window (ages 62-68) should be maintained. A faculty member also should be eligible for an early retirement incentive under a "rule of 75." Faculty could retire as early as age 60 (minimum age) with a combination of age and service at the University of Pennsylvania equaling 75.

This recommendation, with modifications, has been accepted. For details see "Changes in Faculty Income Allowance Program" in Almanac November 25, 2003 (www.upenn.edu/almanac/v50/n14/OR-fiap.html).

3. It is recommended that the faculty salary to be used in the Faculty Early Retirement window plan should be changed to the faculty member's own salary or a full professor's average salary in the faculty member's own school in the year prior to retirement whichever is higher, subject to a limitation of 200 percent of the faculty member's own salary as provided by law.

This change has been implemented. For faculty retirements that occur after January 1, 2004 the salary on which the 165% income allowance is based is either the faculty member's own academic base salary or the average academic base salary for full professors in the school.

4. An additional option should be added to the phased retirement program allowing standing faculty and clinician-educators in this program to reduce job duties to 25 percent with a pro rata reduction in salary and a relinquishment of tenure.

This will not be done. The attendant bureaucracy of a formal new program does not seem justified for an option that would be utilized by very few faculty members. Faculty members who are interested in reducing job duties to as little as 25 percent might investigate the possibility of negotiating to continue in part-time employment after retirement.

5. A one-time financial planning award (up to \$3,000) should be made available to retirement age faculty (54 and over) to pay for professional financial planning services that the faculty member obtains on his or her own behalf.

This will not be done in the immediate future. Although financial planning assistance might be very helpful to some faculty members, the cost of such a benefit cannot be justified at a time of increasing demands on the employee benefits pool, e.g. health insurance costs.

6. Retiring faculty members should have the option of using or not using the modifier "Emeritus" or maintaining their "Professor" title. The same rights and restrictions to being retired would apply.

This is now University policy, effective immediately.

7. A faculty member who has committed to retire and who has sabbatical leave credits should be able to take a "retirement leave" without having to return to his or her duties at the University.

This has been the informal policy for several years. The Handbook for Faculty and Academic Administrators will be updated to formalize the policy.

8. In addition to the retirement plan information and education provided at the University level, each School in the University should periodically discuss with its faculty retirement related issues.

The Provost's Office will continue to encourage Deans to do so.

Although the charge to the Task Force on Faculty Retirement asked that it examine the possibility of "discontinuing University Tax-Deferred Annuity (TDA) contributions when a faculty member's TDA had reached a certain level," the Task Force made no recommendation on this issue. Its report did conclude that "Given the stock market situation of the last few years, the Task Force felt that now was not the time to consider such an option. However, it is an option that should be periodically reviewed as circumstances warrant." A review of overall retirement benefits is planned in 2004. The issue of discontinuing TDA contributions will be examined again as part of that review.

—Walter Wales, Interim Associate Provost

Deaths

Dr. Futcher, Medicine

Dr. Palmer H. Futcher, retired professor of medicine, died of pneumonia on January 29, at the age of 93.

Dr. Futcher earned his bachelor's degree from Harvard and his medical degree in 1936 from Johns Hopkins. He also completed his internship and residency there. He served in the Navy during World War II, researching survival-at-sea techniques. After his discharge from the Navy, he worked at Washington University in St. Louis and was a faculty member at Johns Hopkins's School of Medicine for 19 years. He joined Penn in 1967 as an associate clinical professor of medicine. He became clinical professor of medicine in the associated faculty in 1989 and remained in that position until he retired in 1994.

From 1967 to 1975, he was the head of the American Board of Internal Medicine in Philadelphia, which establishes certification requirements and sets standards in internal medicine. He was also active in the World Federalist Association.

He is survived by his daughters, Jane and Marjorie.

Memorial donations may be made to the World Federalist Movement, 777 United Nations Plaza, New York, NY 10017.

Dr. García, Obstetrics-Gynecology

Dr. Celso-Ramón García, Emeritus William Shippen, Jr. Professor of Human Reproduction, died on February 1 of cardiovascular disease at the age of 82.

In the early 1950s, along with Dr. Gregory Pincus and Dr. John Rock, he spearheaded the development of "The Pill." He did this work when he was an assistant professor at the University of Puerto Rico and pursued it further on his move to Harvard in 1955. His seminal work on the development of the oral contraceptive was published in multiple journals, most notably in three *Science* manuscripts, which formed the foundation of the applied field of hormonal contraception. In 1965, Dr. García came to Penn and in 1970 was given an endowment for the William Shippen, Jr. Professorship, which he held until becoming emeritus in 1992.

He made important and innovative contributions to the rapidly growing field of reproductive medicine and surgery. "He spearheaded new approaches to the treatment of tubal disease and his surgical ability in the "conservational" approach to reproductive surgery was legendary," said Dr. Luigi Mastroianni, professor of obstetrics and gynecology. He established one of the first training programs in human reproduction in the world and he instilled in his trainees and colleagues the philosophy that good clinical practice should always be based on sound scientific principles and basic or

clinical experimental evidence. It was he, together with Dr. Mastroianni who built the foundations of the Human Reproduction Program at Penn, which today is considered one of the leading programs for patient care, research and training in the world. Many of his trainees now occupy distinguished positions around the world.

Dr. García was a Life Fellow of the American College of Obstetricians and Gynecologists and a Fellow of the American College of Surgeons. In 1982-83, he was elected and served as the President of the American Society for Reproductive Medicine. The following year he was instrumental in organizing the Society of Reproductive Surgeons and served as its founding president.

In 1995, the School of Medicine established the Celso-Ramón García Endowed Professorship to honor "this great clinician investigator with vision, perseverance, and an unparalleled dedication to women's health." During his career, he received multiple institutional, national and international awards. In 2000, the U.N. honored him with the Scientific Leadership Award.

He is survived by his daughter, Sarita Cole; his son, Celso; four grandchildren; and a sister and brother.

Memorial donations may be made to Faculty Scholarship Fund at the University of Pennsylvania, c/o Penn Medicine Development Office, 3535 Market St., Philadelphia, PA 19104.

The Code of Conduct for Penn Apparel Licensees was initially published Of Record in Almanac on March 28, 2000. See page 6 for a report of the Committee on Manufacturer Responsibility and a response to it from President Rodin.

A Code of Workplace Conduct for Penn Apparel Licensees

I. Introduction

With a view to stimulating economic growth and development, raising living standards, meeting staffing requirements and overcoming unemployment and underemployment, the University of Pennsylvania has adopted this Code of Workplace Conduct ("the Code") to promote full, productive and freely-chosen employment.

The University of Pennsylvania expects its licensees to conduct their business in a manner consistent with this Code, and to follow workplace standards that adhere to this Code. The Code is subject to amendment to reflect any subsequently developed standards by the University.

II. Notice

This Code shall apply to all trademark apparel licensees of the University of Pennsylvania. Throughout this Code the term "licensee" shall include all persons or entities that have entered a written licensing agreement with the University to manufacture apparel products bearing the name, trademarks and/or images of the University. Additionally, this Code shall apply to all of the licensee's contractors. Throughout this Code the term "contractor" shall include each contractor, subcontractor, vendor, or manufacturer that is engaged in a manufacturing process that results in a finished product for the consumer. "Manufacturing process" shall include assembly and packaging.

As a condition of being permitted to produce and/or sell licensed products bearing the name, trademarks and/or images of the University, each licensee must comply with this Code and ensure that its contractors comply with this Code. All licensees and contractors are required to adhere to this Code, however, no licensee or contractor may represent that they have been certified as being in compliance with this Code.

III. Standards

University licensees and their contractors must operate workplaces that adhere to the following minimum standards and practices:

A. Legal Compliance

University licensees and their contractors must comply, at a minimum, with all applicable legal requirements of the country in which products are manufactured. Where this Code and the applicable laws of the country of manufacture conflict or differ, the higher standard shall prevail. Such compliance shall include compliance with all applicable environmental laws.

B. Ethical Principles

Licensees shall commit to conducting their business according to a set of ethical standards that include, but are not limited to, honesty, integrity, trustworthiness, and respect for the unique intrinsic value of each human being.

C. Environmental Compliance

Licensees and their subcontractors will be committed to the protection of the local environment, including their factories and their surroundings. They will protect residential areas around their factories, disposing of garbage and waste in such a way so as not to endanger the safety and health of nearby areas.

D. Employment Standards

1. Wages and Benefits

Licensees and their contractors must provide wages and benefits which comply with all applicable laws and regulations and which match or exceed the local prevailing wages and benefits in the relevant industry, whichever provides greater wages and benefits. The University is strongly committed to the employees of licensees receiving a "living wage" and charges the Committee on Manufacturer Responsibility (*see Section VII: Monitoring and Oversight*) to develop a quantitative "living wage" formula based on the findings of the University of Wisconsin—University of Notre Dame "living wage" project and any other information the Committee deems relevant.

2. Hours of Work

- a. Except in extraordinary circumstances, or as required by business necessity, employees shall not be required to work (regardless of location) more than the lesser of:
 - i. forty-eight (48) hours per week and twelve (12) hours of overtime; or,
 - ii. the limits on the regular and overtime hours allowed by the law of the country

- b. Employees shall be entitled to at least one day off in every seven (7) day period.

3. Homework

The employer must ensure that work not done at the place of manufacture shall be performed in a manner safe for the employee and any persons who may be in the surrounding vicinity. There are other issues related to homework such as hours of work, wages and benefits that require further study.

4. Overtime Compensation

In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at such a premium rate as is legally required in that country, but not less than at a rate equal to their regular hourly compensation rate.

5. Child Labor

Licensees and their subcontractors shall not employ any person younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15. Young workers will not be forced to work overtime hours that would prevent them from attending school. Licensees agree to work with governmental, human rights and non-governmental organizations as determined by the University and licensee to minimize the negative impact on any child released from employment as a result of enforcement of this code.

6. Forced Labor

Licensees and their subcontractors shall not use any forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

7. Harassment or Abuse

Licensees and their subcontractors shall treat every employee with respect and dignity. Licensees and their subcontractors will not subject any employee to any physical, sexual, psychological or verbal harassment or abuse.

8. Nondiscrimination

Licensees and their subcontractors will not subject any person to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion or political affiliation, union involvement, or social or ethnic origin.

Because the overwhelming majority of apparel workers are women, assuring and safeguarding women's rights is of particular importance for all parties.

- Women workers will receive equal remuneration for comparable work, including benefits, equal treatment, equal evaluation of the quality of their work, and equal opportunity to fill all positions as male workers.
- Pregnancy tests will not be a condition of employment, nor will they be demanded of employees. Workers will not be forced or pressured to use contraception.
- Women who take maternity leave will not, because of the maternity leave, face dismissal or threat of dismissal, loss of seniority or reduction of wages. Licensees must permit women returning from maternity leave to return to their prior position at their prior wage rate and benefits. Local laws and regulations, or the prevailing practice in the relevant industry, whichever is greater, shall determine appropriate length of maternity leave.
- Licensees and their subcontractors shall provide, to the extent required by applicable law and regulations, or the local prevailing practice in the relevant industry, whichever is greater, services and accommodations to pregnant women, including but not limited to access to legally required health care provided by the employer, government or other provider.

9. Health and Safety

Licensees and their contractors must provide workers with a safe and healthy work environment and must, at a minimum, comply with local and national health and safety laws. If residential facilities are provided to workers, they must be safe and healthy facilities. Workers will not be exposed to conditions that may endanger their reproductive health without their informed consent.

(continued on next page)

10. Freedom of Association

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

IV. Remediation

If the University determines that any licensee or contractor has failed to remedy a violation of this Code, the University will consult with the licensee to examine the issues and determine the appropriate measures to be taken. The remedy will, at a minimum, include requiring the licensee to take all steps necessary to correct such violations including, without limitation, paying all applicable back wages found due to workers who manufactured the licensed articles, and reinstating any worker whose employment has been terminated in violation of this Code of Conduct. If consultation and agreed upon measures fail to adequately resolve the violations within a specified time period, the University and the licensee will implement a corrective action plan on terms acceptable to the University. The University reserves the right to terminate its relationship with any licensee who continues to conduct its business in violation of the corrective action plan, in accordance with the terms set forth in the licensee agreement.

V. Compliance

Prior to the date of annual renewal of a license agreement, the licensee shall be required to provide the following to the University, as set forth in the license agreement.

A. The Company names, owners and/or officers, and addresses, phone numbers, e-mail addresses and the nature of the business association of all the licensees' contractors and manufacturing plants which are involved in the manufacturing process of items which bear, or will bear, the name, trademarks and/or images of the University;

B. Licensees and their contractors are responsible for conducting thorough, effective and regular inspections of each facility at which University apparel is produced;

C. Written assurances that it and its contractors adhere to this Code (except that in the initial phase-in period, licensee must provide such written assurances within six months of receipt of this Code); and

D. A summary of the steps taken, and/or difficulties encountered, during the preceding year in implementing and enforcing this Code at each site.

VI. Public Disclosure

A. The company names, owners, and/or officers, addresses, and nature of the business association, including the steps performed in the manufacturing process, of all the licensees' contractors and manufacturing plants which are involved in the manufacturing process of items which bear, or will bear, the name, trademarks and or images of the University shall be made public information.

B. The Licensee shall be required to supply by July 15 of each year a list of all factory locations referred to in paragraph A above, and all locations Licensee anticipates will be used during the term of the License. Any additions or deletions to this list shall be reported to the University within two months of the effective date of such addition or deletion.

VII. Monitoring and Oversight

The President has established a Committee on Manufacturer Responsibility ("the Committee") on the implementation of the University's Code of Conduct.

A. Composition and Selection

1. Voting Members

a. Three members of the University faculty selected by the President in consultation with the Chair of the Faculty Senate, one of whom will chair the Committee.

b. Four members of the student body, including two representatives of the Penn Students Against Sweatshops (PSAS) or its successor, and one undergraduate and one graduate student, to be chosen by the UA and the GAPSA.

c. Two representatives of University staff selected by the Penn Professional Staff Assembly (PPSA) and Weekly Paid Professional Assembly (WPPA), respectively.

2. Ex officio Members (non-voting)

- Representative of Business Services
- Representative of the Office of the President
- Representative of the Office of the Provost
- Member of the Office of the General Counsel

An administrative staff person and a work-study Intern will staff the Committee. The Intern will be appointed by the Committee, and paid by the President's Office. The administrative staff person will be appointed by the President's Office.

The division of responsibilities will be as follows:

• *Staff person:* The administrative staff person will act as a liaison between the Committee and the Office of the President to ensure timely implementation of all decisions of the Committee. The staff person will also send out notices for committee meetings to ensure maximum participation, and work closely with the Intern to coordinate all committee-related administrative tasks.

• *Intern:* The Intern will to the best of his/her abilities research the University's apparel licensees in order to recognize violations of the Code. This responsibility will include the compilation of a list of licensees and the maintenance of any relevant records necessary to enforce the Code, including information received from monitoring organizations about licensees for consideration by the Committee. The Intern will also actively work on developing mechanisms with other campuses who have signed Codes of Conduct to improve the effectiveness and efficiency of the Codes.

B. Decision-Making

A simple majority of the Committee must be present for the vote to take place, with at least one student, one faculty, and one staff member present. Only members who are present may vote, and decisions will pass by majority rule.

C. Meeting Schedule

The Committee will meet no fewer than two times each semester.

D. Responsibilities

1. Reviewing the Code of Conduct

The Committee will review the code annually to evaluate its effectiveness. Amendments to the code must be submitted to the committee for its approval.

2. Review Effectiveness of Monitoring

The Committee will review, at least annually, the effectiveness of the organization(s) conducting monitoring to ensure compliance with this Code and take appropriate steps to ensure effective monitoring.

3. Reviewing the State of Compliance

Licensees will be reviewed every six months for the first two years of their license agreement, and on an annual basis in subsequent years.

4. Reviewing Violations

The Committee will review any alleged violations of the University's code of conduct and determine whether they constitute violations. Based on this judgment, the committee will recommend an appropriate course of action to the Trademark Licensing Unit. At the same time, should Trademark Licensing Unit identify any alleged violations, the department will consult with the Committee on an appropriate course of action.

E. Public Accountability

1. The University's Code of Conduct will be published annually, and amendments as necessary in *Almanac*.

2. The Trademark Licensing Unit will make available to any interested persons information regarding licensees' working conditions, monitoring reports, and other relevant materials.

3. The Committee will work with other schools and interested organizations to improve responsible business practices in the manufacture of licensed University apparel.

F. Seeking and Rewarding Responsible Business Practices

1. The Committee will work with the Trademark Licensing Unit to seek out manufacturers that have instituted proactive measures to insure the responsible production of goods and give them preference by encouraging the University to consider doing business with them, taking into consideration competitive price, quality, and style.

2. Through the efforts of the committee in seeking out manufacturers with demonstrated responsible business practices, the University commits itself to giving preference to those with responsible monitoring policies, particularly manufacturers that agree to sign disclosure agreements with the University, taking into account competitive price, quality, and style. Representatives of departments responsible for purchasing University apparel will keep in regular contact with the Committee.

VIII. Pledge of Research and Development

The University commits itself to annually reviewing the development and research concerning an independent monitor, a coalition of sweat-free campuses, living wage standards, and any other areas developed, and deciding in consultation with the Committee whether these areas are feasible for Penn.

Annual Report of the Committee on Manufacturer Responsibility

The following was sent on April 25, 2003 to President Judith Rodin from Dr. Gregory Possehl, Chair of the Committee on Manufacturer Responsibility (CMR) in accordance with the Code of Workplace Conduct for University of Pennsylvania Apparel Licensees which was first published Of Record (Almanac March 28, 2000) and republished (Almanac, November 6, 2001 and January 28, 2003). As outlined in the Code, the CMR will review the Code annually; review the effectiveness of monitoring, review the state of compliance of the apparel licensees and review any alleged violations of the Code.

This letter is a report of what the Committee on Manufacturer Responsibility accomplished this year. We held seven meetings and generally occupied ourselves with the revision of our Licensee Compliance Questionnaire (LCQ) and reviewing the vendor responses to it. As you will recall, the Code of Workplace Conduct for Penn Apparel Licensees mandates that the Committee on Manufacturer Responsibility evaluate vendor compliance with this Code. The committee decided in 2001-2002 that a questionnaire was the best way for this to be done. They developed the first LCQ, sent it out and reviewed the responses. This experience led this year's committee to revise the LCQ, an effort that was very ably led by committee members Ms. Amy Johnson (Director of Communications and Special Projects, Business Services) and Mr. Eric Tilles (Associate General Counsel). The current committee sent this revised LCQ to all 32 of our vendors. We have received 27 responses. At this point I am pleased to say that all of the vendors who have responded to the questionnaire this year are either in compliance with our Code, or the committee is in the process of following-up on various questions that arose from their responses. Such follow-up is a routine part of our business, and I expect that they will be found to be in compliance too. The LCQ goes out to vendors on a timetable, and there are some few whose responses have not yet been returned to us because of this schedule. These vendors, and their LCQs, will be discussed by the Committee, along with the follow-up inquiries just noted, at the Committee's first meeting next September or October.

We also strengthened our ties to the two independent monitoring organizations that Penn belongs to: the Worker Rights Consortium (WRC) and the Fair Labor Association (FLA). Mr. Tilles attended the annual meeting of the WRC, and gave us a very fine report on that organization.

During this semester our committee intern Okey Onyekwe, a junior in the College, began a benchmarking project to ascertain whether or not other peer universities had a code of conduct and if they did, how they ensured compliance of their code, how they monitored their licensees, and whether or not they were members of the FLA, the WRC, or both. Based on the responses we have seen thus far, most universities have not developed their own codes and they require their licensees to adopt the FLA code and participate in that organization's monitoring process.

One matter emerged from the revision of the LCQ and the evaluation of vendor responses that might be a part of the business for the 2003-2004 committee. At times vendor responses to LCQ questions raise issues that seem to require further investigation. This year such matters were pursued for us by Business Services' Trademark Licensing Unit (Center for Technology Transfer) and Mr. Tilles. But the question of how vigorously the Committee should investigate such questions, as opposed to turning them over to our monitoring organizations, the WRC and FLA, did come up. The next committee might dwell upon this matter and establish a committee policy to handle it.

The Committee also recommended to Business Services that all of the vendors covered by the Penn Code of Workplace Conduct be required to be members of the FLA. The WRC does not have manufacturer members, or we would have required membership there as well. Business Services is currently implementing this new policy.

I would like to close with two words of thanks. The first goes to Ms. Leah Smith, who has been the committee's staff for the past three years. She was, in fact, the heart and soul of the committee, and did a superb job for us. She has asked to step down from this position, to turn her full time attention back to the Office of the Vice Provost for University Life. Finally, my thanks go to the entire Committee on Manufacturer Responsibility. They proved to be good, hardworking representatives of the Penn family, and it was my pleasure to be their Chair.

—Gregory L. Possehl, Chair, Committee on Manufacturer Responsibility
Professor, Department of Anthropology

President Rodin sent the following response on July 9, 2003 to Dr. Possehl and members of the Committee on Manufacturer Responsibility:

Thank you for your thorough report on the activities of 2002-2003 Committee on Manufacturer Responsibility (CMR). As always, I greatly appreciate the immense amount of time and effort you and the other members of the Committee have spent working on the important issue of fair labor.

Greg, I hope you will agree to continue to serve as Chair for the coming year. Your superb leadership and full grasp of the issues are incredibly valuable to me and certainly, to the entire University. It seems this year will be a final one for both of us, as I hear you will be retiring after the coming academic year. Congratulations in advance—you deserve to be proud of all of your wonderful accomplishments!

I do hope you will agree to continue serve as Chair of the CMR as it transitions to new leadership after your departure. In the meantime, you have my best wishes for a fantastic summer. Thank you again.

—Judith Rodin, President

Supplement to the 2003-2004 Faculty/Staff Telephone Directory

The directory supplement is available on the Business Services website.

To download the Adobe Acrobat pdf file go to:

www.business-services.upenn.edu/

Then, click on the link to Faculty/Staff Directory; the information can then be printed on two (8 1/2 x 11) pages, and tucked inside the directory.



EHRS Training

Introduction to Laboratory and Biological Safety at Penn; February 12, 9:15 a.m.–noon, BRB II/III Auditorium. (Please arrive early. Sign-in from 9-9:15 a.m. No admittance to the course after 9:15 a.m. Penn ID or driver's license is required for sign-in. A Certificate of Completion will be granted at the end of the training session. Only those individuals who sign-in and receive the Certificate will be given credit for the course.)

This new combined training program provides a comprehensive overview of safe work practices in the biomedical laboratory and meets the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) requirements for employees who work with hazardous substances including chemicals, human blood, blood products, fluids and human tissue specimens. All faculty, staff and students at the University who work in a laboratory and have not previously attended a live training presentation must attend this training.

The Office of Environmental Health & Radiation Safety (EHRS) develops and presents a variety of required training programs in live presentations or online formats. To determine which training programs are required, review the section "Training Requirements" on the EHRS website www.ehrs.upenn.edu/training/index.html.

More Summer Camps

In addition to the numerous summer camps included in last week's issue, Almanac has just learned of three more to add to the assortment of options—on land and in the water.

Quaker Swimming Camp

Quaker Swimming Camp is a competitive swim camp for boys and girls ages 9-16 June 21-25 and June 28-July 2. The cost is \$300 per one week session, which includes a personal swimming video tap. Participants should be capable of completing a 1.5 hour practice and finish a 200 freestyle (8 laps) without stopping, prior to attending camps. For information contact Catherine Holland at (215) 898-6138 or cholland@pobox.upenn.edu.

Quakers Baseball Camp

Penn Quakers Baseball Camp offers two sessions—July 29-31 and August 5-7, for students entering their sophomore, junior or senior year of high school. The cost is \$175 per session. Contact Bob Seddon at (215) 898-6282 or e-mail bseddon@pobox.upenn.edu.

Penn Tennis Camp

Penn Tennis Camp—August 14-15 is designed for junior high and high school students. Focus on match skills, singles and doubles strategy. The cost is \$125. Call (215) 898-6958 or e-mail csmalley_work@yahoo.com.

CHANGE

The exhibit *Through Her Eyes: Works in Photography and Prose* at Kelly Writers House runs through Saturday, February 28. 

EXHIBIT

Dead Sweet; storefront video by Aissa Deebi in which a woman consumes a chocolate soldier; Slought Foundation. *Through February 21*.

FILMS

10 *Touching the Void*; 7:30 p.m.; International House (Independent Film Channel).

18 *Against the Ropes*; with producer Robert Cort; 6:30 p.m.; The Bridge Cinema de Lux (Penn Cinema Studies).

FITNESS/LEARNING

Office of Community Housing

Seminars held at 4046 Walnut St. unless otherwise noted. Register at laedoonl@pobox.upenn.edu.

11 *Homeowner's Insurance*; noon-1 p.m. & 1-2 p.m.

12 *Home Inspection*; noon-1 p.m. & 1-2 p.m.

18 *Budgeting and Planning*; noon-1 p.m. & 1-2 p.m.; ste. 440, 3401 Walnut St.

19 *Hiring a Contractor/How to Modify Your Home for Special Needs*; noon-1 p.m. & 1-2 p.m.

MUSIC

13 *Live Concert with Drew Gress's Spin and Drift*; Drew Gress on bass, Tim Berne on alto saxophone, Ralph Alessi on trumpet, Craig Taborn on keyboard; 8 p.m.; \$15; Slought Foundation (Slought).

SPECIAL EVENT

18 *Foods of the Forest Dinner Buffet*; annual dinner including roasted hazelnut soup, rainbow trout and stuffed quail; 5:30-8 p.m.; Faculty Club; \$29.95; reservations: (215) 898-4618 (Faculty Club).

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **January 26-February 1, 2004**. Also reported were 21 Crimes Against Property (*including 18 thefts, 2 burglaries and 1 auto theft*). Full reports are on the Web (www.upenn.edu/almanac/v50/n21/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 **January 26-February 1, 2004**. 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.

01/26/04	11:36 AM	3400 Spruce St	Unauthorized male in area/Arrest
01/26/04	12:03 PM	103 S 36th St	Complainant received unwanted calls
01/26/04	10:16 PM	4200 Pine St	Complainant robbed by unknown males
01/26/04	11:27 PM	3915 Walnut St	Unauthorized withdrawal made from account
01/27/04	10:32 AM	3417 Spruce St	Unauthorized charges made on credit card
01/29/04	2:31 PM	3401 Walnut St	Unauthorized person in building/Arrest
01/30/04	1:37 PM	Curie Blvd	Unknown male grabbed complainant's buttocks
01/31/04	11:32 PM	3900 Chestnut St	Male wanted on warrant/Arrest
02/01/04	1:45 PM	3910 Irving St	Harassing calls and emails received
02/01/04	10:42 PM	40th & Spruce	Complainant struck by males/Arrest

18th District Report

7 incidents without any Arrests (including 6 robberies and 1 aggravated assault) were reported between **January 26-February 1, 2004** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

01/26/04	9:45 PM	4200 Pine St	Robbery
01/27/04	3:22 PM	4601 Market St	Robbery
01/27/04	8:10 PM	4400 Pine St	Robbery
01/29/04	1:33 AM	4400 Walnut St	Robbery
01/30/04	9:30 PM	4536 Spruce St	Robbery
02/01/04	5:30 AM	4619 Chester Ave	Aggravated Assault
02/01/04	12:15 PM	4800 Chestnut St	Robbery

CLASSIFIEDS—UNIVERSITY

RESEARCH

Do you have High Cholesterol? If so, are you worried about your risk of heart disease? Doctors at the University of Pennsylvania are studying the ability of an extract from the spice Turmeric (found in Curry Powder) to protect the heart. If you are between 18-75 years old and have high cholesterol you may be eligible to participate in our research study. Qualified participants will receive: Free medical exams, blood and urine tests, and study medication containing the extract. Compensation for your time and travel will be provided. Call (215) 662-9040 for more information.

Participants with Hypertension Needed for research study using herbal remedies. If you are diagnosed with mild hypertension, are 21 years or older, and are able to visit in the mornings every other week, please consider participation in this very interesting research project. Participants will receive free physical exam, lab work, EKG, 24 hour ambulatory blood pressure monitoring, and all medications. Compensation at completion \$1,400. Please call Virginia Ford, CRNP for more information, (215) 662-2410.

Want To Lose Weight? The UPenn Weight and Eating Disorders Program is offering a 2-year weight loss program beginning this February and March. Women aged 21-50 who are 50 or more pounds overweight (BMI 30-40) may be eligible. Please call Lauren at (215) 898-3184 to see if you qualify.

Almanac is not responsible for contents of classified ad material.

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

Overweight volunteers wanted for a study using the dietary supplement **chromium picolinate**, looking at its effects on improving risk factors for diabetes and heart disease such as cholesterol, blood pressure and blood sugar. The Preventative Cardiology Program at the University of Pennsylvania seeks volunteers between the ages of 18 and 75 who are overweight or have high triglycerides, cholesterol, blood pressure, or high blood sugar, but no diabetes. Participants will receive free health assessments, study pills, and dietary counseling as well as compensation for time and travel. Contact Sheri Volger at (215) 898-8672 or sheriv@mail.med.upenn.edu.

Women taking estrogen. The University of Pennsylvania Health System seeks volunteers for a bone density medical research study. If you meet the following description, you may be eligible: Female, Ages 45-55, Taking estrogen or would like to take estrogen for menopausal symptoms. Contact: Helen Peachey at: (215) 898-5664 or peacheyh@mail.med.upenn.edu. Volunteers are compensated.

Volunteers Needed for **Osteoporosis Study** The University of Pennsylvania Health System/ Department of Radiology seeks women 60 years or older. Eligible volunteers would receive a magnetic resonance (MRI) and a dual energy X-ray exam (DEXA) to measure bone density. Participants will be compensated. Please contact Louise Loh or Helen Peachey at (215) 898-5664 for more information.

TALKS

12 *Charles Fuller on Writing*; Charles Fuller, playwright; 4 p.m.; Bodek Lounge, Houston Hall (Office of the Provost; African-American Resource Center; Art Sanctuary of Philadelphia).

13 *The State of Play: An Exhibition of Latin American Colonial Art*; Joseph Rishel, Philadelphia Museum of Art; 3 p.m.; Rich Seminar Room, Jaffe Bldg. (History of Art).

16 *Molecular Events Regulating Extracellular Matrix-Mediated Survival Pathways in Epithelial Cells*; Mauricio Regatino, cell biology; 10 a.m.; Grossman Auditorium, Wistar Institute (Wistar).

Deadlines: The deadline for the Update is each Tuesday, for the following issue. The deadline for the March AT PENN calendar is today, *February 10*. For more information, see www.upenn.edu/almanac/calendar/caldead-real.html.

CLASSIFIEDS—PERSONAL

FOR RENT

Beachblock-Ocean City, NJ (Gardens): Weekly rentals, reasonable, Penn discount, sleeps six, all conveniences, parking, A/C, cable, call Steve (610) 565-1312.



Almanac

Suite 211 Nichols House
3600 Chestnut Street, Philadelphia, PA 19104-6106
Phone: (215) 898-5274 or 5275 FAX: (215) 898-9137
E-Mail: almanac@pobox.upenn.edu
URL: www.upenn.edu/almanac

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 and online.

EDITOR Marguerite F. Miller
ASSOCIATE EDITOR Margaret Ann Morris
ASSISTANT EDITOR Natalie S. Woulard
STUDENT ASSISTANTS Jovann Boyd,
Pablo Sierra
Jamar Benyard

ALMANAC ADVISORY BOARD: For the Faculty Senate, Martin Pring (chair), Helen Davies, Lance Donaldson-Evans, Lois Evans, Charles Mooney, Joseph Turow. For the Administration, Lori N. Doyle. For the Staff Assemblies, Michele Taylor, PPSA; Omar Mitchell, WPSA; Varvara Kountouzi, Librarians Assembly.

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, gender identity, 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 awards; athletic, or other University administered programs or employment. Questions or complaints regarding this policy should be directed to Jeanne Arnold, Executive Director, Office of Affirmative Action, 3600 Chestnut Street, 2nd floor, Philadelphia, PA 19104-6106 or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

City and Community Relations updates will appear in next week's Almanac, along with an update on the Governor's proposed FY 2004-2005 budget.

Federal Relations

On January 23, 2004, the President signed the Fiscal Year 2004 Consolidated Appropriations bill, which included seven of the 13 annual appropriations bills that Congress must pass each fiscal year (Congress had passed the other six, earlier). Most importantly to Penn, the bill included funding for the National Institutes of Health (NIH) and for student financial aid. NIH received \$27.9 billion (3 percent increase, compared with 12 percent in fiscal year 2003). The bill did not increase the maximum allowable Pell Grant, which remained at \$4,050, and provided \$3.1 billion combined for Perkins Loans, Supplemental Education Opportunity Grants, Work-Study, LEAP, TRIO, and GEAR UP (less than 1 percent increase).

On February 2, 2004, the President released his proposed Fiscal Year 2005 Budget. The proposed budget calls for \$818 billion in discretionary spending (4 percent increase), including \$402 billion for defense (7 percent increase) and \$30 billion for homeland security (10 percent increase). For non-defense/homeland security discretionary spending, the budget would increase by \$2 billion, to \$386 billion, a less than one percent increase.

The budget proposes the following increases for research and development: Department of Defense, \$4.37 billion (7 percent, but primarily in development); Department of Homeland Security, \$163 million (15 percent, also primarily in development); National Science Foundation, \$137 million (3 percent); National Institutes of Health, \$764 million (2.6 percent); NASA, \$415 million (4 percent); Department of Energy, \$58 million (1 percent).

The budget proposes no increase in the maximum Pell Grant, \$2.97 billion combined for the other student aid programs listed above (-5.2 percent), and level funding for international education programs (\$104 million).

The budget proposes \$162 million for the National Endowment for the Humanities (20 percent increase) and \$139 million for the National Endowment for the Arts (16 percent increase).

The President's budget is the first step in a process that will include House and Senate efforts first to pass their own budget resolutions and then the required annual appropriations bills. Therefore, the status of particular programs in the President's budget may well change by the time the budget and appropriations process is completed. Congress invariably adjusts the President's budget according to its own priorities. At the same time, it is important to note that the fiscal situation in Washington is extremely difficult.

Also, in January, the Department of Homeland Security instituted the US-VISIT program, under which most visitors to the United States are digitally fingerprinted and photographed at their point of entry. Initial reports

suggest that this program is not causing significant delays for visitors.

OGCPA, in conjunction with the higher education community, continues to monitor closely the budget and appropriations process, immigration policy, and other issues of interest to Penn, and will update the Penn community on developments and work aggressively to advocate for Penn's interests.

Commonwealth Relations

On December 23, 2003 Governor Rendell signed into law HB 1379 (Act 15A of 2003), Penn's non-preferred Commonwealth appropriation bill for Fiscal Year 2003-2004. The bill had been previously approved by the Pennsylvania Senate on December 19 by a vote of 49-0 and on December 22 by the House by a vote of 161-39. HB 1379 provides a total of \$42,946,000 in support of Penn programs, a reduction of 5% below the level authorized in the last fiscal year. The 5% reduction is consistent with the level originally proposed by Governor Rendell in February of last year and also with the finally approved funding levels for all other state-funded institutions of higher education. A chart showing the breakdown of funding for all five Penn line items (Veterinary School, Medical School, Cardiovascular Studies, Dental Clinics and University Museum) is below.

The General Assembly also approved HB 1589, a General Fund budget bill restoring many of the cuts which had been made last March when the Legislature approved a "bare-bones" budget. The bill includes the total restoration of the Medical Assistance cuts (outpatient disproportionate share, medical education and Community Access Fund) to hospitals across the state for treatment of uninsured patients. The total impact of the cuts to Penn's three urban hospitals (HUP, Presbyterian and Pennsylvania) would have been \$14 million annually.

HB 1589 also included total restoration of funding to Penn's Cancer Center, which had been cut by 55% under the earlier budget.

Finally, the Legislature gave final approval to MCARE abatement legislation (HB 44) which will be funded through an increase in the cigarette tax. MCARE is the state-run medical liability insurance program providing mandatory supplemental insurance coverage for physicians. Under HB 44 physicians in high risk categories (surgeons, neurosurgeons, obstetricians/gynecologists, orthopedic surgeons and emergency physicians at trauma centers) will receive 100% abatement of their MCARE premium for calendar years 2003 and 2004. All other physicians will receive 50% abatement.

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

University of Pennsylvania Commonwealth of Pennsylvania History of Non-preferred Appropriation (in thousands of dollars)

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003 FINAL HB 2495	FY 2004 FINAL HB 1379	FY 2004 % INC.
Instruction	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0
Medical Instruction	4,034	4,034	4,034	4,034	4,034	3,832	-5.0
Dental Clinics	938	938	938	938	891	846	-5.0
Cardiovascular Studies	132 ²	632 ¹	882	1,632	1,600	1,520	-5.0
Veterinary Activities	31,489	32,276	34,783	36,626	38,445	36,523	-5.0
University Museum	199 ²	219 ²	241 ³	248 ³	236 ³	225 ³	-4.7
Total University	\$36,762	\$38,099	\$40,878	\$43,478⁴	\$45,206⁵	\$42,946	-5.0

¹ Includes \$132,000 appropriated through separate non-preferred appropriation.

² Appropriated through separate non-preferred appropriation.

³ Appropriated through PA Historic and Museum Commission (not part of submission to PDE).

⁴ Note: Amount authorized by HB 1201. Does not reflect 3% freeze announced 1/18/02.

⁵ Note: Amount authorized by HB 2495. Does not reflect 2% freeze announced 2/13/03.

(as of 1/6/04)