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Segal Professor of American Social Thought: Thadious Davis



Thadious Davis

SAS Dean Rebecca Bushnell has announced the appointment of Dr. Thadious M. Davis, professor of English, as the Geraldine R. Segal Professor of American Social Thought.

Dr. Davis is widely known for her biographical scholarship on prominent American writers such as William Faulkner, Langston Hughes and Nella Larsen. Her teaching and research focus on fiction, women's writing and African American literature. Prior to joining Penn's department of English this academic year, Dr. Davis served for nine years as the Gertrude Conaway Vanderbilt Professor of English at Vanderbilt University. She has also held faculty appointments at Brown University, the University of North Carolina at Chapel Hill and the University of Massachusetts, Boston.

Dr. Davis is the author or editor of nine books, including *Nella Larsen, Novelist of the Harlem Renaissance: A Woman's Life Unveiled*, which received both the College Language Association Award for Creative Scholarship and the Anna Julia Cooper Award for Feminist Scholarship. Her other books include *Faulkner's "Negro": Art and the*

Southern Context; Games of Property: Law, Race, Gender, and Faulkner's Go Down, Moses; and Afro-American Fiction Writers After 1955. She has published articles and poems in *African American Writers, Black American Literature Forum* and *Southern Studies*.

Among her many honors, Dr. Davis has received fellowship awards from the American Council of Learned Societies, the National Endowment for the Humanities and the New York Public Library Center for Scholars and Writers. In 2002, she was invited by First Lady Laura Bush to participate in the White House Symposium on the Harlem Renaissance. Dr. Davis holds her bachelor's degree from Southern University in Baton Rouge, her master's from Atlanta University and her doctorate from Boston University.

This chair was created with a gift made in 1978 by Bernard and Geraldine Segal when the late Geraldine Segal, Ed '30, Gr '78, completed her Ph.D. in sociology. This chair is interdisciplinary in nature and is intended for a scholar of national reputation whose central interests include human rights, civil liberties and race relations. The late Bernard Segal, C '28, L '31, received Penn's Alumni Award of Merit in 1977. He was also a Penn Trustee and the former president of the American Bar Association.

Glossberg Term Professor in Humanities: Margreta de Grazia

Dr. Margreta de Grazia, professor of English, has been named the Joseph B. Glossberg Term Professor in the Humanities. A noted scholar of Shakespearean studies, Dr. de Grazia has been at Penn since 1983 and was appointed as the inaugural holder of the Clara M. Clendenen Term Chair in English in 1998. In addition to her former service as the graduate chair in the department of English, she has taught such undergraduate and graduate courses as "Early Modern Epochal Figures" and "Works, Renaissance Gothic and Shakespeare." In 2003, her commitment to teaching excellence earned her an Ira H. Abrams Memorial Award for Distinguished Teaching, SAS's highest teaching distinction.

Dr. de Grazia is the author of *Shakespeare Verbatim* and co-editor of the *New Cambridge Companion to Shakespeare Studies*. She also co-edited *Subject and Object in Renaissance Culture* with Maureen Quilligan, a former Penn English professor, and Peter Stallybrass, Walter H. and Leonore C. Annenberg Professor in the Humanities and professor of English. Dr. de Grazia's latest work focuses on Shakespeare as a historical and cultural phenomenon; early modern notions of subjectivity and authorship; the production and ownership of early modern texts; and the periodizing of literary history. She recently completed a book entitled "*Hamlet*" without *Hamlet*, which examines the emergence of psychological criticism and the consequent effacement of the play's preoccupation with questions of entitlement.

Her scholarship has been supported by fellowship awards from the American Council of Learned Societies, the National Humanities Center and the Guggenheim Foundation. Before coming to Penn, she taught at the University of New Mexico and at Georgetown University. Dr. de Grazia holds her bachelor's degree from Bryn Mawr College and her master's degree and doctorate from Princeton.

This term chair was established in the late 1980s with gifts from Joseph B. Glossberg and Burton X. Rosenberg, both of whom earned undergraduate degrees in economics at Penn in 1963. Mr. Glossberg is senior managing director of Gofen & Glossberg, LLC., a firm of investment counselors in Chicago. He is a former Penn trustee and funded a scholarship for students in the College. Mr. Rosenberg, an attorney in the law firm of Seyfarth Shaw in Chicago, has also given to SAS over the years.



Margreta de Grazia

Moore Professor of Electrical and Systems Engineering: Daniel Koditschek

Dr. Daniel E. Koditschek has been named the Alfred Fitler Moore Professor of Electrical and Systems Engineering. Dr. Koditschek joined the Penn faculty in January 2005 and was named chair of the electrical and systems engineering department within the School of Engineering and Applied Science. Dr. Koditschek received his bachelor's degree in engineering and applied science and his M.S. and Ph.D. degrees in electrical engineering in 1981 and 1983, all from Yale University. He served on the Yale faculty in electrical engineering until moving to the University of Michigan a decade later.



Daniel Koditschek

Dr. Koditschek's research interests include robotics and, more generally, the application of dynamical systems theory to intelligent mechanisms. His archival journal and referred conference publications, numbering well over 100, have appeared in a broad spectrum of venues ranging from the *Transactions of the American Mathematical Society* through the *Journal of Experimental Biology*, with a concentration in several of the IEEE publications and related *Transactions on Computers*. Various aspects of this work have received mention in general scientific publications such as *Scientific American* and *Science* as well as in the popular and general lay press such as *The New York Times* and *Discover* magazine. Dr. Koditschek is a member of the AAAS, AMS, ACM, MAA, SIAM, SICB and Sigma Xi and is a Fellow of the IEEE.

Dr. Koditschek holds secondary appointments within the School of Engineering and Applied Science in the departments of computer and information science as well as mechanical engineering and applied mechanics.

This chair is one of three scholarly chairs established as part of The Moore School Trust with the purpose of perpetuating the Moore family name.

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Carol Scheman Stepping Down as VP for Government

Carol Scheman has decided to step down from her position as vice president for government, community and public affairs as of July 1, 2005.

"During her tenure at Penn, Carol has played a key role in developing lasting partnerships with Penn's neighbors and community organizations," said President Amy Gutmann. "In addition, she has created superbly strong relationships for Penn with leaders in the City, in Harrisburg and in Washington, D.C. She leaves the University on strong footing with these important partners," Dr. Gutmann added.

One of the original co-chairs of the West Philadelphia initiatives, Ms. Scheman worked closely with city and community leaders to help transform the community. She created new programs including Commiversity Days (*Almanac* November 14, 1995) and First Thursday meetings. She worked collaboratively with the Commonwealth, resulting in increased appropriations and capital support.

"Carol has also lent valuable support and sage advice to the Neighborhood Initiatives and External Affairs Committees of the Board of Trustees. In addition, her participation and leadership on important associations, including the Consortium on Financing Higher Education, the Middle States Commission and the Association of American Universities, has assured that Penn played an important national role in addressing key policy issues in higher education," said Dr. Gutmann.

Ms. Scheman came to Penn from the U.S. Food and Drug Administration in 1994 to fill the then-new position of vice president for government and community relations (*Almanac* September 6, 1994).

Over the course of the coming months, Ms. Scheman will be working closely with Joann Mitchell, vice president and chief of staff, and Craig Carnaroli, EVP, to ensure a smooth transition. She will spend a substantial amount of time in Washington, D.C. working on pressing policy matters and key budget and appropriations issues. A search for Ms. Scheman's successor will begin immediately, according to Dr. Gutmann.

PennMed's Complementary and Alternative Medicine Program

Penn Medicine and the Tai Sophia Institute for the Applied Healing Arts of Laurel, Maryland, have signed an affiliation agreement to collaborate on education, research and clinical activities in complementary and alternative medicine.

Three initiatives relating to medical education, clinical activities and the monitoring of the quality of herbal medicines and herbal products are initial targets for the program. The initiatives will include the creation of a Master's Degree in Complementary and Alternative Medicine, to be offered by the Tai Sophia Institute and developed in collaboration with Penn School of Medicine faculty. "This degree program is one of the first of its kind in the nation," said Dr. Alfred P. Fishman, senior associate dean for program development at the School of Medicine and co-director of the collaboration. "It will afford a solid background for Penn's medical and nursing students in their understanding of alternative healing arts."

A second initiative will be the creation of an "Optimal Healing Environment" at the Presbyterian Medical Center. This will be developed by the Division of Cardiology at Presbyterian Medical Center and the Tai Sophia Institute and will integrate Complementary/Alternative Medicine into conventional cardiac care. Robert M. Duggan, president of the Tai Sophia Institute is the other co-director.

The third part of the collaboration will consist of the development of postgraduate and programs in continuing education. One program currently under development will provide physicians with ready access to clinically important information about herbal medicines and promote the use of online herbal databases. The School of Medicine's highly rated Continuing Medical Education Program (CME), which has recently received re-accreditation with a commendation and rating of exceptional by the Accreditation Council for CME, will play an important role in this phase of the collaboration.

Death

Richard Greenfield, Former Researcher

Richard (Dick) Greenfield, a former research coordinator, died on February 19 after a lengthy illness at the age of 59.

A graduate of Northwestern University and a graduate student in political science at Penn, Mr. Greenfield was employed at Penn in "The Philadelphia Social History Project," directed by Dr. Theodore Hershberg, professor of public policy and history, and director of the Center for Greater Philadelphia. Mr. Greenfield began working here in 1975 as a teaching fellow and was a research coordinator when he left in 1982. From the mid-1970s until the early 1980s, Mr. Greenfield made major contributions to the work of his scholar colleagues in selecting the appropriate social science research methodologies to analyze a computerized database of nineteenth-century population and infrastructure data on Philadelphia. He went on to work in the City's Records Department, and spent several years in Saudi Arabia where he was a GIS consultant. More recently, he was a volunteer for Friends of the Boston Harbor Islands.

Mr. Greenfield is survived by his father, Thomas; sister, Carol; and brother, Tom, Jr. Memorial contributions may be made to Massachusetts General Hospital or to the American Diabetes Association.

PPSA Membership Meeting

On Wednesday, *March 9*, the Penn Professional Staff Assembly (PPSA) General Membership Meeting will be held at noon in room G-55, Jon M. Huntsman Hall, 3730 Walnut Street. The meeting is open to all Penn professional staff employees.

Come hear about past activities and initiatives, upcoming board elections, and other ways to get involved in the University community as a member of the PPSA. Light refreshments will be served.

For more information call Kate Ward-Gaus at (215) 573-3525.

—Rodney Robinson, PPSA Chair

African Studies Center: Lydie Moudileno



Lydie Moudileno

Dr. Lydie E. Moudileno, associate professor of Romance languages, has succeeded Dr. Lee V. Cassanelli, associate professor of history, as director of the African Studies Center (ASC) at Penn.

Dr. Moudileno received her Ph.D. in French literature from the University of California, Berkeley in 1994. Her field of study is Francophone literatures, with a primary focus on contemporary Caribbean and African novels. She is the author of *L'Écrivain antillais au miroir de sa littérature: mises en scène et mise en abyme du roman antillais* (Editions Kathala, 1997). She has published several articles exploring issues of creolization and postcolonial identity in the works of Maryse Condé, Henri Lopes, and Sony Labou Tansi. She is currently working on figures of foreign black characters in literature and film from Africa and the diaspora.

ASC is a National Resource Center for Africa, and its activities are funded in part by a Title VI grant from the U.S. Department of Education. The Center—in room 647 Williams Hall—offers undergraduate students major and minor degrees in African Studies. Penn graduate students may earn a certificate in African Studies. Several African languages, including Igbo, Swahili, Twi, Wolof and Zulu, are taught through the Center in collaboration with the Penn Language Center. ASC coordinates a wide range of course offerings in anthropology, history, literature, politics, religion and sociology. Faculty and staff share a commitment to a broad, integrated approach to the study of African people, their institutions and the wider world where they now reside. The geographic interests of Penn Africanists span the continent—including Francophone and Islamic countries—and extend to the African diaspora throughout the world. The Center actively participates in outreach events hosting workshops throughout the year and visiting K-12 schools.

For further information on ASC's programming call (215) 898-6971 or visit the Center's website at www.africa.upenn.edu.

Memorial for Britton Harris

The Department of City and Regional Planning at PennDesign has planned a memorial for Britton Harris, emeritus professor of city and regional planning, who died on February 8, at the age of 90 (*Almanac* February 15, 2005). The memorial service will be held Saturday, April 9, at 4 p.m. in Meyerson Hall.

To Report A Death

Almanac appreciates being informed of the deaths of current and former faculty and staff members, students and other members of the University community.

However, notices of alumni deaths should be directed to the Alumni Records Office at room 545, Franklin Building, (215) 898-8136 or send them via e-mail to record@ben.dev.upenn.edu.

No Issue During Spring Break

There is no *Almanac* scheduled for March 8. Staff are on duty during the Break to assist contributors planning for the issues immediately after Spring Break. Publication will resume on *March 15*.

Breaking news, if any, and weekly crime reports will be posted to "*Almanac Between Issues*."

Report of the Ad Hoc Committee on Safety in a Diverse Environment

Submitted to the President and Provost
February 28, 2005

Introduction

On November 21, 2004, Penn student Warith Deen Madyun and three companions were stopped by the Penn Police on Locust Walk in the course of pursuing the perpetrators of a theft that had just occurred nearby. While the four individuals met the description of the suspects that the police were looking for, the interaction between Warith Deen and the police raised concerns in the community about the safety and security of, in particular, African American males on campus.

In light of this incident, President Amy Gutmann directed Interim Provost Peter Conn to convene an ad hoc committee to look closely at issues of diversity and security on our campus and to make recommendations for further work to be done to ensure a safe and comfortable environment for all members of our community.

The Ad Hoc Committee on Safety in a Diverse Environment, comprised of students, faculty and staff, met on five occasions and had thoughtful and productive discussions. Committee members wish to acknowledge the cooperation and participation of the Division of Public Safety¹ throughout the Committee proceedings. The report and recommendations of this Committee follow in five parts. First, the report discusses the context in which the issue of racial tension arises at Penn. The official charge of the Committee follows this section. Third, the report articulates steps that have been taken by the Division of Public Safety since last spring to address recommendations made by the Ad Hoc Committee on Racial Profiling (*Almanac* April 24, 2004). Fourth, the report recommends further action to be taken by the University in order to improve and strengthen relationships between the Division of Public Safety and members of the minority community, in particular. Finally, the report articulates the steps that will need to be taken in order to implement these recommendations.

I. Background and Context

The University of Pennsylvania is situated in the heart of West Philadelphia, a vibrant and diverse urban environment. As such, it both benefits from and is challenged by the economic, racial, ethnic, cultural, and social diversity that defines urban life in America. Penn, as a complex and diverse institution, periodically confronts serious concerns about racial discrimination. We are by no means alone in confronting this challenge. Urban environments nationwide face crucial issues of racial bias and stereotyping and other forms of systematic and invidious discrimination, which disproportionately affects African American males.

The fact, however, that racial discrimination is a national problem does not in any way relieve this University of its obligation to address it. On the contrary, Penn has a responsibility as a premier educational institution to forthrightly and aggressively find new solutions to this persistent problem. In 2002, the University's Board of Trustees reaffirmed their commitment to diversity by adopting the following statement: "Penn rejoices in the rich diversity of persons, groups, views, and academic disciplines and programs that grace the campus of the nation's first university. Tapping our diversity to strengthen ties across all boundaries enriches the intellectual climate and creates a more vibrant community. Fostering and nourishing this diversity, especially among students, faculty, staff, and trustees must remain central to the core missions of the University."

Clearly this is not the first time that Penn has been challenged to find new ways to improve the climate on campus for all members of the community—nor will it likely be the last. We further recognize that the steps we recommend in part four of this report are not the first that have been developed on this subject. Indeed, part three of the report lays out in detail actions that have been taken in response to an earlier report.

¹The Division of Public Safety is comprised of six departments: Penn Police, PennComm, Fire and Emergency Services, Security and Technical Services, Special Services, and Finance and Administration. The Penn Police Department includes 99 sworn police officers who are University employees and have the same law enforcement authority as their colleagues in the Philadelphia Police Department. For additional information about the Division of Public Safety please see www.publicsafety.upenn.edu.

In short, this is an ongoing process in which we need to remain vigilant and attentive. We are responding to the most difficult and complicated of societal issues and we continue to find new paths and new paradigms in order to make steady progress.

In addressing the task before the Committee, the group started from the proposition that we live in a society in which some members of certain groups often pay a price for who they are and how they appear. The Committee acknowledged this reality and the limits it places on solutions. The Committee nonetheless enthusiastically embraced the challenge before us—the need for all members of the Penn community to take responsibility for building bridges between and among all of us as well as the need to enhance feelings of confidence and trust between the police and the community. To that end, the Committee reaffirmed the principle that the University, and DPS, remain vigilant in their commitment to respect the individual rights and civil liberties of all members of the Penn community when interacting with the Penn police. Finally, the Committee recognized the need for the established mechanisms and institutions at Penn to be part of an ongoing effort to strengthen the rich diversity of our University while establishing a safe and secure environment for Penn and the West Philadelphia community.

As a recent National Academy of Sciences report concludes, "research on public opinion documents the profound gulf between the races in the United States in people's views of the legitimacy of the police."² The level of trust in the police—any police in any city—is far lower among historically disadvantaged minority groups than it is among white Americans. At the same time, all of us depend on the police to ensure our safety, often by putting their own safety in jeopardy. Our task is to acknowledge the tensions that arise from conflicting perceptions, and to do all we can to foster respect and mutual understanding.

II. The Charge of the Ad Hoc Committee on Safety in a Diverse Environment

President Gutmann presented the Committee with the following charge:

The Committee will look closely at the relationship between the Division of Public Safety (DPS) and people of color, most specifically African American males. The Committee will review relevant police policies, procedures and reports, specifically focusing on the report submitted last spring by the Ad Hoc Committee on Racial Profiling. The Committee will present concrete suggestions on how to improve relationships between DPS and community members of color in order to foster an environment in which all members of the Penn community can flourish, feel safe and achieve mutual respect.

III. Update to the Community Regarding the Division of Public Safety's 2004 Ad Hoc Committee on Racial Profiling Report

Submitted by Maureen Rush, Vice President, Division of Public Safety

Racial profiling is a serious concern nationally, and for our community. Professional police departments concerned about their communities have developed bias based profiling policies to ensure that their officers are treating all citizens equally and with respect. To meet this goal, in January 2001, the Penn Police Department issued Directive Number 87, Bias Based Profiling. Three years later, the Ad Hoc Committee on Racial Profiling benchmarked the UPPD's policies and procedures regarding bias based profiling, as well as community oriented policing measures, with other colleges and universities, as well as with municipal police departments. After extensive national research, the Ad Hoc Committee found that the UPPD's Bias Based Profiling policy is largely consistent with national standards.

(continued on page 4)

²Committee to Review Research on Police Policy and Practices (2003). *Fairness and Effectiveness in Policing: The Evidence*. Washington, D.C.: National Academy of Sciences.

Report of Ad Hoc Committee on Safety in a Diverse Environment

The following section provides an update on initiatives that were recommended in the spring of 2004 by the Ad Hoc Committee on Racial Profiling and also details other relevant programs that were initiated prior to the Ad Hoc Committee's work. The programs and the status of their completion are as follows:

1. Training for all Division of Public Safety Personnel:

• Form a DPS Advisory Board³ Training Committee:

At the request of the Vice President of Public Safety, Professor Dennis Culhane, Chair of the DPS Advisory Board, appointed a subcommittee on training to assist the Vice President of Public Safety in developing a multi-year training curriculum on diversity and supporting issues. The training subcommittee is chaired by Ms. Jeanne Arnold, Executive Director of the Office of Affirmative Action. The subcommittee met on November 22, 2004 and consulted with a national training consulting firm on February 24, 2005, that will assist DPS in developing training for 2005 and beyond. The subcommittee will review training materials before their implementation. DPS's goal is to deliver training to members of the division in the spring and summer of 2005, which will enhance their "cultural competency" or improve the ability of officers to deliver services to a diverse community.

2. Develop Communications for the Community on Interactions with the UPPD:

• Develop an Informational Brochure for the Community:

The UPPD, in partnership with the University of Pennsylvania's minority coalition student leaders, developed a brochure entitled *The Law and You at the University of Pennsylvania*. This brochure offers detailed suggestions for citizens on how to respond to interactions with law enforcement officers, as well as an overview of legal guidelines under which law enforcement officers must operate when stopping citizens for investigation. This document could facilitate additional interaction and inspire feedback from the community.

3. Review and Reporting of Data:

In order to reinforce the integrity and spirit of the Bias Based Profiling policy the following changes were made to the UPPD policy:

• *An annual review of aggregate data on pedestrian and vehicular stops, citations, arrests and searches by perceived race, ethnicity and gender will be conducted and presented annually to the Division of Public Safety Advisory Board.*

• *The Chief of Police will review officer level investigations on pedestrian and vehicular stops by perceived race, ethnicity and gender, and the proportion of stops leading to citations, arrest or search by perceived race or ethnicity and gender on a monthly basis.*

• *DPS has entered into a consulting engagement with Dr. Lori Fridel of the Police Executive Research Forum (PERF), a national law enforcement think-tank, to assist DPS in developing the statistical analysis methodology for the data being collected on pedestrian and vehicular stops. Dr. Fridel presented an overview of her credentials and expertise in this area to the DPS Advisory Board members at the Board's January 31, 2005 meeting.*

4. Citizen's Complaint Process:

Several years ago the Citizen's Complaint Process was revamped. As a result, citizens were able to access the complaint forms, which may be faxed, e-mailed, mailed or hand delivered to DPS, and an explanation of the process through the following means:

- DPS website at www.upenn.edu/police/complaint.htm
- DPS Headquarters, 4040 Chestnut Street
- Penn Resource Centers

• *In 2004, DPS added the following organizations to provide additional methods through which an individual could file a citizen's complaint:*

- United Minorities Council (UMC)
- Undergraduate Assembly (UA)
- Graduate and Professional Student Assembly (GAPSA)
- Office of Community Relations

³ The DPS Advisory Board is comprised of Penn faculty, staff and students, including: Dr. Elijah Anderson, Jeanne Arnold, Dr. William Baxt, Christopher Bradie, Glenn Bryan, Erin Cross, Dr. Dennis Culhane, *Chair*, William Gipson, Barry Hilts, Dr. Sean Kennedy, Dr. Peter Kuriloff, Dr. David Mandell, Gabby McLane, Fatimah Muhammad, Philip Nichols, Dr. Howard Stevenson, Barry Stupine, D. L. Wormley and Wendy White. It was established to advise the Vice President of Public Safety on the strategic direction of DPS in order to maximize the quality of life for the Penn and University City communities. The Advisory Board assists DPS in educating the Penn community about the programs and services it offers and also advises the Vice President about services desired by the community.

5. Customer Service Programs:

In order to increase the effectiveness of services to our community DPS developed the following programs:

• 24 hour Division of Public Safety Customer Service Feedback Telephone Line:

Community members can call (215) 573-TALK (8255) with comments, questions, critiques, complaints, kudos and ideas. Action will be taken immediately by the appropriate DPS Department and the individual filing the feedback will, if appropriate, receive a response.

• Division of Public Safety Customer Service Feedback Web Site:

Community members can submit comments, questions, critiques, complaints, kudos and ideas via the DPS web at www.publicsafety.upenn.edu. Action will be taken immediately by the appropriate DPS Department and the individual filing the feedback will, if appropriate, receive a response.

• Division of Public Safety Customer Service Kiosks:

Community members can access the DPS Customer Service Kiosks in the lobby of the Public Safety headquarters 24 hours a day, 7 days a week. Individuals can learn what's new at DPS, as well as log onto the DPS Customer Service Feedback Web Site, file a Citizen's Complaint, or review the Daily Crime Log, among many other options.

• Customer Service Surveys:

Any community member receiving a service from Public Safety is contacted and asked to provide feedback on their level of satisfaction with the service rendered. A monthly report is generated detailing the level of satisfaction of the Penn and/or West Philadelphia community members. These monthly reports are posted to the DPS web at www.publicsafety.upenn.edu for the community to view.

6. Community Policing Programs:

• Continue to attend West Philadelphia community meetings:

The Division of Public Safety is represented at ten monthly community meetings. This gives members of the West Philadelphia community an opportunity to provide feedback to the Vice President of Public Safety and/or the Chief of Police. All of the community groups have been notified about our Customer Service Feedback Telephone Line and Customer Service Feedback Web Site.

• UPPD Detective College House Liaison Program:

The UPPD Detectives interact daily with members of the community. The UPPD has enhanced the College House Community Liaison Program. Detectives are assigned specific College Houses, and are the primary liaisons regarding crime prevention, outreach and investigative services for the College House residents. Each assigned detective will work closely with the College House Faculty Masters and House Deans in developing proactive programs and responses to a variety of issues and concerns of the residents. The primary goal of this program is to foster and strengthen the working relationship between the UPPD, students, faculty and staff.

• UPPD Supervisory Patrol Zone Program:

The Chief of Police has designed a new program that will assign specific zone responsibilities for UPPD supervisors. The primary goal of this program is to enhance communications and trust between the UPPD and the community. The supervisors will work closely with the community on crime prevention, quality of life enhancement programs, special events and other proactive projects. More importantly, it will put a face to the name of UPPD supervisors. The supervisors will also introduce officers under their command to opportunities to engage face-to-face with community members.

7. Bias Based Profiling Policy Review:

While the Ad Hoc Committee on Racial Profiling found that the UPPD's bias based profiling policy is largely consistent with national standards, nonetheless, the Vice President of Public Safety has charged the Chief of Police to continually benchmark national law enforcement best practices as they relate to biased based profiling policies and to enhance the UPPD policy when appropriate.

IV. Additional Recommendations Made by the Ad Hoc Committee on Safety in a Diverse Environment

1. Create opportunities for candid and consistent communication between and about DPS and the Penn community, particularly the minority community.

- Explore ways to use the College Houses more effectively, e.g. create separate break-out discussions of racial issues. These sessions should begin early and continue throughout the academic year. Guest speakers, including Penn faculty members, could be invited to participate

in order to enhance discussions. The dialogues may also be hosted by other venues such as the cultural resource centers. These conversations, when combined with other University initiatives, offer the opportunity to address issues of racial differences and conflict in a more holistic way, which is appropriate for a University that seeks to educate and elevate its citizenry.

- Encourage the minority coalitions, class officers, athletic teams, other student leaders and administrative offices to update the community about relevant issues with DPS, as needed. Encourage the Graduate and Professional Student Assembly and the Black Graduate and Professional Student Assembly to do the same for the graduate and professional student population.

- Develop a “Frequently Asked Questions” (FAQ) regarding police procedures and protocols to be shared with the Penn community and published in *The Daily Pennsylvanian*, and in *Almanac*, as well as other newspapers and newsletters. Post the FAQs on minority coalition websites and the DPS website.

- Work with the graduate and undergraduate Deans to spread the word about DPS/community outreach initiatives through the schools, e.g. Undergraduate Advisory Boards.

- Develop a partnership between DPS and Penn resource centers and student organizations to spread the word about DPS/community outreach initiatives.

- In order to foster and enhance positive relationships and correct misperceptions that sometimes develop about West Philadelphia (particularly when there is an up tick in crime), solicit the input and aid of the Office of Community Relations, Civic House, the Center for Community Partnerships, and other University entities that are already deeply involved in working with our West Philadelphia neighbors.

- Improve continuity in interactions and communications from year to year between the community and DPS. This may be accomplished, in part, through surveys, brochures, videotapes.

- Develop a central means to communicate to students, perhaps through the web, which establishes an “electronic community” for information sharing and up-to-date news.

2. Develop creative opportunities for community members to get to know, and be known by, officers from DPS in order to develop more positive, enduring relationships.

- Continue to introduce police officers to all of the resource centers on campus. Develop useful information about our student population to share with them. Develop and distribute information describing the mission of each of the minority coalition groups to be shared with all members of DPS.

- Consider posting profiles of police officers on the DPS website, and in other venues, to provide “snapshots” of the officers.

- DPS will continue to participate in the First Thursday meetings with the West Philadelphia community (and other meetings or conversations with the community). These provide good opportunities for exchange of information and concerns between UPPD and residents.

- Create small group sessions including the Vice President of Public Safety and the Chief of Police, other officers and student groups. Videotape a small group session between students and the police which could then be used for wider dissemination.

- Each of the constituency groups represented by the minority coalitions will develop programming that will contribute towards a meaningful and positive relationship between DPS and minority students.

- Conduct periodic surveys of our students, faculty and staff to measure levels of comfort and frequency of social interactions among diverse groups as well as gauge reaction to DPS. Develop this survey instrument in consultation with the key stakeholders as well as expert survey professionals.

- Expand opportunities to get to know police officers outside of their work, e.g. in sports settings or informal social gatherings. Reinstate a DPS “open house.”

3. Expand upon diversity training and accountability.

- Clarify how diversity training is being conducted for DPS and specifically what “cultural competency”⁴ means and make this infor-

mation available to the broad Penn community. (Please note that the process for diversity training is described in Section III, Number 1 of this report.)

- Utilize the DPS Advisory Board Subcommittee on Training to assess training outcomes, and regularly report to the community.

- Bring in and/or organize an interactive group to provide training that deals with sensitive issues such as race and gender.

- Review the availability of citizen’s complaint forms to ensure there are adequate locations for the community.

V. Next Steps

With this report, the Ad Hoc Committee concludes its work. This, of course, is not the end of the process. Rather, these recommendations are presented to the President and Provost for their review. Upon approval or revision, the final set of recommendations will be assigned to the appropriate University departments for implementation, including the Division of Public Safety, the Office of the Vice Provost for University Life, the Office of Community Relations, the Office of College Houses and Academic Services, the resource centers, and the schools, among others.

In addition, the standing committees of University Council—particularly the Pluralism, Safety and Security, and Community Relations Committees—as well as the advisory board for the Division of Public Safety, must continue their work in making appropriate recommendations and reporting on their work to the community in these important areas.

It will also be crucial to have the leadership engaged on the faculty, student and staff level in order to help promote these initiatives and raise awareness among the widest possible cross section of the Penn community. The Committee remains hopeful that if the entire Penn community engages in this important work, we will make significant progress.

Respectfully submitted by,

Elijah Anderson, Charles and William L. Day Distinguished Professor of Social Science, Sociology

Jeanne Arnold, Executive Director, Affirmative Action and Equal Opportunity Programs

Ibraheem Basir, Muslim Student Association and Vice President, Black Student League

Herman Beavers, Acting Director, Center for Africana Studies

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Ryan Burg, Policy Chair for Social Issues, GAPSA

Karlene Burrell-Mcrae, Director, Makuu: Black Cultural Center

Kelli Coles, Co-Chair, BGAPSA

Peter Conn, Interim Provost, *Chair*

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Elizabeth Curtis-Bey, Black Student League

Mark Dorsey, Chief of Police, Division of Public Safety

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Shakirah Smiley, Political Chair, United Minorities Council

Shadja Strickland, Co-Chair, BGAPSA

Sean Vereen, Associate Director, Greenfield Intercultural Center

Wendy White, Senior Vice President and General Counsel

Nina Wong, Chair, Asian Pacific Student Coalition

Jerome B. Wright, Jr., Political Chair, UMOJA

⁴ Cultural competency has been defined as respecting and valuing others backgrounds, beliefs and norms. It refers to three distinct behaviors—seeks to understand differences and similarities of others; objectively accepts differences and similarities of other cultures; and incorporates knowledge of cultural differences and similarities into day-to-day activities.

Plan 100 Participants: Selecting a Different Plan

Plan 100, a medical plan administered by Independence Blue Cross (IBC), will no longer be offered by the University beginning July 1, 2005. Plan 100 is a “traditional indemnity” type of plan—one that has become less common and, as a result, more expensive to maintain than newer types of plans like Preferred Provider Organizations (PPOs) and Point-of-Service (POS) plans. Currently, there are about 400 participants in Plan 100, which was closed to new faculty and staff hired on or after July 1, 2001. This number is down considerably from over 1,000 participants in the year 2000. The vast majority of eligible Penn faculty and staff are currently enrolled in one of the other four available plans (3,400 in the PENNCare/Personal Choice PPO plan, 1,300 in the UPHS POS plan, 4,500 in the Keystone HMO and 1,600 in the Aetna HMO).

Because Penn is one of only two remaining IBC clients that provide this type of program, the administrative costs are extremely high relative to other plans. In an environment of continually escalating health care costs, it has not been cost-efficient for Penn to maintain this plan, especially when the other options offer the same—if not better—benefits. In addition, employee contributions for the other plans are significantly less than those for Plan 100.

Faculty and staff who are currently enrolled in Plan 100 will need to select a different plan during this year’s open enrollment in April. The University offers several different medical plan options—the PENNCare/Personal Choice plan (a PPO), one of two HMOs or the UPHS POS plan. Each of these options differs in terms of the need to coordinate care through a primary care physician (PCP) or see doctors who are in a network. While benefits are greater if the participant uses in-network providers, both the PENNCare/Personal Choice plan and the UPHS POS plan do offer out-of-network benefits. More details on the specific provisions of these plans will be provided with the open enrollment materials that will be sent to your home address in early April.

A letter was recently sent by Human Resources to Plan 100 participants. The letter contains details about the change and a complete list of the features of the other plan options. Anyone with questions is urged to call the Penn Benefits Center at 1-888-PENNBEN (1-888-736-6236).

—Division of Human Resources

March Volunteer Opportunities

Dear Penn Community,

Each month, Penn Volunteers In Public Service posts a list of volunteer opportunities. These opportunities are developed from the many requests we receive for partnerships and assistance from the local community.

The University community continues to work towards being good neighbors in our shared community. We thank you for your overwhelming support and for your generosity.

We are in the process of tallying the Penn VIPS Change Drive to benefit the Tsunami victims. We will report on the sum collected in April. For more information about the programs listed below contact Isabel Mapp at (215) 898-2020 or send an e-mail to sammapp@pobox.upenn.edu.

—Isabel Mapp, Associate Director, Faculty, Staff and Alumni Volunteer Services, Director, Penn Volunteers in Public Service, Center for Community Partnerships

Books through Bars: Donate books *March 1 through March 18*. “Books through Bars” is a West Philadelphia-based organization that provides quality reading material to inmates in prisons throughout the United States. The need for books is growing: the organization receives more than 1,200 inmate letters requesting books each month. We are collecting the following types of books: dictionaries, reference books, GED and ESL workbooks, highschool textbooks (not too old), African and Mexican American studies and Spanish language textbooks and novels, vocational training books, recovery, yoga, meditation and religion books, criminal law books, how-to art books, history books, fiction including westerns and mysteries, are all good. Paperbacks are much preferred. Books through Bars always needs volunteers to help select and pack books to match inmates’ written requests. Visit the website, www.booksthroughbars.org/ for additional information. During the month of March, bring in used books, in good condition, to one of two Penn drop off sites: Penn Museum, Kress Entrance, 3260 South Street, or 133 South 36th Street, Room 507. For additional information e-mail Pam Kosty at pkosty@sas.upenn.edu.

Join the Penn VIPS Scholarship Committee: Help plan the 11th Annual Penn VIPS Scholarship Program where we select and honor outstanding students from Bartram, Parkway, Overbrook, University City and West Philadelphia high schools. Planning is underway for the June 2005 program. Join us for this cause.

Health Professional Volunteers Needed: The Penn Alexander Community School is seeking health professionals who would like to share their expertise with the West Philadelphia community in the form of lectures and/or workshops, starting February and ending June 2005. One-time lectures and multi-week sessions can be held Monday through Thursdays, between the hours of 6:30 and 8 p.m. The goal of these presentations is to promote health and well-being, as well as educating the public on current health-related issues. Examples of such presentations are: managing diabetes, mental health in men/women, pregnancy and childbirth, hypertension and obesity in children/adults.

LIFE 1st Volunteers Needed: The LIFE 1st Program is a diverse and innovative non-profit organization dedicated to providing education, support service and recreation to inner city and at risk youth. The main goal of the LIFE 1st after school program is to address academic and social barriers that may impede growth among the youth today. However, without the continuous assistance of willing volunteers and interns our organization will be unable to address the specific needs of all the youth in our program.

Volunteer to help out at the Penn Relays: Contact Isabel Mapp for additional information and/or to volunteer for this program.

Move Out Drive: Leaving campus? Have a computer, household items and/or clothing you want to donate? Contact Isabel Mapp for additional information.

Volunteer for Take Our Daughters/Sons To Work Day’s Adopt A Child Program: Many students would love an opportunity to participate in this program, but parents are not always able to provide the experience.

Staff Career Center

Human Resources invites you to take advantage of the new Staff Career Center. The Career Center provides Penn staff with the opportunity to utilize various career resources in a quiet, well-equipped setting. It includes a comfortable work area where you can peruse the numerous available books and articles. Watch videos on a range of career topics including networking, job search strategies, writing resumes, interviewing and negotiating salaries. You may also use the Career Center’s computer to search the *Jobs@Penn* website, work on your resume, or use online career tools. The Career Center will be open Mondays and Wednesdays from noon-2 p.m., or you can schedule an appointment by calling Human Resources at (215) 898-3400.

Living with a Chronic Health Condition

Did you know that 125 million Americans (about 45 percent of the population) suffer from at least one chronic health condition? Whether it’s diabetes, asthma, heart failure...when you’re living with a chronic condition, you can’t afford to take your health for granted. That’s why we offer you the opportunity to participate in a free, confidential health management program called CarePatterns.

CarePatterns is administered by Caremark, the company that provides prescription drug benefits for Penn’s medical plans. The program has one goal in mind—to help you feel your best. You’ll have the full support of the program’s CareNurses, who will provide you with expert counseling and information to keep you educated about your condition and help you stay healthy. Call toll-free, 24 hours a day, 7 days a week, to discuss questions you have and to receive helpful tips about your condition and the medicines you’re taking.

The CarePatterns program is intended to support the care you’re already receiving from your doctor—not replace it. So rest assured that your relationship with your doctor will still be primary. CareNurses will help support that relationship and offer you strategies for working more effectively with your doctor.

If you’re living with one or more of the following chronic conditions, see what CarePatterns can do for you:

- Asthma
- Chronic Obstructive Pulmonary Disease
- Coronary Artery Disease
- Diabetes
- Heart Failure
- Peptic Ulcer Disease

To learn more about CarePatterns or to enroll, call 1-800-CAREPAT (1-800-227-3728) or go to www.caremark.com/care-patternsenroll. There’s no cost to you—so take advantage of this program now, and take the next step to a healthier life!

—Division of Human Resources

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Sign up to receive e-mail notification when we post breaking news between issues. Send an e-mail to listserv@lists.upenn.edu with “subscribe e-almanac <your full name>” in the body of the message. —Ed.

Update

March AT PENN

CHILDREN'S ACTIVITY

4 Meet Winnie-the-Pooh; pose with Winnie-the-Pooh and play games; 10:30 a.m.; Ben and Me Children's Department, Penn Bookstore (Bookstore).

FILMS

International House

Tickets: \$8, \$5/members, students, seniors unless otherwise noted. Info.: www.ihousephilly.org.

11 *Invocation of My Demon Brother*; 7 p.m.; followed by *Alice*.

12 *The Muppet Movie Sing-a-Long*; 2 & 8 p.m.; \$10, \$8/members, students, seniors.

13 *Kustom Kar Kamandos*; 5 p.m.; followed by *Puce Moment and Invaders from Mars*.

FITNESS/LEARNING

Morris Arboretum

Register: (215) 247-5777 ext. 125.

12 *Water Gardening*; 10 a.m.-12:30 p.m.; \$30, \$27/members.

16 *Landscaping with Ornamental Grasses*; 7:30-9 p.m.; \$18, \$16/members.

READINGS/SIGNINGS

7 *Terence Ward—Searching for Hassan: An American Family's Journey Home to Iran?*; 7 p.m.; Penn Bookstore (Bookstore).

Deadline: The deadline for the April AT PENN calendar is Tuesday, *March 15*.

CLASSIFIEDS—PERSONAL

FINANCIAL PLANNING

Narayan Capital Management. Fee Only Financial Planning. Unbiased, honest financial advice is hard to find. Call us. Registered Investment Advisor. Penn '91, WG '98. www.narayan-capital.com. (770) 456-5722. (404) 841-2376.

Almanac is not responsible for contents of classified ad material.

For information call (215) 898-5274.

Spring Break Safety: Special Checks of Residences

In order to reduce the opportunity for crime (i.e. criminal mischief, burglaries, etc.), the Division of Public Safety is again offering to conduct Special Checks of Residential Properties during the following timeframe: midnight, *Friday, March 4, 2005 through 7 a.m., Sunday, March 13, 2005*. Students, faculty and staff who live within the following geographical boundaries—Schuylkill River to 43rd Street and Baltimore Avenue to Market Street—may participate.

You need to complete and return an application prior to vacating the premise. Applications may be picked up at the Penn Police Headquarters, 4040 Chestnut Street or on Public Safety's website. The Public Safety website, <http://webforms.publicsafety.upenn.edu/prop-check.htm>, has an online Request For Special Property Check Form along with complete instructions and security tips.

—Division of Public Safety

CLASSIFIEDS—UNIVERSITY

RESEARCH

Volunteers needed for a clinical research study
The purpose of this study is to evaluate whether any vision changes occur when healthy males, aged 18-55 years, receive **Levitra and Viagra**. To qualify you must be a healthy male between the ages of 18-55 and be able to return to the office for all scheduled visits, which will last approximately 19-22 weeks. You will not be eligible to participate if you: are Diabetic, have a history of Sickle Cell Anemia, have Epilepsy or Seizures, have had injury or surgery to either eye, have: Retinitis Pigmentosa, Stomach Ulcers, Colitis or Crohn's disease, or take certain prescription medications. Subjects will undergo drug and alcohol screenings. Erectile dysfunction is not required for this study, and will not be observed. Volunteers will be compensated for their participation. For more information, please call Stacy at (215) 662-8696 or David at (215) 662-8171.

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.

PMS? PMDD? Do your premenstrual symptoms interfere with daily activities? Women between ages 18-45 needed to participate in research studies in the PMS Program, University of PA. Compensation available to eligible candidates. Call (215) 662-3329.

Almanac is not responsible for contents of classified ad material.

Is your Blood Pressure Borderline High? Would you like to control it naturally with lifestyle changes such as diet or yoga? Researchers at the University of Pennsylvania are beginning a new research study examining the effects of yoga and nutrition on lowering blood pressure. Qualified participants will receive at no cost:

- Study related exams and lab tests
 - Study related classes and instruction
 - Compensation will be provided for time & effort
- If you are not currently on a blood pressure medication and over 18 years of age please call the Study Coordinator, Carl Shaw at: (215) 898-4516.

Researchers at The Children's Hospital of Philadelphia are seeking **families/individuals with high myopia** (nearsightedness) for a study to identify the hereditary factors that may cause the condition. To participate in this study, participants must have had onset of myopia before 12 years of age, and a refractive prescription of 5.00 diopters or more. A free eye examination for glasses may be provided. We will compensate you for travel and parking expenses. For more information about the study, contact Valerie Savage at savagev@email.chop.edu or (267) 426-5380.

Want to lose weight? The University of Pennsylvania's Weight and Eating Disorder Program is looking for men or women who will receive 2 years of weight loss treatment using either a low-carbohydrate or a low-calorie weight loss program. Call now to see if you are eligible to start. Overweight men and women aged 18-65 are encouraged to call The Carbohydrate Study at (215) 746-1747 ext 4.

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 **February 14-20, 2005**. Also reported were 14 Crimes Against Property (including 8 thefts, 3 other offenses, 1 auto theft, 1 act of vandalism and 1 fraud). Full reports are on the web (www.upenn.edu/almanac/volumes/v51/n23/creport.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 **February 14-20, 2005**. 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.

02/14/05	11:19 PM	220 S 33rd St	Unauthorized male in building/Arrest
02/16/05	9:57 AM	3420 Walnut St	Male in area without authorization/Arrest
02/19/05	12:07 AM	4002 Walnut St	Shots fired in area/no injuries/3 Arrested
02/19/05	2:25 AM	4002 Walnut St	Male in possession of gun/Arrest
02/19/05	5:21 PM	220 S 34th St	Male exposing himself/Arrest

18th District Report

6 incidents and 2 arrests (including 4 robberies, 1 aggravated assault and 1 rape) were reported between **February 14-20, 2005** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

02/16/05	8:30 PM	4803 Regent St	Robbery/Arrest
02/16/05	9:00 PM	4800 Pine St	Robbery
02/16/05	10:10 PM	5118 Sansom St	Robbery/Arrest
02/17/05	12:32 AM	4640 Spruce St	Robbery
02/17/05	4:00 PM	500 blk 45th St	Rape
02/19/05	12:00 AM	4012 Walnut St	Aggravated Assault



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URL: www.upenn.edu/almanac

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We are pleased to accept the recommendations offered by the Alcohol Response Team (ART), following an extensive review of the University Alcohol and Drug Policy this fall. We wish to thank the student, faculty and staff members of the ART for their hard work and thoughtful recommendations.

During the "For Comment" period, we received constructive feedback from members of the community and have further clarified several aspects of the new policy including that host monitors must make every effort to be adequately trained to cope with high-risk drinking situations but will not bear a disproportionate responsibility for such situations; and that groups responsible for providing adequate training about alcohol use and abuse include all undergraduate groups and all undergraduate residential facilities.

We have also accepted the committee's programmatic recommendations as detailed in the ART report of January 3, 2005 (www.upenn.edu/almanac/volumes/v51/n16/art.html). To that end, the Provost's office has, beginning in Fiscal Year 05-06, committed additional funding to expand peer-to-peer efforts including those coordinated by Team Sober and the Drug and Alcohol Response Team (DART). We share the committee's view that empowering students to understand, influence and intervene in problematic drinking situations is the most effective way to change the culture on our campus to one in which high-risk drinking is curtailed.

We believe that the policy changes, combined with renewed programmatic efforts, will help make the campus social environment safer and encourage Penn students to work aggressively to discourage a culture of high-risk drinking.

—Amy Gutmann, President

—Peter Conn, Interim Provost,
Chair, Alcohol Response Team

Changes to the University Alcohol and Drug Policy

The language proposed by the Alcohol Response Team adds or reshapes policy in the following particular areas:

- 1) further control and clarify permissible access to alcohol at registered, on-campus parties;
- 2) increase internal oversight by student organizations at their own events;
- 3) expand training goals for students within organizations to enable them to better address alcohol and drug related problems, particularly high-risk behaviors; and require groups hosting social events with alcohol to develop "competency" plans to host safer parties.

The changes to the Alcohol Policy appear below, preceded by the language from the current policy. The revised policy is available online at www.vpul.upenn.edu/alcohol/policy2.html.

- 1) With respect to location of alcohol service and consumption, current policy (Section II-B, Number 6) states: "Alcohol may be served only from a controlled, designated area by sober, trained, of-age bartenders who are unaffiliated with the host organization."

FINAL ADDITIONAL LANGUAGE: ***For the duration of registered events, individual members of host organizations may not entertain guests in private areas, including private bedrooms. Party attendance is restricted to the public area designated for the party. This means that individual members of a host organization may not serve alcohol in their private rooms for the duration of registered events, even if those in the room are of legal drinking age.***

- 2) On host monitors, the current policy (Section II-B, Number 8) reads: "At all registered events, whether on-campus or at Third Party Vendors, the host organization must identify non-alcohol-consuming host monitors. There shall be at least one such host monitor for each 50 guests. These host monitors must be identified prior to the event and must be visually identifiable (e.g. armband, t-shirt or other visible designation of host monitor status) during the event to those in attendance."

FINAL ADDITIONAL LANGUAGE: ***At all registered events, whether on-campus or at Third Party Vendors, the host organization must identify trained, non-alcohol-consuming host monitors. There shall be at least one such host monitor for each 30 guests. Each academic year, the host monitors must demonstrate to the Director of Alcohol Policy Initiatives that they have a clear understanding of the University's alcohol and drug policies and that they have participated in training or taken other steps to develop the ability to, wherever possible (1) handle emergency situations, (2) respond to alcohol-related medical concerns, (3) identify*

*and intervene with overly intoxicated guests, whether or not they require medical treatment, (4) and carry out preventive safety measures regarding the controlled service of alcohol. These host monitors must be identified prior to the event and must be visually identifiable (e.g. armband, t-shirt or other clear and uniform designation of host monitor status) during the event to those in attendance.***

- 3) With respect to training students and organizations on matters of alcohol and other substance abuse and hosting safer parties, Section III, Number 3 currently reads: "In order to promote responsible group behavior regarding alcohol use, each student organization having more than 10 members and recognized by DRIA, VPUL, OFSA, SAC, OSL or the College Houses must have at least one member, in addition to the organization's leader or president, trained about alcohol abuse and able to provide referrals. Failure to meet this requirement could result in the loss of University recognition and/or support."

FINAL LANGUAGE: ***In order to promote responsible group behavior regarding alcohol use, each undergraduate student organization, recognized by DRIA, VPUL, OFSA, SAC, OSL, the undergraduate schools, on-campus undergraduate residential facilities and/or the College Houses must fulfill the following expectations:*

1. *Each recognized organization having more than 10 members must have at least one member, in addition to the organization's leader or president, trained to identify high-risk drinking and substance abuse within the membership (both individual and collective) and be able to provide appropriate referrals to education and counseling services.*

2. *Each recognized organization that intends to host registered events with alcohol (both on-campus and at third party vendors), must design and implement an individualized plan to demonstrate competency in managing risk related to alcohol consumption. Such a plan would identify the methods through which the organization will control service of alcohol, promote moderate alcohol consumption, and respond to alcohol-related medical concerns. Each organization must specifically identify appropriate strategies for creating an environment in which alcohol use is secondary to the event itself and which emphasizes food and activities not related to alcohol so as to minimize the risk associated with its presence. A competency plan must be submitted to the Director of Alcohol Policy Initiatives and the appropriate umbrella organization for approval prior to the registration of the first event of each academic year.*

Failure to meet or abide by either requirement could result in the loss of University recognition and/or support.

*Organizations not officially recognized by the University are encouraged to undertake similar efforts to ensure that high-risk drinking and substance abuse are appropriately addressed within the informal group.***