Penn First in World to Treat Patient with New Radiation Technology

Doctors at Penn Medicine have become the first in the world to treat a patient with a new treatment platform designed to streamline the way therapeutic radiation is delivered to cancer patients. The Varian Halcyon system has the ability to shorten the amount of time patients spend in treatment, and in some cases cut the length of each session by more than half. It was also designed to offer a more user-friendly approach for experts administering the treatment with the goal of making it easier to train new therapists.

This is a next-generation technology, and Penn is proud not only to have helped with its development, but also to build on our long history as radiation oncology innovators and be the first in the world to bring the new option to patients, as part of our continued pursuit to offer patients with cancers of all kinds the most advanced array of treatment options,” said James M. Metz, chair of radiation oncology at Penn.

Starting in 2015, Penn collaborated with Varian, the platform’s manufacturer, on the development and validation of the new technology. The platform was designed with the goal of making it easier for technicians to use, involving just nine steps instead of the 30 or more that are currently involved on standard radiation therapy platforms. Testing conducted at Penn has shown that the radiation itself was delivered comparably to traditional platforms—or in some cases more accurately—while working at roughly twice the speed.

“Because of the increase in speed, the platform means that patients spend less time undergoing each treatment session. In the case of the first patient treated, it took just 13 minutes to set up the therapy room, take images of the patient, apply the therapy and break the equipment down. The patient was under the beam for just three minutes. In a typical case using other radiation technology, the whole process would have taken more than 20 minutes, including 10 minutes of total beam time.

In addition to head and neck cancer, Penn physicians plan to use Halcyon to treat breast and cervical cancer, as well as to shrink tumors for symptom relief among patients with metastatic cancers.

“Penn’s department of radiation oncology is a national and global leader in both proton and conventional radiation therapy including the development of global training and education courses,” Dr. Metz said. “Partnering with outside innovators to test and bring new technologies to the clinic is a great example of our leadership and collaboration in the field, and our commitment to offering more options to the patients we care for.”

Ben Z. Stanger: Director of Penn Pancreatic Cancer Research Center

Ben Z. Stanger, associate professor of gastroenterology in the Perelman School of Medicine at the University of Pennsylvania, has been appointed director of the Penn Pancreatic Cancer Research Center (PCRC). The PCRC includes a multidisciplinary team of pancreatic cancer experts who care for patients and conduct research on the causes and possible prevention and cure of the disease. The team includes medical oncologists, surgeons, gastroenterologists, radiation oncologists, pathologists and radiologists. The PCRC emphasizes personalized medicine, with an aim of providing hope through research to patients diagnosed with this devastating disease.

Although pancreatic cancer survival rates have been improving, there is significant room for improvement. According to the American Cancer Society, the one-year survival rate is 20 percent and the five-year rate is seven percent for all stages of pancreatic cancer combined.

The PCRC covers a broad range of research, including: understanding the molecular mechanisms of metastasis; defining the barriers to effective anti-cancer immunotherapy; developing new strategies for targeting the tumor stroma to make chemotherapy more effective; how responses to changes in oxygen availability impact development of disease; developing three-dimensional culture methods for more precise modeling of the tumor environment; and searching for markers of early forms of the disease. It also maintains a portfolio of clinical trials to improve survival and quality of life for patients at all stages of the disease.

Dr. Stanger, who previously served as the PCRC’s scientific director, replaces founding director Robert Vanderheide, who is now the director of the Abramson Cancer Center.

Dr. Stanger received his MD and his PhD in genetics from Harvard Medical School. He completed his residency in internal medicine at the University of California, San Francisco; a research and clinical fellowship in gastroenterology at Massachusetts General Hospital; and a research fellowship in molecular biology at Harvard. He was an instructor at Harvard Medical School from 2003-2006 before moving to Penn.

Dr. Stanger’s research focuses on understanding the cellular and molecular mechanisms of cancer metastasis, particularly of the pancreas and the liver. Notably, the Stanger laboratory traced the lineage of pancreatic cells as a tumor develops by introducing a fluorescent protein into the genes of cancer-prone mice. They track these fluorescent cells as they acquire added cancerous features and metastasize to other organs.

Their goal is to use this method to understand how tumor cells spread and to learn what makes each individual tumor distinct in order to deliver individualized treatments to patients.

Lauren Sallan: Martin Meyerson Assistant Professor in Interdisciplinary Studies

Lauren Sallan, assistant professor of Earth and environmental science, has been named the Martin Meyerson Assistant Professor in Interdisciplinary Studies. Dr. Sallan is a scholar of paleobiology and paleontology. Her research, which uses the fossil record of fish as a database to investigate macroevolutionary trends, aims to understand the long-term effects of global events including mass extinction, ecological dynamics and environmental change. Worldwide interest in her research is reflected in her selection as one of 15 TED Fellows in 2017. Dr. Sallan has published research articles in Science, PNAS, Current Biology, and Biological Reviews, and currently serves as associate editor of the Journal of Vertebrate Paleontology. At Penn, she is a member of the Dean’s planning committee on Quantitative Explorations of Evolving Systems.

This chair was endowed by Margy Elkin Meyerson, G’93, in memory of her husband, the late Penn President Emeritus Martin Meyerson, HON’70. President Meyerson was a distinguished teacher, administrator and urban planner who served as University president from 1970-1981. The chair is specifically designated for an outstanding faculty member whose pursuits exemplify the integration of knowledge.
**Message to the Penn Community:**

**Responding to the Recent Disasters**

We want to express our profound sympathies for the people of Mexico and Puerto Rico and the members of our extended Penn community affected by the ongoing crises in those areas.

Our world is facing a series of unprecedented natural disasters, which are impacting a wide range of our students. The outstanding team in Student Intervention Services continues to coordinate on behalf of our students with faculty, Student Financial Services, Risk Management and other key resources. If you are a student who is directly affected by any of these events and you need someone who will work with you, please contact Student Intervention services at (215) 898-6801.

Penn students have launched highly successful initiatives to aid relief efforts in both Mexico (https://www.gofundme.com/ThisOnesForMexico) and Puerto Rico (https://www.gofundme.com/studentswithpr).

And we again urge all of you to take full advantage of the support available across campus:

- Office of the Chaplain: (215) 898-8456
- Student Health Service: (215) 746-3535
- Student Financial Services: (215) 898-1988
- Office of the Vice Provost for University Life: (215) 898-6081
- Counseling and Psychological Services: (215) 898-7021
- University HELP Line: (215) 898-HELP (215) 898-4357

Please continue to keep those who are struggling with these extraordinary natural disasters and those who are assisting them in your thoughts and prayers.

**from the President, Provost and EVP**

**We also encourage members of the Penn community to work with any other charitable organization of their choosing, such as Direct Relief (https://www.directrelief.org), the American Red Cross (https://www.redcross.org) or UNICEF’s relief efforts for the children of Puerto Rico (https://www.unicefusa.org/donate/support-unicef-usas-hurricane-relief-efforts-puerto-rico/32952).**

**And we again urge all of you to take full advantage of the support available across campus:**

- Office of the Chaplain: (215) 898-8456
- Student Health Service: (215) 746-3535
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Please continue to keep those who are struggling with these extraordinary natural disasters and those who are assisting them in your thoughts and prayers.

**Amy Gutmann, President**

**Wendell Pritchett, Provost**

**Craig Carnaroli, EVP**

**Ed. Note: This is the latest in a series of similar messages sent after Harvey and Irma.**

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**Penn Experts Offer Advice Following Hurricanes Harvey, Irma and Maria**

The 2017 Atlantic hurricane season, which runs through November, has already seen three of the strongest storms on record, with Hurricanes Harvey, Irma and Maria bringing extreme winds, torrential rain and significant flooding to the population centers in their paths.

Responses to such storms usually come in four phases, said Katherine M. Rosqueta, executive director of the Center for High Impact Philanthropy at the University of Pennsylvania: emergency/search and rescue, recovery, risk mitigation and long-term preparedness.

In that initial phase, when gut-wrenching headlines and images saturate the news, people want to send water, blankets, clothes — items they think will benefit the troubled communities. But that can unintentionally backfire, Ms. Rosqueta said, clogging already overwhelmed roadways and communication systems.

Instead, on-the-ground responders need monetary resources that allow them to adapt as the situation changes at the crisis epicenter. And they need it long after the headlines fade, she added.

“Especially in the United States, where we have this really strong philanthropic tradition, people immediately think, ‘How can I help?’ You see this big spike in giving right as the crisis occurs,” Ms. Rosqueta said. “But these communities are affected for months, years, sometimes decades.”

Florida and Caribbean islands like St. Martin have been dealt Irma’s worst and then Puerto Rico was devastated by Maria. In these places, the storm left behind extensive flooding, and with that comes significant potential health risks, said Ebbing Lautenbach, a professor of medicine and epidemiology and chief of the division of infectious diseases in Penn’s Perelman School of Medicine.

Lack of access to clean water, and particularly exposure to sewage-contaminated water, can lead to diarrheal pathogens like E. coli, shigel- la and norovirus, as well as increased rates of pneumonia due to pathogens like legionella, he said. Exposure of skin wounds to contaminat- ed water can also lead to infection. And, once the water pools, mosquitos can breed in abundance, bringing an influx of illnesses like West Nile virus.

“In these situations, good hand hygiene is really important,” Dr. Lautenbach said. “Waterless hand-hygiene products, if available, are useful. That’s especially true for children.”

Much of the flooding has receded in Texas, leaving the area with different health concerns, especially in buildings like homes and offices previously inundated with water. As they empty, trapped moisture remains, and they become hot spots for mold, which is particularly troubling for people with respiratory conditions like asthma.

Now that Harvey’s immediate danger has passed, the Houston area is starting to think about rebuilding and future preparedness. That will come later for Florida communities and others hit by Irma. Eugenie Birch, co-editor of Rebuilding by Design: After Disaster, has extensive experience thinking about such topics.

“As we saw with Hurricane Katrina, recovery from such hurricanes will come in stages and will take several years to complete,” said Dr. Birch, the Lawrence C. Nussdorf Professor of Urban Research & Education in Penn’s School of Design and co-director of the Penn Institute for Urban Research. “Cities need to develop resilience plans assessing their vulnerability and addressing the key areas.”

That should begin federally, with options like the National Flood Insurance Program, plus locally and individually, said Howard Kunreuther, the James G. Dinan Professor of Decision Sciences & Public Policy in Penn’s Wharton School. He also co-directs the Wharton Risk Management Center, which develops long-term strategies for handling low-probability, high-consequence events.

“Natural hazards certainly fit into that,” he said. “Often, people don’t adequately prepare because they feel immune to such scenarios.”

In a new book, The Ostrich Paradox: Why We Underprepare for Disasters, Dr. Kunreuther and Wharton colleague Robert Meyer explained why: People focus on the short term, forget the past, underestimate losses from future hazards, selectively consider factors, maintain the status quo and make choices based on what others do.

“If people hear that there’s a one-in-100 chance of a flood, they say, ‘I’m not going to worry about it. I’m only going to be in the house for 25 years.’ But over the next 25 years, if you have a one-in-100 chance of a flood every year, the likelihood of at least one happening to you is one in five,” Dr. Kunreuther said. “It’s the same probability. By stretching the time horizon, people will likely pay attention to potential consequences rather than feeling that this type of flood will not happen to them.”

In rebuilding efforts, cities in the path of similarly strong weather would benefit from addressing how they think about new infrastructure, said Nikhil Anand, an assistant professor of anthropology in the School of Arts & Sciences. Dr. Anand has studied urban water issues extensively, particularly in Mumbai.

“Floods are caused not just by heavy rains but also the way that cities rapidly bury all natural flood protections under layers of concrete and asphalt,” he said. “While such urban development can be profitable to some, it also poses a challenge to the viability of a city in the future, particularly for its more vulnerable populations.”

Right now, that includes people living in and around areas thrown into the headlines thanks to Harvey, Irma and Maria. It will take time for their lives to return to what will likely be a new normal. That means that, into the foreseeable future, they will continue benefiting from outside help.

“Don’t forget about these places later on,” said Ms. Rosqueta, who recommended working with reputable organizations such as the Center for Disaster Philanthropy and Global Giving, which have already set up funds for long-term rebuilding following these hurricanes. “Think about giving down the line when the attention isn’t so great but the need is often just as severe.”

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2 www.upenn.edu/alamanc

**Penn Students’ GoFundMe Fundraisers**

Mex@Penn, a student organization whose purpose is to spread the culture of Mexico at Penn, has received widespread media attention for its fundraisers to benefit recent earthquake victims in Mexico. Organized with a $50,000 goal, the GoFundMe initiative has now exceeded that.

A GoFundMe initiative, Students with Puerto Rico was also started by Penn students and went viral after endorsements from figures like singer Belinda Peregrin, politician Gabriel Quadri de la Torre, and comedian Jimmy Fallon. This GoFundMe campaign was launched with a goal of $190,000, which has been surpassed.

“The best part of this has really been the unity of all the Puerto Ricans, many of us who have gotten together and gone through this,” says SAS junior Andrea Barreras, who was one of the organizers of the initial campaign. “It is really difficult being so far away from home with so little communication. We have really banded together.”

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**The Ostrich Paradox: Why We Underprepare for Disasters**

Robert Meyer and Howard Kunreuther
Trustees’ Meeting Coverage
On September 28, the University of Pennsylvania Board of Trustees held meetings at the Perelman Center for Advanced Medicine. At the Executive Committee Meeting, seven Penn student protesters from Fossil Free Penn stood silently holding signs urging divestment.

Trustee Chair David L. Cohen noted that this is Penn’s 278th year and he welcomed Penn’s new Provost Wendell E. Pritchett to his first Trustees’ meetings. Mr. Cohen presented a resolution, which was passed, to amend the Bylaws of Penn Medicine to include Princeton HealthCare System and Princeton HealthCare System Holding, Inc. as clinical components in the Penn Medicine Governance.

President Amy Gutmann noted that the Abramson Cancer Center has a new director, Robert W. Cortesheide (Almanac July 11, 2017). President Gutmann also mentioned the latest PIK Professor, George Demiris (Almanac September 19, 2017). The president said that the re-vitalized Hill College House complements the New College House that opened last year.

Provost Pritchett announced that Mark Dingfield, the new associate provost for finance and planning (Almanac August 29, 2017) is in the position previously held by Trevor Lewis. Provost Pritchett also indicated how pleased he is that Vice Provost for Research Dawn Bonnell has agreed to be reappointed (Almanac September 12, 2017).

EVP Craig Carnaroli gave the financial report for the 12 months ending June 30, 2017. For the Consolidated University, the total net assets are $16.2 billion, an increase of $1.7 billion over the prior year and 6.9 percent above budget driven primarily by operating performance above budget and strong investment returns.

Dean Larry Jameson gave the Penn Medicine report noting the landmark approval of cell-based therapy by the FDA (Almanac July 11, 2017). He also mentioned that he is putting together a strategic plan, Shaping the Future of Medicine, 2.0.

The Audit and Compliance Committee presented the annual resolution to approve the audit-ed financial statements for FY17 from PricewaterhouseCoopers; the resolution was approved.

The Budget and Finance Committee presented a resolution that was approved to authorize the acquisition of a controlling interest in the property at 3939 Chestnut Street, a mixed-use building with 65 residential units and 12,000 square feet of retail space, for a purchase price of $4.3 million.

Jonathan A. Brassington was appointed to the SEAS Board of Overseers; Eric G. Reiter was appointed to the Libraries’ Board and Margy Ellin Meyterson was appointed an emeritus member of that board; Barry J. Gertz was appointed to the Penn Medicine Board as a Term Member and Philip R. Wenger was appointed an ex officio member of the Penn Medicine Executive Committee; C. Clair McCormick was appointed to the Penn Medicine Board as a Term Member.

Report of the Committee on Manufacturer Responsibility
I would like to thank Mark Stern, Kenneth L.M. Pray Professor in the School of Social Policy & Practice, for his leadership this past year as chair of the Committee on Manufacturer Responsibility. I also thank all Committee members for their participation and thoughtful contributions.

The Committee’s report for 2016-2017 is below.

Report of the Committee on Manufacturer Responsibility 2016-2017 Academic Year
It is my pleasure to report on the deliberations of the Committee on Manufacturer Responsibility during the 2016-2017 academic year. The Committee met for three regular meetings during the academic year. The Committee decided that it did not need a fourth meeting since all business had been handled during the three meetings.

Code Compliance
As of June 2017, 164 of 168 licensees were reviewed and found to be in compliance with the Code. The Committee requested additional information from five licensees for compliance review. Their questionnaire and subsequent documentation both indicate that they have processes in place to audit factories, identify issues that are problematic with code compliance, and pursue remedy ac-tively. Four previous licensees did not respond to our questionnaire, and as a consequence, were not renewed for 2017-2018.

Third-party Auditing
In reviewing compliance information, members of the Committee noted that a number of licensees have begun to contract with third-party auditing firms to gather information and complete the compliance process. The Committee decided that we should consult with our compliance agencies — the Worker Rights Consortium and the Fair Labor Association (FLA) — to see what implications these firms have for assuring compliance with the University’s Code of Workplace Conduct for Penn Licensed Product Manufacturers (Almanac October 13, 2015). The Committee held a confer-ence call meeting with representatives of the Fair Labor Association during which they explained the approach to compliance. The FLA representatives indicated that the third-party auditors were an aspect of company’s interest in improving their ability to monitor conditions at firms with which they contract. During the coming year, the Committee intends to consult with the Worker Rights Consortium to gain their perspective on the issue. On behalf of the Committee, I want to express my appreciation to Jacqueline Miraglia (Penn Center for Innovation) for ably staffing the Committee and overseeing the licensees compliance process.

—Mark J. Stern, Chair
Professor of Social Policy and History

Members of the Committee on Manufacturer Responsibility 2016-2017
Mark Stern (Chair), Social Policy & Practice
Steven Kimbrough, Wharton
Kathleen Hall, Graduate School of Education
Jon Shaw, PPSA
Samantha Sken, Undergraduate Assembly
Jessica Kim, Civic House
Serena Bian, Civic House
Benjamin Turchin, GAPSA

Ex Officio members
Christopher Bradie, Business Services
Sean Burke, Office of the General Counsel
Jessie Burns, Provost’s Office
Leslie Mellert, Office of the Secretary

Response
Dear Mark:

Thank you for forwarding your report on the work of the Committee on Manufacturer Responsibility in 2016–2017. I commend you and the committee for your thorough review of Penn’s licensees and careful work in ensuring that Penn’s licenses are aligned with the University’s goals.

Also, please accept my thanks for your significant contributions of time and talent during your time as chair of the Committee. I look forward to your continued counsel as a member of the Committee in the coming year.

—Leslie Laird Kruhly
Vice President and University Secretary
Code of Workplace Conduct for Penn Licensed Product Manufacturers

I. Introduction

With a view to stimulating economic growth and development, raising living standards, meeting staffing requirements and overcoming underemployment 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 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 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 that comply with all applicable laws and regulations and that 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.”

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.

   iii. 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.

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 is performed in a manner safe for the employee and any persons who may be in the surrounding vicinity.

4. 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.

5. 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.

6. 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.

7. 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, historically, the overwhelming majority of workers in light industry are women, assuring and safeguarding women’s rights is of particular importance for all parties.

a. 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.

b. 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.

c. 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 or comparable position at least 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.

d. 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.

8. Health and Safety

Licensees and their contractors must provide workers with a safe and healthy work environment free from recognized hazards 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.

9. 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. 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, email addresses and the nature of the business association of all the licensees’ contractors and manufacturing plants that are involved in the manufacturing process of items that bear, or will bear, the name, trademarks and/or images of the University.

B. 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

C. A summary of the steps taken, and/or difficulties encountered, during the preceding year in implementing and enforcing this Code at each site. Licensees and/or their contractors are responsible for conducting regular inspections of each facility at which University products are manufactured to ensure workplaces are free from recognized hazards as established in consensus standards as well as hazards as defined by local law.

V. Remediation

If the University determines that any licensee or contractor has failed to remedy a violation of this Code, the University reserves the right to terminate its relationship with any licensee in accordance with the terms set forth in the license agreement.

VI. Public Disclosure

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 that are involved in the manufacturing process of items that 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 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 to or deletions from 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 will establish 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 chosen by the Civic House, and one undergraduate and one graduate student, to be chosen by the Undergraduate Assembly (UA) and the Graduate and Professional Student Assembly (GAPSA), respectively.

c. One representative of University staff selected by the Penn Professional Staff Assembly (PPSA) and the Weekly Paid Professional Staff Assembly (WPPPSA), respectively.

2. Ex-Officio Members (non-voting)

a. Representative of Business Services

b. Representative of the Office of the President

c. Representative of the Office of the Provost

d. Member of the Office of the General Counsel

e. Representative of the Office of the University Secretary

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:

1. 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 attend notices for Committee meetings to ensure maximum participation, and work closely with the intern to coordinate all Committee-related administrative tasks.

2. Intern: The intern will, to the best of his/her abilities, research the University’s 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 member 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 including consulting with monitoring organizations, such as the Fair Labor Association (FLA) and the Worker Rights Consortium (WRC), 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 Office of the Secretary will publish the University’s Code of Conduct 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 products.

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, and seeks to collaborate with 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 products will keep in regular contact with the Committee.
25th Annual Penn Family Day: October 21

Faculty, staff and postdoctoral scholars are invited to bring family and friends to the 25th annual Penn Family Day on Saturday, October 21, 2017.

Some of the things you can enjoy:
- A free meal and games at the tailgate party.
- Watch Penn’s football team battle Yale live at Franklin Field.
- Visit the Penn Museum for special activities and exhibits.
- Watch Penn’s men’s or women’s soccer teams take on Yale at Rhodes Field.
- Go for a skate at Penn’s Ice Rink.

Tickets are required for the tailgate and football game. You can get up to four free tickets. Additional tickets are just $8 each.

Order tickets online at Penn Athletics Website or at the Penn Athletics Ticket Office located at Weightman Hall, until October 20 at 5 p.m.

25th Anniversary Blanket Give-Away

The first 250 family groups to arrive at the tailgate party will receive a Penn blanket compliments of the Division of Human Resources. (Complimentary blankets are available while supplies last. One blanket per ticket-holding group. You must have Family Day tickets to be eligible. Please present your PennCard at the check-in table to confirm eligibility.)

Free parking is available with your PennCard at two Penn garages:
- Walnut 38 garage at 38th and Walnut Streets.
- Chestnut 34 garage at 34th and Chestnut Streets.

For more information, contact (215) 573-2471 or worklife@hr.upenn.edu

2017 Schedule of Events

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 a.m.-5 p.m.</td>
<td>Penn Museum, activities and exhibits</td>
</tr>
<tr>
<td>11:30 a.m.-1 p.m.</td>
<td>Penn Tailgate Party, Franklin Field, North Side (Enter at corner of South St. and Convention Blvd. or 33rd and South Sts.) Food, fun, games and more</td>
</tr>
<tr>
<td>1 p.m.</td>
<td>Penn Football Game, Franklin Field, Penn vs. Yale (Tickets required)</td>
</tr>
<tr>
<td>2 p.m.</td>
<td>Annenberger Center, Zellerbach Theatre Hubbard Street Dance Chicago 20% off with PennCard (Code: PENN)</td>
</tr>
<tr>
<td>4 p.m.</td>
<td>Women’s soccer, Rhodes Field, Penn vs. Yale Free</td>
</tr>
<tr>
<td>4:30-5:30 p.m.</td>
<td>Penn Ice Rink, Skating Free with PennCard $3 skate rentals</td>
</tr>
<tr>
<td>7 p.m.</td>
<td>Men’s soccer, Rhodes Field, Penn vs. Yale Free</td>
</tr>
<tr>
<td>7 p.m.</td>
<td>Women’s volleyball, Palestra, Penn vs. Princeton Free</td>
</tr>
</tbody>
</table>

LGBT Center’s 35th Anniversary

Penn’s LGBT Center celebrates its 35th anniversary this fall with events including a rededication of the Carriage House, noon-1 p.m. on Saturday, October 14 (free), in honor of its founding director, Bob Schoenberg, upon his retirement; followed by an Anniversary Celebration at Houston Hall. Register at lgbt35.com or call (215) 898-5044. Cost of admission is $35 per person or $10 for students.

The LGBT Center’s history has been intertwined with the University’s history for the last four decades. In the fall of 1982, in response to homophobic incidents on campus, the Student Activities office hired Mr. Schoenberg to work part-time handling gay and lesbian issues at Penn. As the program proved a success, he became a full-time employee and the Center a full-fledged campus organization. By 2000, the LGBT Center had acquired office space in what is now Sweeten Alumni House and had several work-study students.

In 2000, a $2 million gift from David Goodhand, C’85, and Vincent Griski, C’85, allowed Penn to devote an entire building to the flourishing LGBT Center (Almanac October 24, 2000). With this donation and $5 million in funds from the University, the Center redesigned the interior of a Carriage House to provide two stories of space for the Center. The LGBT Center moved into the restored 19th century Carriage House in summer, 2002.

Penn’s LGBT Center remains a vital and dynamic part of the Penn community (Almanac September 12, 2017). The center engages in outreach education, supportive services, and advocacy for LGBTQ students, faculty, and staff. To learn about the Center’s mission and events, see https://www.vpul.upenn.edu/lgbt/index.php

Penn’s Way 2018 Raffle Prizes

Week 2 (October 10 Drawing)

Visit www.upenn.edu/pennsway for more information about the raffle and making a pledge.

Entries must be received by 5 p.m. on the prior Friday for inclusion in a given week’s drawing.

ThermoFisher — Amazon gift card (value $50) [soldout] — Gift certificate for gym (value $100)

Penn Business Services — Penn fashion scarf (value $90)

La Colombe — Three-pack coffee gift box (value $37)

Penn Business Services — Penn Ice Rink fun pack (value $100)

Longwood Gardens — Four passes (value $92)

Q & A from Penn’s Way Website

Will my contribution via payroll deduction occur pre- or post-tax?

All contributions made via payroll deduction will be deducted after taxes.

How do I appropriately deduct my Penn’s Way contribution from my taxes?

Penn’s Way contributions made via payroll deduction will occur in following year and should, therefore, be considered deductions for that year’s taxes. Please consult your accountant or tax advisor regarding contributions made via cash, check or credit card.

How do I see or document my payroll deductions for tax purposes?

You can see what was deducted for Penn’s Way online as you would normally view your pay stub, with your PennKey and password. Penn’s Way deductions are listed in after-tax deductions by the partner organization to whom the donation was given—United Way or Philadelphia Alliance for Change. You can choose the period you are checking from the drop-down menu at the top of the page.
Feathers, Flight, and Fun: October 7 at the Morris Arboretum

Morris Arboretum’s Discovery Series concludes for the 2017 season on Saturday, October 7, 11 a.m.-3 p.m. with Feathers, Flight, and Fun. Have you ever wondered what a feather looks like under a microscope? Visit the discovery table and learn everything you ever wanted to know about feathers, including how they work, what they do and how they grow. For more information, visit www.morrisarboretum.org

MLK Community Involvement Award Nominations: November 30

The 2018 Dr. Martin Luther King, Jr. Commemorative Symposium on Social Change announces the 22nd Annual Community Involvement Recognition Awards. In honor of the late Reverend Dr. Martin Luther King, Jr.’s recognition that local engagement is essential to the struggle for equality, the awards honor members of the Philadelphia community whose local engagement and active service to others best exemplifies the ideals Dr. King espoused.

The 2018 Dr. Martin Luther King, Jr. Community Involvement Recognition Awards will be presented to five individuals in the following areas:

- Penn faculty or staff involved in community service and/or working for social justice efforts.
- Youth and adults involved in community service and/or working for social justice efforts.
- Community Education Award, in honor of Penn president emerita Judith Rodin, for those who demonstrate significant contributions in community service and/or working for social justice efforts through the advancement of education and educational opportunities in Philadelphia.
- Students of the University of Pennsylvania involved in community service and/or working for social justice efforts.

The 2018 awards will be presented to five individuals in the following areas:

- Community Service Award, in honor of Penn president emerita Judith Rodin, for those who demonstrate significant contributions in community service and/or working for social justice efforts through the advancement of education and educational opportunities in Philadelphia.
- Students of the University of Pennsylvania involved in community service and/or working for social justice efforts.
- Community Education Award, in honor of Penn president emerita Judith Rodin, for those who demonstrate significant contributions in community service and/or working for social justice efforts through the advancement of education and educational opportunities in Philadelphia.
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Community Crime Report

About the Crime Report: Below are all Crimes Against Persons or Crimes Against Society from the campus report for September 18-24, 2017. Also reported were 16 incidents with 3 arrests (2 drunkenness, 9 thefts, 1 vandalisms, 3 frauds, 1 DUI). Full reports are available at: www.upenn.edu/almanac/volumes/v64/0707report.html

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 University Police at (215) 898-4482.

Below are the Crimes Against Persons from the 18th District: 13 incidents with 2 arrests (2 domestic assaults, 6 aggravated assaults, 1 indecent assault, 1 assault, 1 indecent exposure and 2 robberies) were reported between September 18-24, 2017 by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>9/20/17</td>
<td>8:00 AM</td>
<td>3600 Market St</td>
<td>Complainant threatened by boss</td>
</tr>
<tr>
<td>9/20/17</td>
<td>3:05 PM</td>
<td>3900 Delancey St</td>
<td>Offender exposed himself</td>
</tr>
<tr>
<td>9/21/17</td>
<td>7:10 PM</td>
<td>3000 Market St</td>
<td>Offender spits in face of complainant</td>
</tr>
<tr>
<td>9/22/17</td>
<td>6:23 PM</td>
<td>210 S 40th St</td>
<td>Complainant bitten by offender</td>
</tr>
<tr>
<td>9/22/17</td>
<td>6:23 PM</td>
<td>210 S 40th St</td>
<td>Complainant bitten by offender</td>
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<td>210 S 40th St</td>
<td>Complainant bitten by offender</td>
</tr>
<tr>
<td>9/24/17</td>
<td>8:41 PM</td>
<td>3900 Pine St</td>
<td>Phone taken from complainant/Arrest</td>
</tr>
</tbody>
</table>

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Employee Resource Fair: October 4

Come learn about the vast and varied campus resources, services and volunteer opportunities available to Penn staff at PSPPA’s Employee Resource Fair and Volunteer Fair 2017. The fair, which is open to the entire Penn community, will take place tomorrow, October 4, from noon to 1:30 p.m. at the Bodek Lounge and Reading Room at Houston Hall. Address all inquiries to psppa@lists.upenn.edu

PHOS: Two October Workshops

Penn Home Ownership Services (PHOS) is hosting two workshops in October. On Thursday, October 19, attendees will learn about Managing the Home Buying Process. Featured lender Wells Fargo will be present to field questions from the audience, at 1412 BRB. On Wednesday, October 25, PHOS and Trident will present Exploring the Benefits Through PHOS in the Business Services’ Conference Room at 3401 Walnut Street. Both events will be held from noon-1 p.m. Lunch will be provided. Attendees are asked to register in advance at www.upenn.edu/homeownership

October AT PENN MEETING

10 WXPN Policy Board Meeting; noon; 3025 Walnut St.; open to the public; info: (215) 898-0628.

9 Beyond Expectations: Second-Generation Nigerians in the United States and Britain; Onoso Imogen; 6 p.m.; Penn Bookstore (African Studies).

AT PENN Deadlines

The October AT PENN calendar is now online at www.upenn.edu/almanac. The deadline for the November AT PENN calendar is October 17.

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Moelis Family Grand Reading Room

The recently created Moelis Family Grand Reading Room in the Van Pelt-Dietrich Library Center was named for Ellen and Herbert Moelis, W’53, in honor of his 85th birthday by his children (Ron, C’78, W’78 and Kerry; Ken, W’80, WG’81 and Julie, W’81; Cindy, W’82; and Robert) and their grandchildren (Jordan, W’09 WG’10; Andrew, C’10; Cory, W’11, WG’18; Madelyn, W’12; Stephanie; Adam, W’14; Kate, C’16; Claire, Paige, W’19; and Alexander). The 5,500 square-foot reading room was made possible through a 2016 gift from the Moelis Family.

Already the winner of two awards from the 2017 International Interior Design Association (IIDA), the PA/NJ/DE chapter’s Viewer’s Choice Award and the Best in Education Award, the Moelis Family Grand Reading Room is a space for quiet study and reflection at the east end of the first floor of the University of Pennsylvania’s main library. It responds to a desire for quieter space for reflective study following recent renovations more directed toward collaboration and communication among students.

Among the room’s many features is the majestic wool mural, *Fields of Transformation* (below), by renowned Dutch fiber artist Claudy Jongstra. Using wool from sheep she raised herself, Ms. Jongstra produced an object that soundproofs the space and elevates the experience of studying in a Penn Library. The mural, a primary design feature of the reading room, is comprised of three huge pieces that vary in dimension, the largest being over 19 feet high by 49 feet wide and made of felted wool and pure silk.

Ms. Jongstra said, “Lots of people will be mindfully reading and studying in this library, thus opening up and coming into contact with unknown worlds that’s also what this art piece is about.”

According to the artist’s statement, “This soft, generous artwork opens and subtly defines the space where knowledge transforms into insight and eternal wisdom by visualizing the change as it moves from the head to the heart. The source of knowledge is blue, from the indigo plant on the wool from the ancient Drenthe Heath Sheep, combining eastern and western hemispheres of knowledge of the past that is stewarded by the library. One of the oldest fibers known to man, the shiny, pure white threads from the Chinese silkworm show the intellectual stage of active knowledge, derived in the mind from research with the help of new connections and profound understanding; completely reflective, white awakens openness and growth. Chamomile, an age-old dyer’s plant, renders its glow to the warm yellow heart, where the dynamic transformation of information into golden wisdom takes place, through engagement, curiosity and irrational creativity to shape the future.”

The lighting system, which utilizes dimmable LEDs, maintains consistent light levels throughout the day by adjusting the electric lights to balance the level of daylight within the space. Pendant mounted LED downlights provide ambient lighting and are arranged to create a starry night effect, complementing the mural’s theme. This connection to nature, combined with the ample amount of daylight in the space, creates a grand and unique room.”

During Homecoming Weekend, there will be a tour at the library that includes the recently opened Moelis Family Grand Reading Room (above) on Saturday, November 4, 1-3 p.m. Discover the Unexpected: Tour of the Penn Libraries; Van Pelt-Dietrich Library Center, fifth floor. Vice Provost and Library Director Carton Rogers will navigate visitors to new discoveries through an illuminating tour of new developments at the Van Pelt-Dietrich Library Center, that also will include the state-of-the-art Steven Miller Conservation Laboratory and the exhibit *In Sight: Selections from the Lenkin Family Collection of Holy Land Photography* in the Kamin Gallery.