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Paul K. Kelly's \$3 Million Gift



Paul Kelly

Paul K. Kelly, an SAS overseer and a trustee of Penn, and the Kelly Family Foundation have made a \$3 million gift which will be used to endow a professorship in the English department, to provide program support for Kelly Writers House and the undergraduate program in studio arts, and to create a challenge fund to provide scholarships and financial support for summer study and internships for students in the Huntsman Program in International Studies and Business.

"This latest generous gift from Paul Kelly demonstrates his keen understanding of the value of the many areas that are critical to a Penn education," said President Judith Rodin. "We are enormously grateful to him for once again offering his support and leadership to further enhance a broad array of opportunities for our students."

"Paul is very committed to enhancing the many interdisciplinary offerings, that make Penn unique," said Dean Samuel Preston.



Alan Filreis

The Kelly Family Professorship recognizes a faculty member with a demonstrated track record of teaching excellence and a commitment to undergraduate education and who has made significant contributions to creating a culture of writing on campus. The first holder is Dr. Alan J. Filreis, professor of English, and founder and director of the Kelly Writers House. Dr. Filreis came to Penn in 1985 after earning a B.A. from Colgate University and a Ph.D. from the University of Virginia. His research and teaching focus on modern and contemporary American poetry and the literary politics of the American 1930s and 1950s. He has served as director of the Writing Program, faculty master of Van Pelt College House, chair of the Residential Faculty Council, chair of the English

department's undergraduate program, chairman of the WXPB Policy Board, and faculty liaison to the Trustees Committee on Student Life. He is a member of the Provost's Council of Arts and Culture, the Provost's Committee on the Continuum of Education, and the College's Admissions Committee. Recognized as a campus leader in the integration of computer technology into the curriculum, he has received the Kahn Award for Faculty Excellence, the Abrams Award, the Lindback Award for Distinguished Teaching, and the Carnegie Foundation's Pennsylvania Professor of the Year Award. He has written five books, including *Modernism from Right to Left: Wallace Stevens, the Thirties, and Literary Radicalism*, and is working on a sixth.

"I am delighted that Al has been named the first Kelly Family Professor. I can't think of a faculty member more worthy of this chair. No one can surpass Al's enthusiasm, vision, and achievements for undergraduate education and for writing at Penn," Mr. Kelly said.

Mr. Kelly is the president and CEO of Knox & Co., an investment banking firm specializing in mergers and acquisitions, corporate restructuring, and international financial advisory services. Considered an expert in foreign investment, he has been instrumental in introducing new financing concepts to the international capital markets. He holds a B.A. in English and an M.B.A. in finance from Penn and serves as chair of the advisory board of the Huntsman Program. He is also the treasurer of the Board of Governors of the Penn Club in N.Y. and served as the chairman of the University's *Agenda for Excellence* Council. His other gifts include naming the Kelly Writers House and endowing the Paul K. Kelly Challenge Grant in 1998, providing scholarship support.

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College's New Dean: Rebecca Bushnell Stepping Down: Rick Beeman

Dr. Richard R. Beeman, Dean of the College of Arts and Sciences and professor of history, announced that he will be stepping down as Dean effective July 1, 2003. He has served as Dean of the College since 1998 and during that time he led a number of initiatives including restructuring of the College's undergraduate advising system and introduction of the Pilot Curriculum, now in its third year. He will be spending the 2003-2004 academic year at Oxford University as the Distinguished Harmsworth Professor of American History.



Rebecca Bushnell

Dean Samuel H. Preston has announced that Rebecca W. Bushnell, Associate Dean for Arts and Letters and professor of English, has agreed to become the next Dean of the College.

During the last 17 years Dr. Beeman has served as Chair of the history department, Associate Dean for Humanities and Social Sciences, and College Dean. He comments, "I have enjoyed the challenges of all those jobs, but I have derived special satisfaction from my service as College Dean. I look forward to returning to full-time teaching and scholarship, both at Oxford and at Penn upon my return. I feel special satisfaction knowing that the College deanship is in Rebecca Bushnell's very capable hands."

President Judith Rodin noted, "I am delighted for Rick on this tremendous opportunity, however we will sorely miss him, his great sense of humor and his deep commitment to the students here at Penn as Dean. I am confident that Rebecca will continue the great momentum built in the College and that students will very much enjoy getting to know her better in this new capacity."

Dr. Bushnell has served as Associate Dean for five years and in this capacity has had budgetary and planning responsibility for ten humanities departments. She came to Penn in 1982 as a lecturer after completing her Ph.D. in Comparative Literature at Princeton. She was appointed an assistant professor in 1984, received tenure in 1990, and became a full professor in 1995. Her scholarship focuses on early modern English literature, culture, and history. She is a recipient of the Lindback Award for Distinguished Teaching, served for three years as chair of the SAS Committee on Undergraduate Education, and is a former director of the Presidential Commission on Strengthening the Community. She authored a 1996 Cornell Press volume, *A Culture of Teaching*, and was recently the co-director of a "Teaching with Technology" project funded by the NEH.

Dr. Bushnell notes that she is looking forward to her new role "with great enthusiasm," and that she will be devoting a lot of time in the coming months to "meeting with students and faculty to hear their thoughts and concerns about the future of the College."

"An exemplary scholar and teacher, Dr. Bushnell has provided exceptional leadership during her five years as Associate Dean in SAS," said Provost Robert Barchi. "Rebecca brings both a deep commitment to students and extensive experience within our community of scholars that will serve her well as the next Dean of the College."

Dean Preston notes that "The School of Arts and Sciences owes Rick an enormous debt of gratitude for his extraordinary service. Rick has been a wonderfully creative and energetic Dean and has worked tirelessly and effectively to improve the education of undergraduates in the College."

Dean Preston said of Dr. Bushnell's years as Associate Dean, "she has demonstrated remarkable judgment, tact, and mastery of detail. Her concern with the quality of undergraduate education is evident throughout her career."



Richard Beeman

Deaths

Dr. Lee, English and Communication

Dr. Charles Lee, arts critic, commentator, author, poet, and emeritus professor of English, died on November 20 at the age of 89.

Born Charles Levy, in Philadelphia, Dr. Lee took all his degrees at Penn: his B.A. in 1933, his M.A. in 1936 and his Ph.D. in 1955, all in English.

He was an assistant instructor in English, 1933-36, until he resigned to become book editor of the *Boston Herald-Traveler*, 1936-40, and the *Philadelphia Record*, 1940-47. He was a contributing editor to the *Philadelphia Evening Bulletin*, 1947-49. In the early 1960s he wrote a regularly syndicated book review column for several newspapers. For 16 years he contributed reviews regularly to *The New York Times*, and occasionally published verse and poems in national magazines.

In 1946, he returned to Penn as a part-time lecturer in journalism and became full-time in 1949. He was promoted to associate professor of English in 1956 and subsequently full professor. He taught creative writing, writing non-fiction and review and criticism. In the early 1980s Dr. Lee taught writing of non-fiction and review and criticism. Dr. Lee became emeritus professor in 1983.

Dr. Lee was professor of communications and the first vice dean of the Annenberg School of Communications, 1959-65, under Dean Gilbert Seldes.

He was also one of *Almanac's* earliest editors, serving from December 1955 until May 1959, with Bruce Montgomery as managing editor. They jointly exhibited their paintings at the Faculty Club six times, 1985-1998.

Dr. Lee wrote 11 books including *Love, Life & Laughter* (1990), *The Hidden Public* (1958), *Snow, Ice and Penguins* (1950), and *Weekend at the Waldorf* (1945). His verse was described as "wise, witty and richly imaginative."

Dr. Lee appeared on radio beginning in 1938 and had been connected with television since 1953. In the 1960s he had a radio show of cultural commentary on WCAU, and then became the arts and entertainment critic, reviewing books, movies and art at WFLN-FM, 1979-97. He was the cultural arts critic on WCAU-TV 10, 1965-73.

Dr. Lee was a member of Phi Beta Kappa, AAUP, the International Radio and Television Society, the Association for Professional Broadcasting Education, and the Association for Education in Journalism.

In 1944, he won Penn's first Annual Award for Meritorious Achievement in Journalism. For the Annenberg Center's 25th anniversary gala on April 29, 1996, he presented *A Reminiscence* which was published in *Almanac* October 1, 1996.

Dr. Lee is survived by his wife, Ruth Sarah Micali Lee; his son, Dr. Myles Lee, and four grandchildren, Jonathan David Snyder, Rachael Snyder, Allison Lee and Evan P. Lee.

A memorial service will be held at the Annenberg Center on December 13, 3-5 p.m. Memorial donations may be made to the Trustees of the University of Pennsylvania, Office of the Secretary, 211 College Hall (please designate that the donation is in his memory).



Charles Lee

Photo by Jules Schick

Dr. Billingham, Medical Genetics

Dr. Rupert Billingham, former chair of the Department of Medical Genetics, died from complications of Parkinson's disease on November 16, at the age of 81.

He was one of the most important scientists in the development of the field of transplantation, according to Dr. Clyde Barker, professor of surgery.

Dr. Billingham was born in England and educated at Oxford where he was the first graduate student of Sir Peter Medawar.

He subsequently moved with Sir Peter Medawar to the University of Birmingham and then to University College, London. Medawar's biography *Memoirs of a Thinking Radish* reviews Dr. Billingham's crucial role in the research for which Medawar was awarded the Nobel Prize in 1960. Their landmark experiment was published in *Nature* in 1953. The demonstration that a state of "tolerance" could be induced was the first real suggestion that transplantation was indeed feasible as a method of treating diseased organs.

In 1959 Dr. Billingham moved to Philadelphia to head a research group at the Wistar Institute. Many of the over 200 papers he subsequently published proved to be seminal ones in other important facets of his field. Dr. Billingham was the first to recognize and describe graft vs. host disease, one of the most important barriers to successful marrow transplantation, and the first to describe effective use of an immunosuppressive agent to prolong allograft survival and one of the first to study tissue preservation.

Dr. Billingham served as chairman of the Department of Medical Genetics in the School of Medicine, 1965 to 1971. The work he did with his graduate students or encouraged them to do was also crucial in the development of the fields of histocompatibility testing, definition of the mechanisms of transplant rejection, such as the importance of passenger leukocytes and the lymphatic circulation and in elucidation of the immunology of the maternal fetal relationships.

He had the gift of being able to gather around him trainees who were capable and stimulated by his infectious enthusiasm and vigorous approach. At least a dozen of his graduate students or junior members of his department have gone on to head up their own departments or research units.

Dr. Billingham, although a basic scientist rather than a clinician, was very interested in the application of transplantation to human disease. He was a central figure in the development of a kidney transplant program at Penn in 1966.

In 1971 Dr. Billingham moved from Penn to the chairmanship of cell biology at Southwestern Medical School in Dallas, where he served until his retirement in 1986. He was a member in the Royal Society, London, the American Academy of Arts and Sciences, held honorary degrees from Penn and Trinity College of Hartford, honorary memberships in *Societe Francaises d'Immunologie* and the British Transplantation Society, the presidency of the International Society for Immunology of Reproduction and of the International Transplantation Society which dedicated its Congress to him in 1994.

Dr. Billingham is survived by his wife Jean, three children, John, Peter and Elizabeth, and three grandchildren.



Rupert Billingham

Photo by Karish

SENATE From the Senate Office

The following agenda is published in accordance with the Faculty Senate Rules. Questions may be directed to Kristine Kelly either by telephone at (215) 898-6943 or by e-mail at kellyke@pobox.upenn.edu.

Agenda of Senate

Executive Committee Meeting Wednesday, December 11, 2002 Room 205 College Hall 3 p.m. to 5:30 p.m.

1. Approval of Minutes
2. Chair's Report
3. Past Chair's Report on Academic Planning & Budget and Capital Council
4. President Rodin and Provost Barchi
5. Committee on the Faculty Report on the Graduate School of Education Practice Professor Proposal
6. University Endowment Update from Craig Carnaroli, Vice President for Finance and Treasurer, and Landis Zimmerman, Chief Investment Officer
7. Other New Business
8. Adjournment

Ed. Note: Coverage of last week's Council meeting, including the Open Forum, will appear in next week's issue.

From the President and Provost

December 6, 2002

On the November 16 Incident

Penn's administration has been deeply concerned about the incident involving the Princeton debating students visiting our campus the night of November 16.

The allegations about the behavior of several Penn students are very serious, and have shocked and appalled our community. Many people have been working hard since the time of the incident to make sure that appropriate action is taken.

First, the University of Pennsylvania Police were called in immediately. They conducted the law enforcement investigation that ultimately led to the District Attorney's decision to pursue the incident as a criminal matter and to arrest those alleged to be involved.

At the same time, the University has its own, separate student disciplinary system and that system has been engaged with full dispatch. This system is managed in the first instance by the Office of Student Conduct. As the Penn Community is aware, and to ensure a fair, thorough and appropriate process, student disciplinary proceedings are confidential—that means that "updates" on the progress of these proceedings while they are unfolding are precluded.

During the time since November 16, we have been in contact with several Princeton officials and will continue to communicate with them, consistent with our responsibilities to the process.

We will continue to address this situation actively and are committed to completing the process without undue delay.

—Judith Rodin
—Robert Barchi

Speaking Out

NLRB's Complex Decision

An Open Letter to President Judith Rodin

Since receiving President Rodin's e-mail of November 22, I have read the 100 page report of the NLRB and I feel that there is need for some clarification and response.

First, the Board's decision is, indeed, complicated because, as the Board's decision demonstrates, the multitude of various graduate programs and the use of teaching assistants and research assistants is complicated and diffuse with no coherent unity. The complexity of the Board's decision reflects the complexity of the University practices.

Second, the NLRB has for decades held that the question in a representation case is whether bargaining unit requested by the union is "an" appropriate unit, not "the" most appropriate unit. It is for the union to decide what unit it wants to represent and bargain for, and if it is an appropriate unit, subject to minor modifications, then that is the unit for which the Board will hold an election. It is not at all uncommon that this unit does not include all who have some common interests, and a single employer may have three or a dozen appropriate units. The Board uses various tests to determine whether a unit is appropriate, but the basic question is whether it is a unit which both the union and employer can, in practical terms, work out their common problems.

It seems to me, in view of the Board's standards, the unit described is an appropriate unit. I see no serious problem with the University dealing with the Union for these employees without including the other graduate employees. Indeed, separate units for each school might have been more appropriate in view of the fact that the Deans of each school do, or can, exercise major control over the graduate program and the use of teaching assistants in that school. Then each Dean could more easily negotiate to fit the employment of graduate students in that school to its own needs. That would have meant a separate election in each school. There is nothing arbitrary about the Board not including all graduate student employees in one unit.

Third, it is true that those graduate students not included in the unit have no vote, but that is because the Union can not bargain for them. They will in no way be bound by any agreement made by the Union. For them, nothing will be changed regardless of the outcome of the election.

Fourth, disputes over the size of the bargaining unit are often not disputes over whether the unit is appropriate for bargaining purposes, but instead, contests over who will win the election. It is like the contests over redistricting for elections for state legislatures or Congress. That, it seems to me, to be the case

here. I have no knowledge of where the Union is strong, or where it is weak, but it is quite clear that the University seeks to avoid bargaining with the Union in any bargaining unit, no matter how bounded or expanded. I have difficulty believing the University would prefer to bargain for graduate students in all departments rather than the limited unit the Board has described. It seeks a larger unit because it hopes that will help it defeat the union in the election. The result would be that no graduate would have collective representation, regardless of his or her choice. I think it highly likely that if the University had stated that it was prepared to recognize the Union for any substantial group of graduate students where the Union had a demonstrated majority, there would have been no need for the Board proceedings. Even now, the University and the Union can negotiate for what they believe is the most appropriate unit.

Fifth, I see no insuperable obstacle to the Administration dealing with those graduate student employees who wish to speak collectively. I see no compelling reason that they should not have an effective voice in the decisions which affect their employment as teaching assistants and research assistants. To me, it is unseemly that their terms and conditions of employment should be dictated unilaterally without meaningful discussion with representatives of their own choosing.

—Clyde W. Summers, Professor of Law

President Rodin's Response

I welcome Professor Summers' thoughtful comments, and am pleased that he has provided the University community with an opportunity to continue debating the pros and cons of graduate student unionization as we get closer to an election date. But I disagree with some of his conclusions.

I too believe strongly that graduate students should have an effective voice in the decisions that shape their educational experience at Penn. However, I believe that the bid by the AFT to represent groups of Teaching Assistants and Research Assistants does not best accomplish that goal. Penn now offers a wide array of diverse graduate programs that furnish each graduate student with a premier educational experience. Establishing a labor union as the exclusive representative for certain groups of graduate students would require that those graduate students give up their individual and independent voices in advancing their unique needs for graduate scholarship.

Contrary to Professor Summers, I also believe that the scope of the graduate student bargaining unit vitally concerns the entire community of graduate students at Penn, and that the bargaining unit defined by the NLRB has no cohesive

rationale. With the bargaining unit that the NLRB has constructed, Penn graduate students performing identical services will be treated in some cases as employees and in others as students. Graduate students within the same school performing the same services will be treated differently based on their characteristics as students, not the characteristics that should be used to determine whether they are employees. And some graduate students with the same responsibilities will be treated as students if they are paid on an hourly basis but as employees if they receive funding on a stipend basis, even though their respective responsibilities are the same. Moreover, a graduate student who comes to Penn from another university like NYU or Columbia, where there are defined graduate student bargaining units, could be included in the bargaining unit at NYU or Columbia and excluded from the Penn bargaining unit even if the student's field of study or grant funding were the same.

Also, as a result of the NLRB's ruling, many graduate students at Penn—such as those students pursuing degrees in the natural science disciplines who as graduate students share a community of interest with other students such as those studying economics or other social sciences—will nonetheless be disenfranchised in this election.

I am not as sanguine as Professor Summers that the narrow and arbitrary bargaining unit defined by the NLRB will not have an adverse effect on the excluded graduate students. Graduate students will only be in the union when they have teaching responsibilities. However, a union agreement can broadly determine who will teach and when, thereby having an impact on both union and non-union members. In addition, collective bargaining can certainly skew the allocation of the University's financial resources, which are not unlimited, in a way that affects graduate students not in the bargaining unit.

Finally, imposing an additional layer of rules and policies that affect some but not all students, for some but not all periods of their student careers, and requiring Penn to determine who is in the bargaining unit governed by the labor contract, and when student health plans or university policies will apply, creates real and practical difficulties for the graduate students, the faculty and the administration—difficulties that can only jeopardize the quality of graduate education and harm the quality of the graduate student experience at Penn.

For all these reasons, I continue to support legal efforts being made to rationalize this process.

—Judith Rodin, President

Speaking Out welcomes reader contributions. Short, timely letters on University issues will be accepted by Thursday at noon for the following Tuesday's issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated. —Eds.



Almanac's professional personal shoppers traversed the campus from the University of Pennsylvania Museum on the eastern end of campus to University Square and west to Hamilton Village and points beyond, to uncover the special gifts and sales of the season for our readers. For your convenience the stores are grouped by categories: Books, Gifts, Accessories, Apparel, Electronics, and Recreation. Now that it's time to begin or finish holiday shopping why not take some time at lunch or stay for a while after work, have a cup of coffee or a bite to eat at one of the many specialty food shops and restaurants and enjoy the delightful experience of the holidays in University City.

Books



The Penn Bookstore is a grand bookstore that offers a diverse selection of books for all ages. Various subjects include philosophy, Africana, home and garden, history, entertainment, women's studies and much more. For kids, there's a "Penn and Me" section that contains activity, reference and story books. To assist with holiday shopping, the Penn Bookstore offers several displays such as "holiday books" and "gift ideas", where you can find books such as *Life* magazine's *The Power and the Glory* (\$19.95), an illustrated history of the U.S. military.

For those bargain shoppers, the Penn Bookstore will have its Sale-A-Bration on December 19 where you get 10% off holiday items, trade books, insignia clothing/gifts and free gift-wrap.

If you want to give a gift with the Penn logo consider a gold ornament with Penn emblem (\$29.99) or a Penn Christmas stocking (\$9.99) or the last word in fashion the Penn Christmas sweatshirt (\$19.98). The Bookstore also sells a variety of board games (\$20-\$30), an assortment of Godiva chocolate gift packs as well as music, calendars, stationery, picture frames and stuffed animals. Shop on line at upenn.bkstore.com and click on Penn Shop.

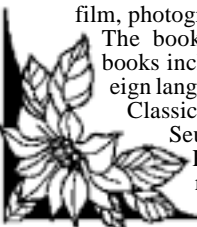
The Penn Book Center is a smaller bookstore that specializes in architectural, environmental and landscaping books. It also contains fiction and non-fiction books, and carries a large selection of books by Penn authors and local authors. Ongoing sale items range from \$5.95 to \$15.95. There's also a "current events" section that contains books written on many of the hot topics of today such as *War on Iraq* (\$8.95). They carry an assortment of picturesque calendars like the *Mural Arts Program* (\$13.95) which contains amazing murals that have been painted throughout Philadelphia.

House of Our Own is an intimate bookstore that sells new, used and out-of-print books. It has over 300 categories that include cultural studies, poetry, European fiction, women's fiction and literary theory. There's even a section called "some uncommon books" where you'll find a book like *The Best Plays: 1934-1935* (\$12.50). Used books, which range in subject from anthropology to zoology, are located on the 2nd floor. Children's books can also be found on the 2nd floor next to the bay window where you can sit and enjoy a good find. New books sell for approximately \$15-\$20 and used books for \$5-\$10.

For those on a budget, the *Last Word Bookshop* sells used books that range in price 40%-60% off the shelf price. Subjects include film, photography, religion and science.

The bookstore also sells reference books including dictionaries and foreign language books for about \$5.95.

Classic children's books like Dr. Seuss start at \$1. For older kids, R.L. Stine's Goosebumps series and Nancy Drew books sell for \$1.50-\$1.95.



Dolbey's Medical Bookstore offers great gifts for medical professionals and students. Browse the sale book section for great deals. Hardbacks are \$25 and paperbacks are \$10, and you get the 4th book free when you buy 3 with cash. Improve any library with the gift of *Dorland's Illustrated Medical Dictionary* for \$49.95. For those intrigued with anatomy, Dolbey's has a variety of detailed medical charts including muscle, nerve and skeletal systems of the body. They even carry medical software for PDAs such as *Moby's Drug Consult* (\$59.95).

Gifts



This holiday season at *Roses Florist* (3401 Walnut) means not only a wide selection of floral arrangements but seasonal poinsettias, mini Christmas trees, box wood trees and custom made wreaths and fruit baskets. Friendly and adaptable service will help you create the perfect gift for your budget or you can choose from the large selection. Delivery available. *Roses* second store is now located on the corner of 36th and Chestnut Streets, or shop on-line at www.uofprosestflorist.com.

Paper Garden is the perfect place to find smaller gifts and offers creative and stylish notebooks and journals, fun toys as stocking stuffers like The Simpsons stick on the wall glow-in-the dark figures (\$5), or SpongeBob Squarepants® stickers, candies, and a selection of collectibles and novelties. Most gifts are under \$10 while the journals are \$10-\$15. The selection of greeting cards is enormous with a card for every occasion.

The Museum Shop (UPM) offers a beautiful selection of jewelry (\$16-\$200). Who could resist the Egyptian Nefer Necklace made of 24k gold-plated pewter with lapis beads (\$158). The Precolumbian Bat Pin (\$30) made of 24k gold-plated pewter would look amazing on any winter coat. For a silk accent piece try the Roman Laurel Leaf tie (\$42) or the Etruscan Roof Tile scarf (\$64). For the beer aficionado on your list try a paperweight reproduction of the Mesopotamian Beer Tablet (\$49). The Museum Shop also has everything from African art to Chinese sculptures and a vast selection of books on ancient cultures (\$12-\$50). The Museum's web site has a great feature that lets you browse their publications by title, or check out the list of new books available. Shop on-line at www.museum.upenn.edu/new_shop/index.html.

For fun educational gifts about cultures around the world *The Pyramid Shop* (UPM) is home to collectible scarabs, life-size inflatable mummies and many other enjoyable trinkets that any kid young or old can enjoy. They also have a delightful collection of Christmas ornaments from around the world as well as unusual Christmas cards. Brazilian rainforest finger puppets, available in a variety of animals including pandas, owls, and monkeys, are an inexpensive and cute gift at a mere \$5. A book from the shop's large collection of literature on countries around the world and different crafts is sure to keep any child learning through the holidays.



Holiday Shopping



The *Black Cat*, famous for its originality, has something for everyone. Many practical items transformed into creative works are available, such as dog ice cube trays, Canadian goose dinner ware and sushi candles. You must look in every nook in the store to discover all the possibilities. Handmade items from all around the globe range from knitted Cambodian scarves to one-of-a-kind purses (\$48) and elegant jewelry. Cat lovers will also love the "Very Clean Cat," (\$90) an adorable original cat. All proceeds from this product and many others go to charity.

With the coming holidays, send a message of love and friendship to all those who are far or near—you will find all you need in *Messages*. Thousands of postcards for every occasion, be they huge or tiny, funny or serious are waiting to spread the word. You can choose a unique postcard for everybody (.99-\$1.99), or get a whole set of cards, ranging from exclusive and elegant (\$14.99) to environmentally friendly (\$8).

If you want to create the right Christmas atmosphere at home, *Messages* offers scented candles, this month's special is the mistletoe scent (20% off). Candles start at \$1.79 and go to \$19.99 for a 15 hour burning one.

Or present somebody with a Santa Claus that will grace their home for many holidays to come. Santa figures range from the traditional, with red furry coats and a bag of toys, to Iris Santa (\$44.99) dressed in green (who says Santa has to be a man), to the athletic Santa—volleyball player (\$45.99) in T-shirt with stripes and shorts with stars.

Accessories



Shoe maniacs can now find the same Steve Madden chunky platforms and pointy pumps at the *Steve Madden Warehouse* at about half the regular prices. Women's shoes range from \$24.99 to \$29.99, featuring feminine stilettos, sneakers, flats, clogs, and boots of all styles: cowboy, 80s fringes, pointy, knee-high, ankle, and everyone's favorite sophisticated black. Leather totes in solids and prints, and suede, braided belts are available for \$14.99. Steve Madden now also carries men's casual leather lace-ups for \$39.99. Shop on-line at www.stevemadden.com.

Douglas Parfumerie is a specialty boutique that carries hard-to-find brands, such as Stila and Bliss, as well as well-known names like Origins and Clinique. This season, Stila offers a \$40 palette of 4 eyeshadows and 2 blushes, and a \$25 gift box of lipstick, lipliner, and blush. Origins greets the season with its new white tea skin treatment line. The soothing body cream (\$30) and body cleanser (\$25) make great gifts for the ladies. For men, the choices of skin care products can be bewildering. Try Zirh's travel kit at \$39, which includes cleanser, lotion, shaving cream, after-shave, shampoo, and conditioner. For the budget-conscious, Douglas offers bath foams in shimmering gold and green in glass bottles (\$2.95 to \$17.50), scented jelly candles (\$7.95), and embroidered cosmetic bags (\$9.95). Shop on-line at www.douglascosmetics.com.

Surprise your loved ones with a bracelet, a new watch, or a personalized trinket box this holiday. *University Jewelers* carries 14-karat gold and sterling silver jewelry in a variety of styles, brand-name watches like Seiko (\$59 and up), Cross pens (\$20 and up), and other items such as photo frames, desk clocks, and business



card holders. The shop offers personalized engraving on many items, and gift wrapping is free. Gift certificates are available in any amount.

Treat yourself or your loved ones this winter with a pair of warm, comfortable walking shoes from *The Natural Shoe Store*, which offers sales year-round. There is something for everyone at this shop: Birkenstock sandals, Rockport casuals, Clarks Mary Janes, Timberland boots, Doc Martens Gibsons, Steve Madden loafers, and Nine West heels. The store also carries fuzzy slippers, children's shoes, and sneakers.

The Grand Shoe Store carries women's and men's dress shoes. Ladies will find chunky loafers, strappy high-heeled sandals to go with that little black dress, and elegant boots with leather details for \$99.99. Gentlemen will find understated, black and brown dress shoes for special occasions, and casual, sporty lace-ups (by Steve Madden). In addition, this store carries Harley-Davidson motorcycle boots for under \$100.

Grab a pair of new sunglasses for that ski trip or holiday vacation in the tropics. *Modern Eye* carries skater-slick wraparounds as well as retro, rimless shades in violet, tan and blue. Don't need new sunglasses? Then get a pair of eyeglasses in one of the latest nerdy-chic styles. These fun plastic frames come mostly in black, red and tortoise, and range from \$149 to \$300+. If you prefer a particular brand, be sure to find it here; the store carries designer labels such as Calvin Klein, Donna Karan, Gucci, Hugo Boss, and Ray Ban.

Apparel

If the grayish tones of winter depress you, why not add some color into the gray everyday? It's all in color this season at *Gap*. There's no time for boredom if you are wearing the mini-striped playful crewneck sweater (\$48). But you don't have to be all-in-colors to make your day joyful, *Gap* also has smaller accessories, ranging from mini-striped to mega-striped, from scarves (\$34) to mittens (\$16.50), caps (\$16.50) and sweater-bags (\$24.50/\$32).

And *Gap* has another teaser for all the gift shoppers: it gives 25% off all its jackets. You definitely won't be cold in the warmest vest (\$43.50 for her/\$51 for him), or in the leather peacoat (\$186). Looking for something unconventional? Then you might like the new sherpa items—ranging from duffel coats (\$186) to ranch vest (\$88.50). Add a sherpa crusher hat (\$29.50), gloves (\$24.50) and a bag (\$34.00) and you are completely stylish.

If you are looking for basics, *Gap* has them all, from underwear to backpacks. And if you are not sure what the person on your list will like, *Gap* offers convenient gift certificates. Shop on-line at www.gap.com.

Did you ever want to be a superhero, like the ones you see on the TV? Do you want to see the worst hair cuts ever? Interested in the trashiest movie posters from American theaters? If so, you can find answers to these questions and much more in the book section of *Urban Outfitters*.

As usual, their clothes are a mixture of modern style and ethnic motifs. Bags from India, tops from Pakistan, skirts from Bangladesh—the T-shirts start at \$24, and the coats cost up to \$210. If you prefer something traditional, you can still get blue jeans (from \$48).

Apart from clothes, *Urban Outfitters* offers

furniture and apartment accessories. If you are looking for something unconventional, you might want to try the unique CD holder, which can be hung on the wall like a tapestry, turning your CDs into wallpaper (\$20), or the kung-fu hamster (\$15). However, you can also find a whole range of more traditional apartment accessories, like rugs, and curtains and lighting.

And if you want to have the folk-ethnic motif on your Christmas tree, *Urban Outfitters* also offers Christmas decorations. You can find various Christmas tree balls here, a classical snowball frame (\$10) or a hyper-modern retro Christmas tree (\$14).

Do you like comfortable clothing, either as an everyday-wear, or for your free time? Then stop by *Smith Bros*. You can choose from a variety of t-shirts, tops, pants or sweaters. Nearly everybody can find his or her ideal pair of jeans, because *Smith Bros* has all kinds of brands, colors, materials and cuts. Prices range from \$70 to \$120.

If you like soft and easy activewear, then you might want to look at the velour sweatsuits. You can buy black or navy pants (\$90) and jackets (\$100) separately or together.

Or surprise everyone and get a white, furry velour hat (\$50). A gentle, cloud-like lace blouse (\$86) is perfect for special occasions. If you are a man and like a little extravagance, check out the black and white shirt, with one half black with white stripes and the other white with black stripes (\$79). Shop on-line at www.smithbros.com.

Electronics

With walls and walls of electronics, a trip to *Radioshack* located in Hamilton Village, is perfect for the tech lover in your life. Beyond the normal stereo components and computer accessories exists a variety of goodies for children including the Rockin' PT Cruiser RC Car specially priced for the holidays at \$69.99. A variety of other standard remote controlled cars are stocked as well such as the Vortex RC Car for \$129.99. Kids will also love the portable cassette karaoke, a great buy at \$29.99. The store's metal detector, also \$29.99, is perfect for your eccentric family member.

The *Computer Connection* at the Penn Bookstore is full of great deals on both computers and software at educational prices. The *Computer Connection* offers special holiday computer bundles, including the Dell OptiPlex, which include a \$25 *Computer Connection* gift certificate, applicable towards your next purchase. The store also features a selection of discounted and rebate items including Epson scanners and Omega CD-R drives for those on a budget.

For the music lover on your list, why not a set of Altec Lansing 221 speakers (50 watts) for \$39.95. They plug in to the computer, mp3 player, iPod or any stereo system. For more power try the Altec Lansing 251 speakers for \$79.95 (90 watts). They also have the Logitech Personal Digital Penn, which lets you download your meeting notes directly into your computer (compatible with PC or Mac, \$179). For the young artist on your list, the Crayola Kids PC Drawing Tablet is just the thing. They can draw on the pad, the image appears on their screen and they can print out their original artwork.

Exactly as their holiday catalogue claims, the shopping buys at *The Camera Shop, Inc.*, are full of big discounts and selection. With purchases from their vast array of standard and digital cameras they offer many special deals including a free Fujifilm camera and binocular

outfit. For those already with a camera, buy them a deluxe camera bag, many marked off up to 25%, with prices ranging from \$40-\$70. Already have a special picture you want to give as a gift? Frame it in style or get photo albums available at the store, always 10% off for store members. Shop on-line at www.ritzcamera.com.

Recreation

As the only place left on campus entirely devoted to music, *Spruce Street Records* is a great place for shoppers who would rather buy their music in person than on-line or Center City. They carry a large selection of new CDs at regular prices (\$12-\$16) and box sets. *Spruce Street Records* boasts a large and diverse collection of used CDs for much less (\$7-\$9) which are well worth persuading. Shoppers even have the option to sell their old tracks should their holiday budgets need some extra padding. Gift certificates are available if you aren't sure what to get, but the shop owner, Jim, will be more than happy to help. Special orders for those hard-to-find CDs, like imports, are no obstacle either, and can be ready for pickup in 24 hours.

The newly opened cinema, *The Bridge: Cinema de Lux* offers avid movie goers more than just movie tickets. This holiday season, you can purchase 100% cotton T-shirts (\$10) and stylish black mugs (\$8) bearing *The Bridge's* logo. For those who are unsure of what to get, the \$25 gift certificates are definitely a safe bet. They can be used for all purchases including all food items and in the '12 Lounge' as well as movie tickets. For more information, visit their web site at www.thebridgecinema.com.

For nature enthusiasts, *Eastern Mountain Sports* is almost like a toy store. It boasts a variety of equipment for those who fancy rock climbing, kayaking, camping, skiing and other outdoor activities. Some of the items include backpacks, tents, blankets, carabenas, torchlights, cookware, and even freeze-dried foods. Also, check out the shoe selection on the 2nd floor; most are on sale with a 30% discount.

For the rest of us who are more content indoors, *EMS* also offers a variety of apparel from brand names such as Columbia, North Face and *EMS's* own line. The more attractive items are the fleece pullover (\$39.95) and fleece jacket (\$45). The store also offers gifts such as National Park Monopoly, and the National Park Pictionary set. Cuter items like the plush polar bear, black bear, moose and otter in a can (\$10) are also popular gifts. Shopping at *EMS* is a great experience with their knowledgeable and friendly staff. Check out their web site at www.emsonline.com for more details.

No you can't eat there, but it does have a menu outside. It's *Bike Line*—the only store on campus specializing in bicycles. Its bikes are mostly from Trek and are priced from \$300-\$1200. For an additional \$49.99, a 5-year service policy can be purchased to cover unlimited tune-ups, derailleur, break and bearing adjustments, flat repairs and personal fitting. Accessories including gloves, thermal jerseys, helmets and saddles range from \$30-\$50. There is also a special discount that changes daily for selected items in the store. This can be viewed on the menu outside. Visit their web site at www.bikeline.com.

Tax-Deferred Retirement Plan: 2003 Contribution Limits

The Internal Revenue Service has published the new limits for the 2003 calendar year. Here are the updated limits:

Limit	Explanation	2002	2003
Elective Deferral Limit	Amount that an individual can contribute on a pre-tax basis to the University's 403(b) plans	\$11,000	\$12,000
Catch-up Deferral Limit ¹	Individuals age 50 and older can make "catch-up" contributions to the 403(b) plan (in addition to elective deferral limit)	\$1,000	\$2,000
¹ Participants who have been employed with the University for fifteen (15) years or more may be eligible for an additional catch-up contribution.			
Participants who wish to maximize their contributions should contact the Retirement Call Center at 1-877-736-6738, for assistance in determining the new contributions and the pay period amount. <i>Participants who stopped their supplemental contributions because they reached the maximum early in 2002, should call to have the supplemental deductions restored, since these deductions are not automatically restarted at the beginning of the new year.</i> In order to be effective for January, any changes should be made by calling the Retirement Call Center prior to the close of payroll for January. — Division of Human Resources			

Changes to Telnet Access to E-mail and Netnews: January 28

As a community, we can congratulate ourselves on successfully transitioning to PennKey authentication this fall and improving overall security on our network. Many fewer people will be affected by the next step in Penn's ongoing security enhancement program, which will be to require strong authentication for Telnet access to campus host computers. (For background about Penn's security initiatives, see *Almanac* July 16, 2002 and October 10, 2002.)

Telnet is used primarily to access host-based e-mail applications such as Elm and Pine, and Netnews readers such as tin and slrn. However, Telnet software in the standard, insecure mode now being used on campus does not encrypt users' passwords; they are sent across the network "in the clear," making them more susceptible to interception.

By January 28, 2003, anyone using standard Telnet to access the University's host-based applications will need to upgrade or change their desktop software. The recommended options are listed in the table below. In addition, individuals who use Telnet to access Penn e-mail when they're away from their own computer—while traveling or using a friend's computer or a computer in a public location such as an Internet café—will most likely need to change the way they access their e-mail. Webmail is the recommended option for them.

If you don't know how you access e-mail or Netnews, be sure to check with your Local Support Provider (LSP). You may be using Telnet without knowing it.

Telnet Applications that will no longer work

As of January 28, the widely used Telnet software listed below can no longer be used to access Penn host computers. This list includes products that have been

supported at Penn in the past and is not intended to be exhaustive.

- versions of Host Explorer prior to version 7.1.0.4 (Windows)
- built-in Telnet for Windows (Note that if you access mail using a sequence like Start Menu > Run > telnet email server name (e.g., pobox, mail.sas, dolphin) > email ID and password > email program (e.g., elm or pine), you are using a standard Telnet client to access host-based email.)
- all versions of NCSA Telnet (Macintosh)
- versions of dataComet prior to version 5—with version 5, the name also changed to dataComet Secure (Macintosh)

Secure Options for Use as of January 28


Anyone who currently uses standard Telnet on their computer should install either secure Kerberized Telnet software and a Kerberos ticket manager or Secure Shell (SSH) software before January 28 for continued access to host-based e-mail and Netnews readers. Be aware that this secure software is not as ubiquitous as standard versions of Telnet, and is therefore less likely to be available on computers in public locations such as web cafes. The recommended way to access e-mail when you're away from your own computer is via Webmail, which is available on all the major campus e-mail hosts and can be accessed using Internet Explorer or Netscape.

Getting Help

If you're not sure whether or not this change affects you, consult your Local Support Provider. Be sure to seek advice and, if necessary, update your software, as soon as possible, so you don't find yourself unable to read e-mail on January 28.

—Robin Beck, Vice President, ISC

Security Options	Windows Software	Macintosh Software
Kerberized Telnet Not all University hosts support Kerberized Telnet.	Host Explorer 7.1.0.4 configured for Kerberos AND Leash32 ticket manager The software and configuration instructions are available at www.upenn.edu/computing/product ; the software is also available on the 2002 PennConnect CD. Information on using Kerberized services and ticket manager software is available at www.upenn.edu/computing/pennkey/use .	dataComet Secure configured for Kerberos AND Kerberos for Macintosh 4.x ticket manager The software and configuration instructions are available at www.upenn.edu/computing/product ; the software is also available on the 2002 PennConnect CD. Information on using Kerberized services and ticket manager software is available at www.upenn.edu/computing/pennkey/use .
Secure Shell (SSH) All University host computers support SSH.	Secure CRT configured for SSH The correctly configured version is available from www.upenn.edu/computing/product and the 2002 PennConnect CD.	dataComet Secure configured for SSH The correctly configured version is available from www.upenn.edu/computing/product and the 2002 PennConnect CD.
Webmail Recommended option for accessing Penn email or Netnews hosts from a computer other than your own.	Internet Explorer or Netscape No configuration is required - just select your email host from the Webmail menu at www.upenn.edu/computing/webmail . A help function with usage information is available inside the Webmail application.	Internet Explorer or Netscape No configuration is required - just select your email host from the Webmail menu at www.upenn.edu/computing/webmail . A help function with usage information is available inside the Webmail application.



Emergency Closing Reminder

Information about University closings and other modifications of work schedules is available from Penn's special information number: (215) 898-MELT (215-898-6358), through communications from the Division of Public Safety, and from KYW News Radio 1060 AM, where Penn's emergency radio identification codes are "102" for day classes and "2102" for evening classes.

The full Emergency Closing Policy (Policy 707) can be accessed via the Division of Human Resources web site at www.hr.upenn.edu/policy/policies/707.asp.
—Division of Human Resources

Penn's Way

For information about the Penn's Way 2003 Campaign call (215) 746-GIVE or e-mail pennsway@pobox.upenn.edu or visit the campaign's web site on line at www.upenn.edu/pennsway.

To be eligible for Week Five prizes you must turn in your pledge envelope by noon on Friday, December 13. Winners will be contacted on Friday, December 20.

Week 5 Raffle Prizes

- Five \$10 gift certificates for Houston Market
- A book of 10 passes for Class of 1923 Ice Rink
- A book of 10 passes for Class of 1923 Ice Rink
- 2 sets of two tickets to Men's basketball game on 1/31 vs. Dartmouth
- 2 sets of two tickets to Men's basketball game on 2/15 vs. Brown
- 2 sets of two tickets to Men's basketball game on 2/14 vs. Yale
- 2 sets of two tickets each to the Penn Relays

Week 2 Winners

1. Bonnie R. Miller, Small Animal Hospital: Two tickets for the Painted Bride Art Center
2. Darryl Blair, Penn Police: 10 passes to the African American Museum in Philadelphia
3. Bruce D. Freedman, Pathobiology: Family membership to the Morris Arboretum
4. Anita L. Fahringer, Museum Library: 2 sets of two tickets to wrestling matches: 1/19 vs. Penn State and 2/22 vs. Princeton
5. Michael Kely, Computer Connection: Two tickets to any Arden Theatre Company production
6. James Roundtree, University Archives: 5 one-day guest passes to the Pottruck Health & Fitness Center
7. John S. MacDermott, SAS Computing: Gift certificate for dinner for two at Penne

Week 3 Winners

1. Jennifer Shryock, SAS: lunch for two in the Harrison dining room, Faculty Club
2. Hugh McBreen, Penn Police: \$20 gift certificate for Top Dog
3. Susan Rosenstern Curran, Human Resources: \$20 gift certificate for Top Dog
4. Monica McVey, Publications Services: 2 teddy bears from Chris' Corner
5. Judith Christensen, Sociology: \$25 gift certificate to Arboretum plant sale in Spring 2003
6. Ann Meehan Saputelli, School of Medicine: one Faculty Club membership
7. Brenda Bundy, Student Financial Services: 4 passes for the Please Touch Museum
8. Kristina Clark, Alumni Relations: Gourmet Picnic Basket Lunch for two from Picnic
9. Artemis Yates, Wharton Finance and Administration: Family membership to the University Museum

Update

DECEMBER AT PENN

MEETING

12 *WXPN Policy Board*; 11:30 a.m.; Kelly Writers House.

ON STAGE

13 *Hansel and Gretel and Nutcracker Variations*; performances by International Ballet Theater, Dancefusion, fusion2, and other local students from the Gwendolyn Bye Dance Center; 7:30 p.m.; Iron Gate Theatre; also *December 14, 2* and 7:30 p.m. Tickets: adults \$20, children/students \$10 in advance; adults \$25, children/students \$12 day of show. Tickets: (215) 222-7633 (credit cards) or www.gbydance.com.

READING/SIGNING

17 *Robin Rice and Jane Golden; Philadelphia Murals and the Stories They Tell*; 7 p.m.; Penn Bookstore.

TALKS

10 *Protection of Human Chromosome Ends*; Titia de Lange, Rockefeller University; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

11 *Chemokine Receptor Signals and B Lymphocyte Trafficking*; Karin Reif, University of California, San Francisco; 1 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

12 *Child Custody*; Astra Outley, Women's Law Project; noon; Penn Women's Center (Single Parents Association; Penn Women's Center).

17 *Basic Studies and Clinical Applications of the RNA Interference in Mammals*; Drew Weissman, medicine; 10 a.m.; Grossman Auditorium, Wistar Institute (Wistar).

Deadlines: The deadline for the February AT PENN calendar is *January 14*. For submission information, see www.upenn.edu/almanac/calendar/caldead.html.

Almanac Schedule

The schedule for the remainder of the semester is as follows: *Almanac* will be published on *Tuesday, December 17*.

Almanac will resume weekly issues as of *January 14*. The deadline for that issue will be *Tuesday, January 7*.

Breaking news will be posted to "Almanac Between Issues" and the *Express Almanac* will be e-mailed to those who have subscribed.

On Hiring Foreign Nationals

The Office of International Programs (OIP) and the Division of Human Resources are offering a workshop on Hiring Foreign Nationals on Friday *December 13*, from 9 a.m.-noon.

The workshop will provide updates on the J-1 and H-1 visa programs and a detailed explanation of the policies and procedures for inviting J-1 exchange visitors and hiring employees in H-1B status. New forms will be distributed and explained. There will also be an introduction to the Student and Exchange Visitor Information System (SEVIS) which is scheduled to begin in late January 2003.

The workshop is designed for University staff members who liaison with OIP and manage the paperwork for hiring foreign nationals for their department, for example business administrators, and other departmental administrative personnel. While we assume that most in attendance will have some experience hiring foreign nationals, new department personnel who are interested in learning, or who will assume some of these responsibilities are welcome.

This workshop is not intended for foreign nationals currently working on non-immigrant visas at the University unless they are responsible for hiring other employees.

Please register for this workshop through the "Course Catalog" under Learning and Education on the HR website: www.hr.upenn.edu/ by *Wednesday, December 11*. Space will be limited, so be sure to register. For more information, please call OIP at (215) 898-4661.

—Division of Human Resources

Martin Luther King 2003 Awards, Events and No Classes

The deadline for submission of a nomination for the 2003 Martin Luther King, Jr. Community Involvement Awards has been extended to *Monday, December 16*. See *Almanac* November 12 for details.

There will be no classes on *January 20* in honor of Penn's commemoration of Martin Luther King Day, and the University will be closed since the day is a recognized holiday. See *January AT PENN* which will be published in next week's issue for MLK events.

Corrections

In the Honors section of the November 19 issue, Dr. Claire Fagin was incorrectly identified as the former acting president. Her title had been former *interim* president of the University.

In the November 26 issue, the mail code for the Jon M. Huntsman Hall was incorrect. The correct mail code is *6340*. — Ed.

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **November 25-December 1, 2002**. Also reported were 11 Crimes Against Property (including 8 thefts, 2 burglaries and 1 auto theft). Full reports are on the Web (www.upenn.edu/almanac/v49/n15/crimes.html). Prior weeks' reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **November 25-December 1, 2002**. 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.

11/27/02	11:51 PM	300 S 40 St	Driving under the influence/Arrest
11/29/02	12:06 AM	200 block S 43 St	Males robbed complainant/Arrests

The 18th district crimes for the week of November 25-December 1 were not available at the time of this publication. When received, they will be published on *Almanac's* web site at www.upenn.edu/almanac/v49/n15/crimes.html.

CLASSIFIEDS—UNIVERSITY

RESEARCH

Are you unhappy with your sex life? If you are a healthy, post-menopausal woman who has not undergone a hysterectomy, are between the ages of 40 and 70, and are experiencing low sexual desire, you may be eligible to take part in a research trial evaluating the effects of an investigational study patch. Qualified volunteers will receive a physical exam, a Pap smear and mammogram, and study medication. Compensation will be made for your time and travel. If you are interested in participating, or would like more information, please call Tamara in the Department of Obstetrics & Gynecology at (215) 614-0010 or e-mail tweiner@mail.obgyn.upenn.edu.

Quit Smoking For Free! If you are 18 years of age or older, you may be eligible to receive 8 sessions of free counseling and study medication at no cost. Interested? Call the Quit for Health Program at (877) 513-QUIT.

Does it hurt to move? Are your joints painful and swollen? Do you have Rheumatoid Arthritis? If you answered YES to these questions...Come join a rheumatoid arthritis research study at the University of Pennsylvania. For more information call Susan at (215) 662-4634. Compensation will be provided.

Want to Lose Weight after the Holidays? The UPENN Weight and Eating Disorders Program is offering a free 2-year weight loss program beginning this January. Women aged 21-50 who are approximately 50 pounds overweight (BMI 30-40) may be eligible. Please call Leanne at (215) 898-3184 to see if you qualify.

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

CLASSIFIEDS—PERSONAL

FITNESS

Grand opening of new Yoga Studio in University City. Power Yoga Works is located at 3925 Walnut Street next to Kinko's. We offer beginner and all levels classes daily with over 20 classes weekly. For more information visit our website at www.poweryogaworks.com or call us at (215) 243-9642.

THERAPY

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

Almanac is not responsible for contents of classified ad material.

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



Almanac

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URL: www.upenn.edu/almanac/

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

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ALMANAC ADVISORY BOARD: *For the Faculty Senate*, Martin Pring (*Chair*), Helen Davies, David Hackney, Phoebe Leboy, Mitchell Marcus, Joseph Turow. *For the Administration*, Lori N. Doyle. *For the Staff Assemblies*, Michele Taylor, PPSA; Karen Pinckney, WPSA; David N. Nelson, Librarians Assembly.

The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic, or other University administered programs or employment. Questions or complaints regarding this policy should be directed to Valerie Hayes, Executive Director, Office of Affirmative Action, 3600 Chestnut Street, 2nd floor, Philadelphia, PA 19104-6106 or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

Government Affairs Update

Federal Relations

Before adjourning in mid-November, the 107th Congress took action on two important pieces of legislation that will have a major impact on the University of Pennsylvania.

Homeland Security Act

The Homeland Security Act, creating the new federal Department of Homeland Security, has passed both chambers of Congress and was signed into law by President George W. Bush on November 25.

The bill is broad and far-reaching, and will result in a major restructuring of federal agencies. Provisions of specific interest to the University of Pennsylvania and the research university community are:

- establishes an Undersecretary for Science and Technology to direct research priorities for the new Department and to coordinate with other research agencies.
- maintains bioterrorism research funding and health research priority-setting in the Department of Health and Human Services, primarily NIH and CDC.
- creates the Homeland Security Advanced Research Projects Agency (HSARPA) to administer a new Acceleration Fund—authorized at \$500 million in FY2003—“to award competitive, merit-reviewed grants, cooperative agreements, or contracts to public or private entities, including businesses, federally-funded research and development centers, and universities.”
- authorizes a “university-based center or centers for homeland security,” to be selected based on 15 criteria laid out in the measure. (*For a list of these criteria contact peerless@pobox.upenn.edu.) It is widely believed that these criteria were created to favor Texas A&M University, but other institutions—including Penn—believe that they are also eligible to compete.
- puts in place a Homeland Security Science and Technology Advisory Committee, with 20 members to be appointed by the Undersecretary for Science and Technology.
- creates a federally-funded research and development center, to be known as the “Homeland Security Institute” to perform analytical functions.
- establishes an Office of Science and Technology within the Department of Justice responsible for law enforcement technology.

The Homeland Security Act will consolidate 22 federal agencies and will involve more than 170,000 federal employees. Under the law, the administration will have one year to bring together the 22 agencies. The department will consist of four sub-agencies—Border and Transportation Security, Emergency Preparedness, Technology, and Intelligence—as well as the Coast Guard and Secret Service, which will stand alone.

The first step in the process of establishing the agency calls for the administration to submit to Congress a detailed master plan for how it will accomplish the reorganization. Once President Bush sends the master plan to Capitol Hill, the administration will have 90 days to plan for the creation of the department, with emphasis placed on integrating computer and e-mail systems so the employees can communicate, and on consolidating various agencies’ terrorist watch lists. Congress will decide how to oversee and fund the new Department when it convenes for the 108th Congress in January.

* The Homeland Security Act establishes “a university-based center or centers for homeland security. The purpose of this center or centers shall be to establish a coordinated, university-based system to enhance the Nation’s homeland security.”

National Science Foundation Reauthorization

The Congress on November 15 sent to President Bush the National Science Foundation reauthorization bill, which will double funding for the agency over five years. The measure is widely viewed as a victory for the higher education and scientific communities.

The bill authorizes Congress to appropriate about \$5.5 billion to NSF for FY2003—of this money, \$4.15 billion is directed toward research and related activities. In the final year of the doubling, FY2007, NSF will receive \$9.8 billion. These increases are contingent upon the agency meeting management requirements imposed by the Office of Management and Budget.

As an authorization bill, this measure does not actually provide funding, but rather sets recommended spending levels for the appropriations committees, which allocate money.

Survey on International Students and Faculty Indicates Post-9/11 Changes

According to a recent survey by the Association of American Universities (AAU), the number of international students at major U.S. research

universities has increased since last year’s terrorist attacks; the number of international scholars and researchers, on the other hand, has declined. The survey also found an increase in visa delays and denials for international students and scholars.

Over the 20 institutions that participated in the survey, international student enrollments increased by an average of 4 percent, while the number of international scholars and researchers dropped by an average of 11 percent. Visa delays for international students rose from 134 to 357, while delays for scholars rose from 561 to 644. Visa denials for international students increased from 168 to 247 and for scholars from 42 to 60.

Complete survey results are available on the AAU website: www.aau.edu/resources/Visa.html.

State Relations

On Wednesday November 20, Governor-elect Edward G. Rendell named a 28-member task force aimed at addressing both short-term and long-term policies to address Pennsylvania’s medical malpractice crisis. The task force is expected to work closely with the Pew Foundation that has sponsored a multi-year, multi-million dollar study of Pennsylvania’s medical malpractice crisis. Dr. Ana McKee, a faculty member and the Chief Medical Officer and Associate Executive Director at Presbyterian, has been named to sit on the task force. Twenty-eight people have been named to date including six members of the plaintiffs’ bar, five defense lawyers, two representatives from health care organizations, four representatives from the PA Medical Society/physician community, four insurance representatives, 4 legislative staff members, one labor representative and one representative from the business community. The Chair of the task force is former Philadelphia Common Pleas Court Judge Abraham Gafni.

The task force is charged with reporting back to Governor-elect Rendell within 60 days (by January 20) on four possible short-term solutions to the medical malpractice crisis. The task force will also be asked to recommend long-term solutions following an examination of the tort system generally and industry practices. The Office of Government, Community & Public Affairs, along with the Health System Office of Government Relations, will carefully assess and report on the workings of the task force.

Community Relations Update

To promote the most effective relationships with the communities served by the University and Penn Medicine, Glenn Bryan, Director of City and Community Relations for the University, will assume responsibility for outreach and community relations for the Health System and School of Medicine. Glenn’s increased scope of responsibilities takes advantage of the effective structure that exists already in support of his University-based activities and supplements the outreach efforts he also provides for the School of Nursing and School of Dental Medicine.

Working through a single Office of Community Affairs is the most efficient way to build and maintain relationships in the various communities we serve, including our campus-based West Philadelphia community. Indeed, a non-duplicative University/Penn Medicine approach to community relations should enhance the level of services we can provide such as for community-based services, research initiatives, and obtaining community input regarding relevant Health System activities. Glenn’s initiatives on behalf of the Health System and School of Medicine will be coordinated with Alan N. Rosenberg, Esq., Associate Executive Vice President with responsibility for government relations and communications for Penn Medicine. We are working together to develop a new Community Relations Strategic Plan for Penn Medicine—which will require input from leaders within Penn Medicine, the University and community.

We want to thank Marla Davis for her service as the former Director of the Department of Community Affairs for the Health System. While Marla stepped down from that position this past May, she continued to assist the Health System in support of the recently held Men’s Health Conference.

Glenn Bryan can be reached at his University office (215) 898-3565 or Penn Medicine office (215) 662-3499. Alan Rosenberg can be reached at (215) 662-2271.

We look forward to continued effective interactions and communications between Penn Medicine and the communities we serve.

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