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Allan Pack: Inaugural John L. Miclot Professor of Medicine

Leading sleep scientist Dr. Allan I. Pack, has been named the first John L. Miclot Professor of Medicine. The Miclot chair is the first dedicated to the study of sleep disorders at Penn and will support Dr. Pack's efforts as director of the Center for Sleep and Respiratory Neurobiology.

Funded through a generous gift from Philips Respironics, a global provider of sleep and respiratory products, which became part of Philips Healthcare in March 2008, the Miclot Professorship is named for the company's former president and CEO who now serves as CEO of Philips Home Healthcare Solutions. Philips Respironics has established endowed chairs in sleep science at Penn, Stanford, Harvard, and the University of Wisconsin. Together, the chair holders will form a new academic sleep research alliance dedicated to advancing the study of sleep disorders.

This endowed chair represents a major step forward for sleep science at Penn, according to Dr. Richard P. Shannon, chair of the department of medicine. "Dr. Pack's leadership has been essential to advancing sleep research at Penn," he said. "The Miclot Professorship will provide crucial support for his efforts as director of the Center, and for his own investigations."

"It is a great honor to be part of this innovative undertaking, which will link Penn to sleep researchers at three other universities. The Miclot chair will provide me and my colleagues with significant opportunities for collaboration," said Dr. Pack.



Allan Pack



John L. Miclot

Dr. Pack's laboratory studies the functions of sleep at a molecular level and the genetics of sleep and its disorders. In addition to his research activities, he treats patients with sleep apnea and other sleep disorders at the Penn Sleep Center. Dr. Pack has been named a *Top Doc* by *Philadelphia* magazine every year since 2004, and is entered in America's Top Doctors.

Penn's Center for Sleep and Respiratory Neurobiology (CSRN) is a multidisciplinary center dedicated to exploring and understanding the basic mechanism of sleep and circadian rhythm, the pathogenesis of sleep disorders, and the outcomes of therapy. The CSRN also educates outstanding sleep medicine researchers, and its fellows come from many different disciplines to receive training in all aspects of sleep medicine.

The Division of Sleep Medicine was the first independent sleep division to be established in the country. Based in Penn's department of medicine, the division's membership reflects the multidisciplinary nature of sleep medicine at Penn, draws its faculty members from various academic departments and specialties, and provides the highest level of care to patients with a range of sleep disorders.

Philips Respironics is passionate about improving the quality of people's lives with sleep solutions that are designed around the needs of their customers and patients. It offers solutions for sleep apnea and is exploring opportunities in other sleep disorders such as insomnia, circadian rhythm disorders and restless legs syndrome.

Penn Presbyterian Medical Center's New Chief of Surgery

Penn Presbyterian Medical Center has announced that Dr. Kenric Michael Murayama, became the new Chief of Surgery, effective September 15. He joined Penn Presbyterian from the University of Hawaii John A. Burns School of Medicine in Honolulu, where he was professor of surgery and chief of general surgery.

An expert in minimally invasive surgery, Dr. Murayama was director of the Center for Minimally Invasive Surgery at The Queen's Medical Center in Honolulu. In addition, he



Kenric Michael
Murayama

served as associate chair for Robotics & Emerging Technologies and director of the Minimally Invasive Surgery Program at the University of Hawaii John A. Burns School of Medicine. He served as director of The Queen's Comprehensive Weight Management Program, a multidisciplinary program he developed four years ago and the first of its kind in the state of Hawaii.

In his new role as chief of surgery, Dr. Murayama will have direct responsibility and oversight of all surgical services at Penn Presbyterian. Under his leadership, he will continue the growth and development of what is already a strong academic surgical department.

"We are very fortunate to have a physician of Dr. Murayama's caliber as our new chief of surgery," said Michele Volpe, executive director and chief executive officer. "Penn Presbyterian Medical Center is well known for its expertise in minimally invasive surgery, including cardi-

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Committing Penn to Increased Levels of Service

At last Friday's ServiceNation Summit in New York City, University of Pennsylvania President Amy Gutmann joined other college and university presidents in committing their institutions to increased national service.

The Summit was a gathering of some 500 national leaders from all sectors who came together to mobilize a campaign for a new era of service and civic engagement in which all Americans will work together to solve the country's most persistent societal challenges.

"Penn's founder Benjamin Franklin believed that the great aim of education in a democracy was to foster in students 'an inclination joined with an ability to serve Mankind, one's Country, Friends and Family,'" Dr. Gutmann said in her remarks at the luncheon. "Penn has a long and storied history in making service an essential part of our students' educational experience."

Dr. Gutmann also announced that during the next four years Penn will fund an additional 400 community-service opportunities for its students.

She cited Penn's Fox Leadership Program, Civic House and the Barbara and Edward Netter Center for Community Partnerships as examples of programs that "not only enable more than 40 percent of Penn's 10,000 undergraduate students to engage in sustained service but also generate a 'force multiplier' effect. By strategically deploying our educational resources with the communities we serve, we expand the impact of our primary educational mission."

"We will continue to find new, innovative ways to cultivate our students' inclination and ability to serve," Dr. Gutmann said. "We will embed the ethos of civic engagement more deeply in the life of the University. And, by joining forces with our community partners, we will continue to inspire more students to become active, lifelong citizens and leaders of our diverse democracy."

As president since 2004, Dr. Gutmann has identified local and global service as one of Penn's priorities in the Penn Compact.

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SENATE From the Senate Chair

The following is published in accordance with the Faculty Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Sue White, executive assistant to the Senate Office, either by telephone at (215) 898-6943, or by e-mail at senate@pobox.upenn.edu.

Faculty Senate Executive Committee Actions Wednesday, September 10, 2008

Welcome and Introductions. Faculty Senate Chair Sherri Adams welcomed the 2008-2009 Faculty Senate Executive Committee and brief introductions followed.

Chair's Report. Faculty Senate Chair Sherri Adams reported that Faculty Senate Tri-Chairs have been busy meeting and planning during the summer and are happy to report that all Senate committees are fully populated; committee chairs met this past week and are ready to begin their work after the approval of the Senate committee charges. Dr. Adams reported that this year SEC will hold two meetings in November and March featuring informal dialogues on topics of interest to the faculty.

Past Chair's Report. Faculty Senate Past Chair Larry Gladney gave an overview to the Executive Committee on the work of the Academic Planning and Budget Committee and Capital Council.

Faculty Senate Committee Charges for 2008-09 Committees. SEC reviewed the proposed committee charges for all the Senate Standing Committees and the charges were unanimously approved.

Updates on the University. Provost Ron Daniels discussed the annual Association of American Universities (AAU) Provosts Meeting that he recently attended with 60 leaders from public and private research universities. Perceptions, concerns, and challenges discussed at that meeting centered on resources, growth, and best practice initiatives. Provost Daniels outlined priorities for his office this year including: leadership workshops with department chairs, discussions with Deans on recruitment and retention of faculty, continuation of the successful bridge funding program, CTT improvements under the leadership of Mike Cleare, and the examination of support for students in graduate programs. SEC questions focused on the expansion and support of international students and faculty, retirement incentives for faculty, and the economic impacts of loan-free aid.

Setting Penn's Agenda in Harrisburg and Washington: Establishing Credibility, Visibility, and Influence. Jeffrey Cooper, vice president for government and community affairs, briefed SEC members on the work of his office, which is the University's primary liaison with federal, state, and local governments. At the local level, the Office of City and Community Relations (OCCR) interacts with local elected officials, local agencies, neighborhood and community organizations, and the Philadelphia school district. At the state level, the Office of Commonwealth Relations has staff in Harrisburg that advocates in support of policies consistent with the University's mission and supports and manages the University's annual Commonwealth appropriation. The goal of the Office of Federal Affairs is to monitor and impact federal policies regarding research, student aid, tax policy, and any other issues that pertain to the University. SEC questions focused on the effectiveness of staff in Harrisburg and Washington, possible local tensions, metrics used for assessment, and the coordination of information regarding all lobbying efforts at the University.

Felicity Paxton: Director of Penn Women's Center



Felicity Paxton

Dr. Felicity Paxton has been named director of the Penn Women's Center, effective September 1, according to the Division of the Vice Provost for University Life (VPUL).

Dr. Paxton previously served as assistant director of the Center, in addition to her ongoing roles as faculty fellow for Stouffer College House and adjunct as-

sistant professor in English, communications, and women's studies.

Dr. Paxton holds a PhD in American Studies from Penn, with master's and undergraduate degrees from the University of East Anglia. Her research and teaching interests include the influences of ritual and gender in contemporary American life. Dr. Paxton has received numerous awards and honors for her research, including Fulbright and Thouron fellowships. Dr. Paxton also received a Distinguished Service Teaching Award at Penn in 2006. Previously, she taught at Emory University and at the University of East Anglia.

During her more than a dozen years at Penn,

Dr. Paxton has also worked in a variety of capacities across the University, including coordination of international student orientation, alcohol monitoring, and teacher education.

"I'm thrilled to have this opportunity and excited to help respond to the evolving needs of all Penn women," Dr. Paxton said. "I especially welcome the challenge of ensuring that the Penn Women's Center continues as a dynamic resource center, and as a vibrant and welcoming space for women to meet, study, network, and relax for generations to come."

Dr. Valarie Swain-Cade McCoullum, VPUL, praised Dr. Paxton's hiring. "Litty has been a fabulous partner for the Women's Center and our campus community for many years. We're elated to have her in this new role, and I look forward to her tremendous energy and efforts on behalf of Penn women and our community-at-large."

Associate Vice Provost for Student Affairs, Dr. Ajay Nair, also expressed excitement for Dr. Paxton's appointment. "Litty cares deeply about the Penn community, and she is uniquely qualified to lead the Women's Center."

Founded in 1973, the Penn Women's Center (PWC) provides a central locus of activity, advocacy, and activism within the campus community. PWC supports students and other Penn community members through advising, advocacy, counseling, educational programs, networking, policy development, referrals, social events, and workshops.

Memorial Service: Mr. Sheahan

A memorial service for Penn sophomore Michael Sheahan, who died on August 25 (*Almanac* September 9, 2008), is scheduled for today at 6 p.m. in McClelland Hall in the Quad.

Chief of Surgery at Presbyterian

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ac, prostate cancer and gastrointestinal surgeries. Dr. Murayama's strong leadership, collaborative and technical skills will take our department of surgery to the next level."

Among Dr. Murayama's many accomplishments in the field of minimally invasive surgery, he is an expert in advanced laparoscopic surgery, bariatric surgery to treat morbid obesity and other gastrointestinal surgeries.

Dr. Murayama received his medical degree from the University of Hawaii John A. Burns School of Medicine and completed his surgical residency at the Northwestern University Medical School in Chicago. He did a research fellowship in pancreatic physiology at the Northwestern University Medical School and VA Lakeside Medical Center. Upon completion of his fellowship, he was recruited to the University of Nebraska Medical School where he was assistant professor of surgery.

In addition to his surgical expertise, Dr. Murayama has received numerous awards for excellence in teaching. He was selected as the Teacher of the Year for three consecutive years while instructing surgical residents at St. Louis University and Northwestern University Medical School.

He will be appointed to the department of surgery faculty in the University of Pennsylvania School of Medicine.

Dr. Murayama has more than 40 published journal articles, nearly 20 book chapters and five published reviews on minimally invasive surgery. Dr. Murayama has held prominent positions in more than 20 professional societies and organizations, including the Society of American Gastrointestinal Endoscopic Surgeons, American Society of Bariatric Surgeons, American College of Surgeons (Fellow), Association for Academic Surgery and the Southwestern Surgical Congress. He has also served as a reviewer for six surgical journals.

NBIC Graduate Research Award

The Nano/Bio Interface Center Graduate Research Award recognizes research accomplishments of graduate students in areas related to nanoscale science, the nano-bio interface, nanotechnology and/or interface control. Criteria for evaluating nominations include independent contribution to research, innovation in scientific approach, and potential impact of results. This competition is open to all graduate level students across the University of Pennsylvania.

The winner is announced in early October and will be presented at the annual NanoDay@Penn on October 29, 2008.

Award: \$200 cash prize, certificate of achievement, and delivery of a presentation preceding the NBIC Research Excellence Award.

Requirements: All applications must be submitted electronically to nbicasst@seas.upenn.edu with the following items:

1. **Letter Of Support:** A research faculty advisor must nominate the applicant.

2. **Research Summary:** Applicant will submit a 2-page summary of research accomplishments making sure to identify research contributions and the significance of the work performed.

The deadline for applications: September 26.

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Honors & Other Things

Ms. Clark: TCF Board

Taylor Community Foundation (TCF) in Delaware County has elected *Christina Costanzo Clark*, assistant dean of academic and student affairs in the School of Nursing, to its Board of Directors. TCF is a charitable organization that provides "support, education, and funding to non-profit organizations, institutions, and individuals to enhance the quality of life for people."

Dr. Gitler: Pew Scholar

Dr. Aaron D. Gitler, assistant professor of cell and developmental biology in the School of Medicine, has been recognized as a 2008 Pew Scholar in the Biomedical Sciences. The Pew Scholars Program in the Biomedical Sciences supports early to mid-career scientists, giving each of the 20 scholars a \$240,000 award over four years to help support their work. Dr. Gitler plans to investigate how protein misfolding can lead to neurodegenerative disorders such as Parkinson's disease.



Aaron Gitler

Dr. Gitler has also been recognized as one of seven 2008 Rita Allen Foundation Scholars. He plans to pursue a project aimed at identifying new treatment strategies for neurofibromatosis, a type of human cancer. He will receive \$300,000 over three years to further his research.

ServiceNation Leadership Council

President Amy Gutmann and *Dr. John J. DiIulio, Jr.*, the Frederic Fox Leadership Professor of Political Science, have agreed to serve on the ServiceNation Summit Leadership Council. The goal of the ServiceNation campaign is to unite leaders from all sectors of American society with citizens to promote the passage of a new National Service Act during the first year of the next US presidential administration to take national service to a new scale. (See page 1)

Dr. Johnston: V.O. Key Award

Political science professor *Dr. Richard Johnston's* book, *The End of Southern Exceptionalism: Class, Race, and Partisan Change in the Postwar South*, has won the V.O. Key Award from the Southern Political Science Association for the best book on Southern politics. Dr. Johnston co-authored the book with *Byron Shafer* of the University of Wisconsin-Madison. The authors argue that economic development, more than issues of race, drove middle-class whites to the Republican Party and transformed the region's political landscape. Dr. Johnston is also research director of the National Annenberg Election Study at Penn.

Dr. Lampson: Searle Scholar

Dr. Michael A. Lampson, assistant professor of biology, has been named a 2008 Searle Scholar. Dr. Lampson is among 15 scientists to receive the honor out of 176 applications. The Searle Scholars Program provides grants to selected university and research centers to support the independent research of exceptional young faculty in the biomedical sciences and chemistry. Dr. Lampson's research focuses on cell division and intracellular signaling. He will receive \$300,000 during the next three years.

Dr. Sabloff: HRAF Chairman

Dr. Paula Sabloff, acting curator-in-charge of the Asian section at the Penn Museum, has been elected chairman of the Board of Human Relations Area Files, Inc. (HRAF). Dr. Sabloff is also an adjunct associate professor of anthropology in the School of Arts and Sciences. HRAF is a non-profit international membership organization with more than 300 member institutions from the USA and numerous other countries.

Grant for Penn Museum

The Penn Museum has received a four-year, \$300,000 grant from the Henry Luce Foundation to run a cross-borders, international collaborative research program in Laos and Thailand. The research program, *Strengthening the Future of Southeast Asian Archaeology: Investigating the Prehistoric Settlement of the Mekong Middle Basin*, will be directed by *Dr. Joyce White*, senior research scientist in the Asian section at the Museum.

Commission on Human Relations

Mayor Michael Nutter has appointed two Penn Law faculty members to the Philadelphia Commission on Human Relations. *Regina Austin*, William A. Schnader Professor of Law, is a leading authority on economic discrimination and minority legal feminism. *Fernando Chang-Muy*, Thomas A. O'Boyle Lecturer in Law, teaches Refugee Law and Policy at the Law School and lectures on organizational effectiveness at the School of Social Policy & Practice. The Commission is the city agency that enforces civil rights laws and deals with all matters of inter-group conflict within the city.

Ms. Papageorge: Sustainability Board

Anne Papageorge, vice president of the Division of Facilities and Real Estate Services, has been appointed to the position of co-chair of Mayor Michael Nutter's newly-created Sustainability Advisory Board. The Mayor has appointed 21 leaders from government, non-profits and the private sector to this Board to serve as a leadership group that will assist the Mayor's Office of Sustainability as it defines strategies and goals for developing a coordinated sustainability policy for Philadelphia. Members are appointed by the Mayor for a two-year term and will meet quarterly on a voluntary basis, with the first meeting scheduled for mid-October.

HUP: Ranked in Top 10 Honor Roll

The Hospital of the University of Pennsylvania (HUP) has been selected for the "Honor Roll" of best hospitals in America by *US News & World Report*, as featured in its July 23 issue. The annual ranking of hospitals places HUP in the top 10 of the approximately 5,400 facilities surveyed. HUP was one of only 19 hospitals honored with the "Honor Roll" recognition for excellence in multiple specialties with five in the top ten list. HUP ranked in the top 20 in 11 specialty categories: including cancer; heart & heart surgery; endocrinology; digestive disorders; ear, nose & throat; and kidney disease.

HHMI Early Career Awards

Three students and one researcher from the School of Medicine have been chosen as recipients of Howard Hughes Medical Institute (HHMI) Early Career Awards. The three students, *Kristopher Bosse*, *Amit Khera*, and *Emily Williams*, received Research Training Fellowships; and *Dr. John Chang*, instructor of medicine in the division of gastroenterology at HUP,

received a Physician-Scientist Award. HHMI awards will allow the students to take a year off from their medical training to gain research experience. All of them have chosen to work and do their research at Penn Medicine.

Albert Schweitzer Fellows

Two Penn students were named Albert Schweitzer Fellows in the Greater Philadelphia Area. *Ashley Darcy* is pursuing both a master's and PhD in nursing. *Noel Ramirez* is a graduate student in the School of Social Policy & Practice. Ms. Darcy and Mr. Ramirez are among ten other 2008-2009 Schweitzer Fellows who will each devote more than 200 hours of service to local communities needing to enhance access to adequate health services.

Community-Campus Health Award

The Community-Campus Partnership for Health (CCPH) has honored the partnership between the Penn School of Medicine and the Decatur, Ohio Community Association as the recipient of the 7th annual CCPH Award. The award recognizes exemplary partnerships between communities and higher educational institutions that build on each other's strengths to improve higher education, civic engagement, and the overall health of communities. The two formed the Environmental Justice Partnership whose research uncovered above normal levels of a human carcinogen in the community caused by local industry.

Penn/Sayre Partnership: First Prize

Students from the School of Nursing's Pediatric Acute/Chronic and Oncology Nurse Practitioner program earned first place for their research poster at the 24th Annual Pediatric Nursing Conference. *Megan Sounders-Zobian* and *Rebecca Hogan* presented the posters, with two students from Sayre High School, *Princess Carter* and *LaQuan Williams*. Their research assessed growth and diabetes risk factors in children.

Penn Alexander: Good Neighbor

Sesame Place presented the Good Neighbor Award to the *Sadie Tanner Mossell Alexander University of Pennsylvania Partnership School*. The school was recognized for its participation in service programs that demonstrate consideration, kindness and concern for the community. Last school year, students raised \$1,200 for the Bangladesh Cyclone Relief effort and each fall, students collect canned goods for the University City Hospitality Coalition.

Penn: Best Place to Work in IT

In its annual "100 Best Places to Work in IT" survey, *Computerworld* magazine named Penn's Division of Information Systems and Computing (ISC) the No. 1 employer for information-technology professionals in the Mid-Atlantic Region for the fourth consecutive year. ISC/Penn also ranked No. 6 nationally. The list of rankings from the magazine is available online at www.computerworld.com/spring/bp/2008/1.

FactCheck.org: Top 20 Political Site

PC Magazine, which offers independent reviews of technology, named *FactCheck.org* one of the 20 best political websites. The site was praised for its extensive research team. The website has recently garnered awards such as a Webby award at the 12th annual competition.



The University of Pennsylvania is committed to providing respectful learning and working environments for all members of our community. The Principles of Responsible Conduct are an important reference that outlines the expectations articulated in a variety of University policies. The reference document is available at www.upenn.edu/audit/oacp_principles.htm or by contacting the Office of Audit, Compliance and Privacy at (215) 898-7260 or (215) 662-6232.

We call particular attention to the University's Sexual Harassment Policy which is reprinted below. In addition to reminding us of our rights and responsibilities, the policy describes the resources available for education and support, as well as addressing concerns and complaints. The Offices of Affirmative Action and Equal Opportunity Programs, the Ombudsman, Staff and Labor Relations and Student Conduct are among those who are available to respond to any questions or provide additional information.

—Amy Gutmann
President

—Ron Daniels
Provost

—Craig Carnaroli
Executive Vice President

—Arthur Rubenstein
Executive Vice President of
The University of Pennsylvania Health System
and Dean of the School of Medicine

Sexual Harassment Policy

I. Conduct

Our community depends on trust and civility. A willingness to recognize the dignity and worth of each person at the University is essential to our mission.

It is the responsibility of each person on campus to respect the personal dignity of others. We expect members of our University community to demonstrate a basic generosity of spirit that precludes expressions of bigotry.

Penn properly celebrates the diversity of its community. We come to Penn from many different backgrounds and include different races, religions, sexual orientations, and ethnic ancestries. Learning to understand the differences among us, as well as the similarities, is an important dimension of education, one that continues for a lifetime. Tolerance alone, however, is not enough. Respect and understanding also are needed. We should delight in our differences, and should seek to appreciate the richness and personal growth which our diversity provides to us as members of this community.

The University is committed to freedom of thought, discourse and speech, and the attainment of the highest quality of academic and educational pursuits and daily work. Policies and regulations implementing this commitment include the Statement on Academic Freedom and Responsibility, the Guidelines on Open Expression, and the Code of Academic Integrity.

The University also has established policies on behaviors that interfere with these freedoms. Foremost among these policies is the University's Statement on Non-Discrimination, which prohibits discrimination on the basis of race, color, sex, sexual preference, religion, national or ethnic origin, handicap or disability.

The University also has adopted the following policy concerning sexual harassment. The terms "harassment" and "sexual harassment" as used throughout are defined as a matter of University policy, and are not necessarily identical or limited to the uses of that term in external sources, including governmental guidelines or regulations.

II. Purposes and Definitions

A. Purposes

For many years the University has stressed that sexual harassment is not tolerated at Penn. As an employer and as an educational institution, the University is committed to eradicating sexual harassment.

Sexual harassment in any context is reprehensible and is a matter of particular concern to an academic community in which students, faculty, and staff must rely on strong bonds of intellectual trust and dependence.

B. Definitions

For the purposes of University policy, the term "sexual harassment" refers to any unwanted sexual attention that:

1. Involves a stated or implicit threat to the victim's academic or employment status;
2. Has the purpose or effect of interfering with an individual's academic or work performance; and/or;
3. Creates an intimidating or offensive academic, living or work environment.

The University regards such behavior, whether verbal or physical, as a violation of the standards of conduct required of all persons associated with the institution. Accordingly, those inflicting such behavior on others are subject to the full range of internal institutional disciplinary actions, including separation from the University. Likewise, acts of retaliation will be subject to the same range of disciplinary actions.

As noted in the *Handbook for Faculty and Academic Administrators*, *Policies and Procedures*, the *Academic Bulletin*, and other University publications, persons engaged in such harassment within the University setting are subject to the full range of internal institutional disciplinary actions, including separation from the institution.

Not every act that might be offensive to an individual or a group necessarily will be considered as harassment and/or a violation of the University's standard of conduct. In determining whether an act constitutes harassment, the totality of the circumstances that pertain to any given incident in its context must be carefully reviewed and due consideration must be given to the protection of individual rights, freedom of speech, academic freedom and advocacy.

III. Resources

School and administrative units should make known to all of their members the available resources and the informal and formal procedures for resolving complaints of sexual harassment within the unit or at the University level. These resources include the following:

A. Information, Counseling and Support

The following University resources are available to members of the University community who seek information and counseling about University policies on sexual harassment, standards of behavior, informal and formal mechanisms for resolving complaints and resources for complainants and respondents.

Deans and directors may also make referrals to these resource offices:

- Office of Affirmative Action and Equal Opportunity Programs
- African-American Resource Center
- Penn Behavioral Health Employee Assistance Program
- Lesbian Gay Bisexual Transgender Center
- Division of Human Resources, Office of Labor Relations
- Office of the Ombudsman
- Division of Human Resources, Office of Staff Relations
- Division of Public Safety, Special Services
- Penn Women's Center
- Student Health Services
- Counseling and Psychological Services
- Office of the Vice Provost for University Life

B. Informal Mechanisms for Mediation and Resolution

The Ombudsman, the Office of Affirmative Action, the Penn Women's Center, all other offices named as resource offices in this policy, the Office of Student Conduct, the Office of Residential Living, department chairs, deans and administrative directors, the provost, and the vice presidents are available to assist in the informal resolution of complaints.

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C. Formal Mechanisms for Resolution and Adjudication

When informal resolution is not chosen or is unsatisfactory, complainants are urged to use appropriate formal mechanisms described below:

1. Complaints of sexual harassment against a faculty member, instructor, or teaching assistant may be brought by a student, staff or faculty member to the department chair or dean of the faculty member. The department chair or dean who receives a complaint is then charged with pursuing the matter. While the process depends on the particulars of the complaint, normally the department chair or dean interviews the faculty member. If the matter is not resolved informally, the department chair or dean either conducts an investigation or requests that the Ombudsman, the Office of Affirmative Action, the Office of Staff Relations or the Office of Labor Relations do so. If the results of the investigation persuade the dean or department chair that sanctions are warranted, he/she consults with faculty members—without disclosing the identity of the individuals involved—to aid in determining an appropriate sanction, including whether there is substantial reason to believe that just cause exists for suspension or termination. If it is determined that action should be taken to suspend or terminate, the dean should follow the procedures set out in Section II. E.16 of the *Handbook for Faculty and Academic Administrators* (see www.upenn.edu/assoc-provost/handbook/ii_e_16.html).

2. Complaints of sexual harassment against a staff member may be brought by a student, staff member or faculty member to the supervisor of the person complained against. The supervisor who receives the complaint is then charged with pursuing the matter. While the process will depend on the particulars of the complaint, normally the supervisor interviews the staff member. If the matter is not resolved informally, the supervisor either conducts an investigation or requests that the Ombudsman, the Office of Affirmative Action, the Office of Staff Relations, or the Office of Labor Relations do so. If the result of the investigation persuades the supervisor that sanctions are warranted, he or she consults with his or her colleagues or supervisor—without disclosing the identity of the individual(s) involved—to aid in determining an appropriate sanction. A staff member who believes that his or her rights have been violated directly by another staff member or administrator may file a grievance by contacting the Office of Staff Relations within the Division of Human Resources under the University of Pennsylvania Staff Grievance Procedure.

3. Complaints by students of sexual harassment may be made to the Office of the Vice Provost for University Life. Grievances associated with sexual harassment in student employment may also fall within the purview of the Vice Provost for University Life.

4. A complaint of sexual harassment may be brought against a student by filing a complaint under the Charter of the University Student Judicial System, or, if the respondent is a graduate or professional student enrolled in a school which has established a hearing board or other decision-making body, with that body.

5. A tenured or untenured faculty member, whether full or part time, who believes she or he has been subjected to sexual harassment by a faculty member or by an academic administrator may file a grievance under the Faculty Grievance Procedure, *Handbook for Faculty and Academic Administrators*, part II E. 12, (see www.upenn.edu/assoc-provost/handbook/ii_e_12.html) provided the complaint constitutes a grievance as defined in Section I of the Procedure. This procedure is administered by the Faculty Grievance Commission. The panel makes its recommendations to the provost. In cases that involve reappointment, promotion or tenure, and in which the provost has declined or failed to implement the recommendations of the panel to the satisfaction of the grievant, the grievant may obtain a hearing before the Senate Committee on Academic Freedom and Responsibility on the actions of the provost.

6. If the matter has not previously been referred to a different panel or committee, a student or staff member who believes that she or he has been subjected to sexual harassment by a faculty member, and whose complaint has not been resolved through the mechanisms listed above, may bring the matter to the Faculty Senate Committee on Conduct. This committee is a standing committee of the Faculty Senate. At meetings with the Committee, the student or staff member may be accompanied by an advisor who is a member of the University community (student, faculty or staff). The findings and recommendations of the Committee shall be advisory and shall be submitted to the provost for her or his decision and implementation.

D. Central Reporting of Sexual Harassment

1. The University's decentralized system of resources is designed to encourage the reporting and resolution of complaints of sexual harassment. However, in order to enable the Administration to identify patterns of sexual harassment in a particular location and the increased frequency of such incidents in a given area of the University, the Executive Director of the Office of Affirmative Action and Equal Opportunity Programs shall, on a semi-annual basis, convene a meeting of representatives from the offices and centers listed in paragraph (A) of this section to review and report on sexual harassment across the University based upon the reports or complaints of sexual harassment that they have handled formally or informally within their area. Such information can then be transmitted to the appropriate deans or administrative supervisors as appropriate. Any reports will protect the privacy of the complainants and responsible parties involved in each reported case of sexual harassment.

2. Based on the information shared at the semi-annual meetings discussed above, and any reports to deans or other administrative supervisors during the previous year, the Executive Director shall annually submit to the President, by September 15 of the academic year, a summary report describing the incidence of sexual harassment. This report may include recommendations based on the information as warranted. At the discretion of the President, the report may be shared with the University community early in the semester.

E. Education and Prevention

The prevention of sexual harassment and the establishment of effective procedures with due concern for all parties require a thoughtful educational program.

1. University resource offices will provide to the community information on: (a) available mediation and resolution resources; and (b) sources of support and information for victims and respondents.

2. Deans and heads of major administrative units are encouraged to discuss this policy and issues of sexual harassment at meetings of faculty and staff.

3. Training programs for residential advisors, senior administrative fellows, those who meet students in crisis situations and others serving in an advisory capacity to students will include training about referrals, resources and methods for handling instances of sexual harassment.

4. An overall educational program for students that addresses issues of peer sexual harassment and also provides information, definition, support and the identification of sexual harassment resources has been developed by the Office of the Vice Provost for University Life, the Office of Affirmative Action, and the Penn Women's Center in conjunction with the Office of Residential Living, the Council of College House Masters, and the Council of Senior Faculty Residents involved with the Freshman Year Program. Such an educational program is directed toward new undergraduate and graduate and professional students.

5. The University will publish annually the operative portions of this policy statement, including information about the resources available to advise, counsel and assist in the mediation of sexual harassment allegations. Information will explain how and where to contact University-wide and school-specific resources and will be posted in conspicuous locations. All members of the University should feel a responsibility to try to prevent sexual harassment whenever they observe it. Community members should report sexual harassment to appropriate University resources promptly for appropriate action.

F. Exit Interviews

Deans and administrative directors will periodically survey departing students, faculty and staff to measure the existence and frequency of reports of sexual harassment. Based on the data yielded by these surveys and the annual reports of the Executive Director of Affirmative Action and Equal Opportunity Programs, the University administration will determine, in consultation with the University Council, whether there is a need for further efforts to be taken on the issue of sexual harassment.

G. Implementation

Deans and administrative directors will be responsible for the implementation of this policy. The Provost and President will oversee the performance of deans and directors in the implementation of this policy.

Business Services Update

A New Department: Travel Services and Procurement Cards

The Business Services Division (BSD) has added two new responsibility centers. Penn's Travel Program, staffed by Susan Storb, and the Purchasing Card Program, staffed by Mark West, have been transitioned from the Vice President for Finance to Business Services. The two programs have been merged into one department under Ms. Storb's direction called Travel Services and Procurement Cards, and is now located at 220 South 40th Street, 2nd floor. The new department will be overseen by Ralph Maier, chief procurement officer, who also has responsibility for Purchasing Services, Penn Mail and Penn Publication Services at BSD.

Penn Home Ownership Services and Off-Campus Services: Relocating

Penn Home Ownership Services has moved its offices to 3819 Chestnut Street, Basement South 2 (St. Leonard's Court). Off Campus Services is also relocating on September 23 to: 3702 Spruce Street, Stouffer Commons. The telephone number (215-898-8500) will remain the same; however the new fax number is (215) 573-2061.



'Greetings from Penn' eCard site

Business Services has launched a new 'Greetings from Penn' eCard site at www.upenn.edu/ecard. Now you can send greetings to your friends and family while at the same time showing Penn pride and supporting the University's sustainability efforts. The site allows you to choose from a variety of beautiful Penn photos, personalize your greeting and send your eCard on its way.

Penn Transit: GPS Tracking

Penn Transit's new global positioning system allows riders to find out precisely when buses will arrive at designated transit stops. Access the new system on your computer, cell phone or PDA by going to: www.upenn.edu/gps. The GPS will also track Penn shuttles while they are on campus. Not only does this enhancement improve customer service, it also provides an extra level of safety for riders.

In addition to the new GPS, Penn Transit has added four new buses which use ultra low sulfur diesel fuel that can be converted to biodiesel fuel, should those options become available. See Penn Transit's website www.upenn.edu/transportation for schedules and designated routes.

Save the Date: Commuter Fair

Gas prices got you down? Tired of the traffic and the long commute? Worried about the South Street Bridge closure? Come to Penn's Commuter Fair and learn about all the different ways to commute to campus. The fair will feature information on public transportation, biking and bike safety, car and van pooling and other options to make your commuting more affordable and more sustainable. Representatives from SEPTA, PATCO and New Jersey Transit will be on hand to help you plan a route. Meet with representatives from Penn Transportation and Parking to learn about discounts for employees who use mass transit. The fair will be held twice, from 10 a.m. to 2 p.m. on:

- Tuesday, Oct. 7 – Houston Hall, Hall of Flags
- Wednesday, Oct. 8 – HUP, Ravdin Mezzanine

Penn Humanities Forum: Celebrating 10th Anniversary

The Penn Humanities Forum (PHF) will celebrate its tenth anniversary with a yearlong series around the theme, *Change*. The kick-off will begin on Wednesday, September 24 with a lecture by Alexander Nehamas, Edmund N. Carpenter II Class of 1943 Professor in the Humanities, Princeton University. In his lecture, *Has Anything Changed Since the Time of Plato?*, Dr. Nehamas will discuss the ancients and moderns on the value of change.

The event will be held in Rainey Auditorium, Penn Museum, 5-6:30 p.m. It is free and open to the public but attendees must register at www.phf.upenn.edu or (215) 573-8280.

Prior to the lecture, there will be guided tours of the Greek galleries at the Museum.

The Penn Humanities Forum, which began in 1999, explores a new theme each year with a program of public lectures, performances, seminars and exhibitions featuring world-renowned policy makers, scholars, authors, artists and performers, joining the public and the academy in civic dialogue.

For more information about the 2008-2009 schedule of PHF events see www.phf.upenn.edu.



The Locomotive by Edward Hopper, 1923, is the earliest work featured in the exhibition, *Process in Print: The David and Susan Goode Collection*. The exhibition, at the Arthur Ross Gallery until November 2, highlights various printmaking methods such as aquatint, etching, intaglio, lithography, silkscreen and screen prints. It features such artists as Georges Braque, Romare Bearden, Elizabeth Catlett, David Hockney, Jasper Johns, Alex Katz, Louis Lozowick, Robert Motherwell, Betty Waldo Parish, Frank Stella, and Andy Warhol.

Register to Participate in Employee Resource Fair

Dear University of Penn Departments,

The Penn Professional Staff Assembly (PPSA) and the Penn Weekly-Paid Professional Staff Assembly (WPSA), in partnership with the offices of the Executive Vice President, are co-sponsoring an Employee Resource Fair on Monday, October 13, from noon-2 p.m. in the Hall of Flags at Houston Hall. The purpose of the fair is to provide information to employees regarding the vast and varied campus resources and services available to them. The fair will be open to the entire Penn community.

We are excited to offer you an opportunity to participate in the Employee Resource Fair 2008. We would welcome representation from your area and encourage you to showcase your services.

If you would like to participate, pre-registration is required, and we ask that two representatives from your office staff a table. Typically, participants bring both informational and promotional materials on their services (brochures, giveaways, etc). Please feel free to advertise your participation in the Resource Fair through your e-mail lists and newsletters. Set-up and breakdown will take place from 11 a.m. to noon and from 2 to 2:30 p.m.

In order to secure your reservation, please complete the online registration by *September 19*. You may access the online registration form by visiting www.destinationpenn.com. From this homepage, select 'open registrations' then select 'Employee Resource Fair Vendor Registration.'

Thank you for your thoughtful consideration to participate in the Employee Resource Fair 2008. For all inquiries, please contact ppsa@exchange.upenn.edu or any of the organizers below.

—Nancy McCue, PPSA Chair

—Laurie McCall, PPSA Chair-Elect

—Jeff Barta, PPSA Member-at-Large

—Aviva Hirschfeld, PPSA Member-at-Large

One Step Ahead

Security & Privacy
Made Simple

Another tip in a series provided by the
Offices of Information Systems & Computing
and Audit, Compliance & Privacy.

Conducting an Online Survey? Be Sure You Know Who Can Access the Results

Web-based tools have revolutionized the way that surveys are conducted and their results analyzed. Popular online tools, such as SurveyMonkey, Zoomerang and QuestionPro, speed up survey creation and distribution, and streamline submission of responses. These tools can also create a wide variety of analytical reports almost instantaneously.

The value of web-based survey tools is clear. At the same time, it is important to be aware of a potential privacy concern: who will have access to the survey results?

The process for granting access to surveys requires focused attention. For example, one web-based tool provides two pages of instructions on that topic. The instructions describe how survey results can be kept private—viewed only by the survey originator—or shared with others on a restricted or a public basis. For sharing the results, a web link is generated that provides access to the results; the link can be provided to others by e-mail, by posting on a web page, and/or by sharing it with respondents as soon as the survey is completed. This array of options, and the technical steps required to implement them, present opportunities for error if you are not especially alert. One wrong click can turn the most private surveys into public, widely-shared information.

The take-away? When you create an online survey, be sure to pay as much attention to results-sharing options as you already do to the survey design and distribution.

To receive weekly OneStepAhead tips via e-mail, send e-mail to listserv@lists.upenn.edu with the following text in the body of the message: sub one-step-ahead <your name>.

For additional tips, see the One Step Ahead link on the Information Security website: www.upenn.edu/computing/security/.

Update

September AT PENN

EXHIBIT

Now *The Body Politic: T-Shirts From the 2008 Presidential Campaign*; photographs by Annenberg doctoral candidate Joel Penney; reception: *September 18, 3 p.m.*; The Forum, Annenberg School. *Through November 15.*

MUSIC

20 *The Ministry of Inside Things*; 8 p.m.; St. Mary's Hamilton Village; \$20, \$10/students; info.: www.thegatherings.org (Corporation for Innovative Music and Arts of PA).

TALKS

16 *CIS Research Seminar*; Milo Martin, computer and information science; 3 p.m.; Wu & Chen Auditorium, Levine Hall (CIS).


17 *Inside Secrets to Beating the High Costs of College with Little-Known Strategies*; Moti Levi, former Penn professor; 6:30 p.m.; Walnut Street West Branch (Free Library of Philadelphia).

18 *Distinguished Lecture*; Zack Ives, computer and information science; 3 p.m.; Wu & Chen Auditorium, Levine Hall (CIS).

23 *Should Different Regulatory Agencies Use Different Values of Statistical Lives?*; Lisa Robinson, Harvard Center for Risk Analysis; 4:30 p.m.; rm. G50 Jon M. Huntsman Hall (Penn Law).

Deadline: Submissions for the Update are due every Monday for the following Tuesday's issue. The deadline for the October AT PENN calendar is today, *September 16*. For information see www.upenn.edu/almanac/calendar/caldead-real.html.

Almanac On-the-Go: RSS Feeds

 *Almanac* provides links to select stories each week there is an issue. Visit *Almanac's* website, www.upenn.edu/almanac for instructions on how to subscribe to the *Almanac* RSS Feed.

Constitution Day: September 17

Special programming is planned to celebrate Constitution Day at the University of Pennsylvania on Wednesday, September 17. For more information contact Penn's Office of Government and Community Affairs at ogca@pobox.upenn.edu or phone (215) 898-1388.

- *The 60-Second Lecture Series*; Rogers Smith, Christopher H. Browne Distinguished Professor of Political Science, takes a minute to talk about, *Why Supreme Court Decisions Are Hard to Read*, and *Why We Should Read Them Anyway*; 11:55 a.m.; The Plaza at Locust Walk and 37th Street (rain location, Houston Hall Bistro).

- *Constitution Window Display*; The Penn Bookstore has created a window display (located in the windows on the Walnut Street side of the Bookstore) containing books about the Constitution and featuring Penn faculty authors.

- *Digital Resources on Constitution*; The Annenberg Foundation Trust at Sunnyslans created the Sunnyslans Constitution Project, a collection of classroom-ready digital resources, to help schools celebrate Constitution Day. Four new films featuring discussions with Supreme Court Justices are included. All videos are available free for streaming at www.AnnenbergClassroom.org.



Crucial Blood Drive: September 18

The American Red Cross will hold a Faculty/Staff Blood Drive on Thursday, September 18 from 10 a.m. until 4 p.m., in Cafe 58, on the first floor of Irvine Auditorium. There is an urgent need for blood right now; Types O+, O-, A- and B- all have less than a one day supply currently, and B+ and AB+ have barely enough for that same period. If you are eligible to donate, please do so during this crucial time. To sign up for this drive, go to <http://givesblood.org/go.php?bdc=104302>.

If you are a first-time donor, here is what you need to know: you must be at least 17 years old, weigh at least 110 pounds, and have a photo ID with you. Eat a good meal before donation (breakfast or lunch, not just an apple or a banana). Be sure to double up on your water intake both the day before and after donation. Try to "iron up" before donation by eating plenty of green, leafy vegetables, raisins, beef, soy, to increase the iron level in your blood. If it is too low, you will be deferred from donating. If you have questions about your eligibility to donate, call the Red Cross at 1-800-GIVELIFE. Please, help save a life!

—Evalyn Gelhaus, *Serials Dept.*, Van Pelt Library

CLASSIFIEDS — UNIVERSITY

RESEARCH

The UPHS/Division of Endocrinology seeks **women at least 60 years of age** who have been told they need treatment for osteoporosis or who have had a bone fracture from osteoporosis for a research study. Women who are interested will be evaluated by bone densitometry and MRI. Women who qualify will receive treatment with an osteoporosis medication for two years and compensation for travel. Please call Terry Scattergood RN, MSN at (215) 898-5664 for more information.

For information call (215) 898-5274 or visit www.upenn.edu/almanac/faqs.html#ad.

Almanac is not responsible for contents of classified ad material.

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Help *Almanac* keep its mailing list up-to-date. Please provide us with any updates to your department's mailing label including changes in the number of issues your department/center receives and/or changes to the mailing address and contact person. Changes can be submitted by fax, (215) 898-5274; e-mail, almanac@upenn.edu; or through intramural mail, suite 211 Sansom East/6106. —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 **September 1-7, 2008**. Also reported were 25 crimes against property (including 17 thefts, 5 burglaries and 3 acts of vandalism). Full reports are available at: www.upenn.edu/almanac/volumes/v55/n04/creport.html. Prior weeks' reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **September 1-7, 2008**. 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.

09/03/08	2:38 AM	3900 Market St	Offenders in possession of narcotics/Arrest
09/05/08	1:33 AM	41st & Pine St	Driver operating vehicle while intoxicated/Arrest
09/05/08	7:05 PM	200 40th St	Complainant struck in face and robbed
09/06/08	5:15 AM	38th and Chestnut St	Intoxicated driver arrested
09/06/08	12:44 PM	4005 Pine St	Complainant robbed at gunpoint
09/07/08	12:45 AM	40th and Spruce St	Offender in possession of narcotics/Arrest
09/07/08	10:34 AM	3700 Walnut St	Offender obstructing highway/Arrest

18th District Report

12 incidents with 2 arrests (including 2 aggravated assaults and 10 robberies) were reported between **September 1-7, 2008** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

09/01/08	8:42 AM	4600 Ludlow St	Robbery
09/01/08	7:09 PM	4200 Spruce St	Robbery
09/02/08	4:53 AM	100 49th St	Robbery
09/02/08	5:00 AM	4700 Spruce St	Robbery
09/02/08	5:05 AM	4800 Baltimore Ave	Robbery
09/02/08	9:00 AM	4000 Market St	Aggravated Assault
09/02/08	2:41 PM	4421 Sansom St	Robbery
09/04/08	11:00 AM	4741 Chestnut St	Robbery
09/04/08	3:34 PM	4741 Chestnut St	Robbery/Arrest
09/05/08	7:05 PM	200 40th St	Robbery
09/06/08	12:44 PM	4005 Pine St	Robbery
09/07/08	10:28 PM	5006 Walnut St	Aggravated Assault/Arrest



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

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The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, gender identity, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic; or other University administered programs or employment. Questions or complaints regarding this policy should be directed to the 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).



Keeping the Light On: College Houses Ten Years Out

Christopher Donovan

For a Penn alum contently working for his alma mater, Convocation at the beginning of each year can be a powerfully nostalgic experience. But it is also bittersweet—particularly at that inevitable moment (an inevitability that we’ve almost come to take for granted) when the new freshman class is announced as the strongest, smartest, most accomplished in Penn history. That announcement is sure to inspire some comparative math.

From the instant I arrived at the moat of Hill House as a nervous but intellectually-cocky freshman in 1988, there have been two decades of incremental improvement in the quality of the student body; that old cockiness seems almost tragically foolhardy in retrospect. Still, blows to the ego are quickly supplanted by the sense of common purpose and pride that comes with playing one’s part in an institution that is continually improving, expanding and innovating. Much of the campus is unrecognizably altered since I was a freshman; our national standing as a University has never been higher and our graduates never so prominent in the public sphere. Still, it’s particularly telling that my mind always flutters back to my first tremulous entrance into the lobby of Hill, because for me, as for many students, the *places* of Penn—the homes-away-from-home—forever epitomize the undergraduate experience in a way that neither classes nor ceremonies can.

Unsurprisingly, those communities have not remained static in this era of ascendancy. Some of Penn’s most dramatic if sometimes unheralded change has taken place on the home front, so to speak. This year, as Convocation-bound students processed down Locust Walk, they passed beneath a banner celebrating the 10th anniversary of the College House system. It was a banner that, with appropriate simplicity, lists the names of the eleven distinctive Houses—names that would have been meaningless or insignificant more than a decade ago and signal a decisive shift in life at Penn.

Hill was already a College House before there was nothing but undergraduate College Houses on campus. So too were the more diminutive living environments: Du Bois, Van Pelt and Modern Languages College Houses, the last two of which now make up Gregory, where I’ve served as Dean since 1999 (incidentally, it’s with good reason that the name “Gregory” is so large and prominent on that Locust Walk banner). Such locales were havens for idiosyncrasy in the “old” days. The communities were tighter and more cohesive than in the larger, somewhat anonymous dorms. Official gatherings both social and academic were plentiful (the long-retired Van Pelt sherry tastings no doubt helped), and faculty not only lived among the students but were actively engaged in their development both in and out of the classroom. Still, despite the inarguable success of these select communities, the late 90s movement to apply their philosophies to each and every undergraduate living space on campus was beset by obstacles, challenges, and controversy.

Some of the buildings seemed too large or too small, too cumbersome or too coldly institutional to facilitate community-building. The enlistment and commitment of large numbers of faculty to the residential experience was in doubt. The feasibility of academic and cultural programming within a dormitory setting remained untested on a wide scale. The decision by President Judith Rodin to implement the system under the guidance of Professor David Brownlee from Art History was based on optimism and the confidence that the Penn community was as open to change and new intellectual experiences as our public relations proclaims.

And it was correct. Today, each House is still a work in progress. Traditions, the key to any community, take longer than a decade to establish. But there can be little doubt that campus life is thriving in a way never before possible. It means something very different and special to live in Stouffer rather than Harrison, and vice versa. There have been structural and aesthetic improvements to most of the buildings, including ma-

jor renovations in the Quadrangle and High Rises. Wireless connectivity has been achieved in all Houses as well as a promulgation of computer labs, study spaces, music practice rooms, package and exercise rooms and lounges. The Department of Housing Services, under the aegis of Business Services, continually strives for innovation in providing goods and amenities to residents including professionally-run Information Centers, a seamless move-in process, and new this year, a coinless laundry system.

But as those of us waiting for much needed and sweeping renovations (ahem) can attest, *friends*, not facilities, make a House hum.

In the end, avid recruits to the College House system are in great supply. Each House now has a Faculty Master, at least two Faculty or Senior Fellows, a Dean who serves as an academic advisor as well as a sympathetic ear and unofficial CEO, a House Coordinator, and a veritable army of Graduate Associates and Resident Advisors, undergraduate House Managers, House Council Members and Information Technology Advisors—all fervently devoted to their particular community, which they of course feel is superior to the other ten. Their spark is contagious. It spreads from veteran upperclassmen to fledgling freshmen; from Deans to their advisees; from GAs and RAs to their halls.

And, more importantly, all these people are very, very busy—not only maintaining safe and studious atmospheres, but varied and vibrant ones. Residential Programs—themed communities-within-communities—are plentiful. Students embark on theatre, museum, restaurant and orchestra trips with the staff on a constant basis, ... or welcome faculty guests to dinner in their House. Sometimes the bustle in these places can be almost absurd.

In a standard week in Gregory—a rare week in which nothing out of the ordinary is going on—we have Sunday Brunch, Saturday Soccer, Tuesday night Hot Chocolate and Wednesday night Study Break; help sessions in stat/math and writing; 7-9 p.m. movie screenings (most followed by moderated discussion); dinner and coffee hours in French, Spanish, German, Italian, Russian and Chinese; TV-watching groups for *House*, *Grey’s Anatomy* and *The Office*, not to mention football. When you pepper in faculty guest speakers, dining club excursions, majors selection dinners, in-House lectures, health education Quizzo, Philly walking tours, College House Cup competitions, whitewater rafting and ski trips, and resident performing arts nights...writing it all on the House events easel each day is enough to produce carpal tunnel syndrome.

Each House has its own quirky flavor, its own approach to everything from favorite activities to problem-solving, but they are all bursting with life and grounded in their staff’s commitment to the academic well-being of their residents.

From the anxious August evening students meet with their halls for the first time during New Student Orientation, to the somewhat bleary-eyed May afternoon our College House Alumni Ambassadors construct floats for a reunion class during Alumni Weekend, the College Houses remain the lifeblood of the undergraduate experience. For those of us working *and living* within them—and embarking on another decade of idiosyncratic evolution—the process is both exhausting and exhilarating. Not much different, in a sense, to the feeling freshmen at Hill might have their first night in a new home, worn out from an arduous move-in but primed for the adventure ahead.

The entire campus is invited to the
College Houses 10th Anniversary Celebration,
an information fair with free food, music and fun giveaways.

••• PennCard required for lunch ticket •••

See www.collegehouses.upenn.edu/tenth for details or
contact suesmith@upenn.edu.

Dr. Christopher Donovan, C’92, is the House Dean at Gregory College House.