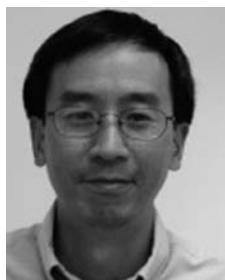


UNIVERSITY OF PENNSYLVANIA *Almanac*

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Penn Medicine Recipients of New NIH Award for Transformative Research



Frank Lee



Stephen Master



Yongping Wang



Robert Wilson

University of Pennsylvania School of Medicine investigators are among the 42 recipients of a new National Institutes of Health (NIH) award that encourages investigators to challenge the

status quo with innovative ideas. NIH expects to make competing awards totaling \$30 million to the recipients of the new NIH Director's Transformative R01 (T-R01) Awards. Co-investiga-

tors Dr. Frank S. Lee, associate professor of pathology and laboratory medicine, and Dr. Stephen Master, assistant professor of pathology and laboratory medicine, will receive \$1.97 million in total costs over the next five years. Dr. Robert B. Wilson, associate professor of pathology and laboratory medicine, will receive \$1.57 million over the next four years.

Accelerating the current pace of discovery is an ongoing effort at the NIH, but the T-R01 Program is new this year. Named for the standard investigator-initiated research project that the NIH supports, the R01, the T-R01s provide an opportunity for a scientist that is like no other NIH program. Since no budget cap is imposed and preliminary results are not required, scientists are free to propose new, bold ideas that may require significant resources to pursue. They are also given the flexibility to work in large teams if the complexity of the research problem demands it.

Drs. Lee and Master will pursue studies on how cells sense oxygen. Work from a number of laboratories, including theirs, has shown that a distinctive chemical modification in cells known as prolyl hydroxylation plays a critical role in regulating a hypoxia inducible protein known as HIF, which senses low oxygen levels in cells. These studies will have implications for understanding diseases such as heart attacks, stroke, and cancer that are characterized by hypoxia.

Dr. Wilson will be working with a novel RNA library, co-invented with postdoctoral fellow Dr. Yongping Wang. The library expresses short-hairpin-loop RNAs (shRNAs) that are completely random at the nucleotide, or DNA building block, level. Using cell-based models, the Wilson lab will screen for shRNAs that promote stem-cell induction, stem-cell differentiation, and protection against viral infection. These studies have implications for both cell-based and infectious-disease therapeutics.

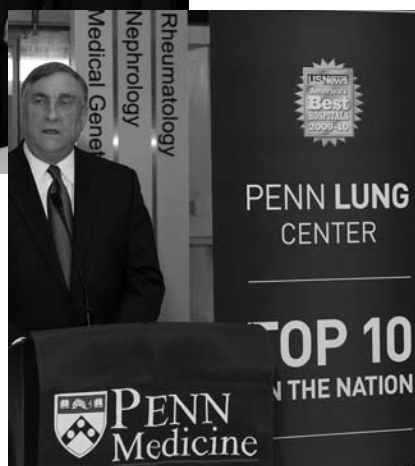
"The appeal of the awards is that investigators are encouraged to challenge the status quo with innovative ideas, while being given the necessary resources to test them," said NIH Director Dr. Francis S. Collins. "The fact that we continue to receive such strong proposals for funding through the programs reflects the wealth of creative ideas in science today."

More information on the Transformative R01 Award is available at <http://nihroadmap.nih.gov/T-R01>. For descriptions of the 2009 recipients' research plans, see <http://nihroadmap.nih.gov/T-R01/Recipients09.asp>.



At left, the new Philadelphia Antiques Show Conference Room in the Perelman Center for Advanced Medicine, made possible from the 2008 Antiques Show.

Above, Dr. John Hansen-Flaschen, medical director, Penn Lung Center and chief, Pulmonary, Allergy and Critical Care Medicine Division; Dr. Leslie Litzky, associate professor of pathology and laboratory medicine at HUP in the Department Pathology and Laboratory Medicine; Dr. Karen Drury, chair of the 2008 Philadelphia Antiques Show; Dr. Warren Gefter, professor of radiology and chief, Thoracic Imaging, Department of Radiology; associate chair, Department of Radiology; Dr. Joel Cooper, chief of the Division of Thoracic Surgery at Penn Medicine. At right, Dr. Hansen-Flaschen.



Comprehensive Diagnostic System's Instant Collaboration and Feedback

A state-of-the-art, innovative information and communication system created for experts at the Penn Lung Center and made possible from a \$950,000 donation from the 2008 Philadelphia Antique Show was on display last Tuesday evening at Penn Medicine's Perelman Center for Advanced Medicine.

Now, at the Penn Lung Center, a thoracic surgeon can upload a patient's high-resolution CT scans to an imaging center ten feet away from the exam room. There, the doctor can confer about the images with an expert chest radiologist, and together the two will help craft a personalized treatment plan for the patient. The care team will provide the patient with plans right away, paving the way for quick access to a team of other specialists—nutritionists and social workers, for instance—without leaving the department. If the patient requires further studies, they're just a short escalator ride away from the appropriate testing areas, all housed within the Perelman Center for Advanced Medicine.

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Pullout: November AT PENN

SENATE From the Senate Office

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, October 21, 2009

Chair's Report. Faculty Senate Chair Harvey Rubin reported that the University Council Committee on Honorary Degrees is accepting nominations for consideration and urged SEC members to forward names to the Senate Office. Dr. Rubin opened a brief discussion on ideas for the SEC December discussion meeting. Topics that were suggested include: the trajectory of the faculty including faculty falling off the tenure track; assessment of how mentoring is working; status of women faculty; ways to foster a green campus; and retirement and the graying of the faculty.

2009-2010 Nominating Committee Ballots. SEC members voted for the 2009-2010 Nominating Committee.

Legal Issues in Higher Education. Wendy White, Senior Vice President and General Counsel of the University of Pennsylvania, briefed SEC members on the varied aspects of the Office of General Counsel. She discussed four topics: managing resources, the Higher Education & Opportunity Act, affirmative action, and conflicts and consulting. Ms. White explained the impacts of resource management on faculty and staff. She discussed the *Faculty Handbook* which governs the faculty, shared governance, mechanisms for resolving faculty conflicts, and situations when the Office of General Counsel can help. Ms. White discussed affirmative action and explained the legal rules that apply to students and faculty. Ms. White reported that the Higher Education and Opportunity Act passed in 2008 has numerous new regulations for Higher Education including a new law that requires colleges to disclose in their course schedules, "to the maximum extent practicable," the ISBN and the price of the textbooks and supplemental materials used in the course. She reported on the new School of Medicine policy that provides for public disclosure of faculty annual disclosure of extramural activities.

Update on the University. President Amy Gutmann updated SEC on the financial management of the University, the newly released climate action plan, and Penn's ongoing global engagement efforts. She reviewed the steps taken that have helped soften the blow of the downturn: curbing compensation costs, reducing the use of temporary employees, and suspending building projects that did not have a definite funding plan in place. She reported that to date, Penn has met more than 75 percent of our University-wide initial 18-month cost-containment goal of \$58 million. President Gutmann explained that under the climate action plan, Penn will continue to build greener buildings, conserve energy, and minimize waste. She encouraged SEC members to look on the sustainability website for easy tips on saving energy. President Gutmann reviewed Penn's global engagement efforts in China, Botswana, Europe, South America, and elsewhere in Africa and Asia.



Annual Test of UPennAlert Emergency Notification System

To the Penn Community:

The Division of Public Safety and the Office of Information Systems and Computing will conduct their annual test of the UPennAlert Emergency Notification System, in conjunction with a campus-wide Shelter-in-Place awareness drill, on Wednesday, October 28, 2009 beginning at 3:30 p.m. This annual test is required for Penn to comply with the Philadelphia Fire Code and the federal Disclosure of Campus Security Policy and Campus Crime Statistics Act.

The test will be conducted on all the delivery methods of the UPennAlert System, including personal electronic devices, the DPS website, and the Penn Siren Outdoor System.

A UPennAlert message will be sent by e-mail and SMS text message to all registered members of the UPennAlert Emergency Notification System, notifying them that the message is only a test. When you receive the message on your registered device(s), you *do not* have to respond or take any additional action. At the same time, the Penn Siren Outdoor System will emit a 15-second siren alert, along with a voice message that indicates that this is a test exercise.

The UPennAlert System's effectiveness depends upon the accuracy of recipients' personal contact information. To register for the system, or to update your contact information, visit www.publicsafety.upenn.edu/UPennAlert and follow the link that best applies to you. All information is secure and confidential. If you have any problems updating your personal contact information, please e-mail the Division of Public Safety at feedback@publicsafety.upenn.edu

For more information on the UPennAlert Emergency Notification System and Shelter-In-Place, please visit www.publicsafety.upenn.edu/PennReady/UPennAlert.asp

Thank you for your participation in helping keep our community safe and secure.

—Vincent Price
Provost

—Craig Carnaroli
Executive Vice President

Agenda for University Council Meeting

Wednesday, October 28, 2009,
4 p.m., Bodek Lounge, Houston Hall

Source: Office of the University Secretary

- I. Approval of the Minutes of September 30, 2009. (1 minute)
- II. Follow Up Comments or Questions on Status Reports. (5 minutes)
- III. Presentation by the President and Other Administrators on the State of the University. Presentation and discussion. (45 minutes)
- IV. Presentation by the Provost and Other Administrators on the State of the University and Discussion of Arts and Cultural Coursework, Programming and Resources at Penn as Part of the 2009-2010 Theme of *Arts and the City*. (45 minutes)
- V. New Business. (5 minutes)

Trustees' Meetings: November 5 and 6

Meetings of the Penn Trustees will be held on November 5 and 6, at the Inn at Penn. Observers must register; call the Office of the Secretary at (215) 898-0414.

Thursday, November 5

10:15-11:45 a.m., Facilities & Campus Planning Committee, Woodlands AB
2-3:30 p.m., Neighborhood Initiatives Committee, Thomas Webb Richards
Student Life Committee, Woodlands CD
3:45-5:15 p.m., Academic Policy Committee, St. Marks
Budget & Finance Committee, Woodlands AB
External Affairs Committee, Woodlands CD

Friday, November 6

11:15 a.m.-12:15 p.m., Stated Meeting of the Trustees, Woodlands ABCD

Clayton Lecture: November 4

The 12th Annual Constance E. Clayton Lecture, sponsored by the Graduate School of Education: *Is Early Childhood Education a Realistic Strategy for Urban School Reform?*, will be on Wednesday, November 4, at 4:30 p.m., in the Terrace Room, Claudia Cohen Hall. The event is open to the public.

Speakers will be:

Dr. Sharon Ramey and Dr. Craig Ramey, Endowed Chair Professors of Health & of Child and Family Studies and Founding Directors, The Georgetown University Center on Health and Education;

Dr. Vivian L. Gadsden, William T. Carter Professor of Child Development and Education, GSE, Penn, Director of The National Center on Fathers and Families;

Dr. John W. Fantuzzo, Albert M. Greenfield Professor of Human Relations and Education, GSE, Penn.

The forum moderator will be Dr. Diana T. Slaughter-Defoe, Constance E. Clayton Professor in Urban Education, GSE, Penn.

This lecture series honors Dr. Constance E. Clayton, former School District of Philadelphia Superintendent. Dr. Clayton was instrumental in bringing the Head Start Program to Philadelphia over 25 years ago.

This year's Forum captures this historic moment by reflecting upon the field's current and projected ongoing future relationship to the education of culturally and socially diverse urban children.

Deaths

Ms. Scott, Former Nursing Overseer

Jessie M. Scott, an emeritus member of the Board of Overseers of the School of Nursing and retired Assistant Surgeon General, US Public Health Service and former director of the Division of Nursing, Health Resources Administration in Health and Human Services, died October 20 at the Washington Home Hospice in the District of Columbia. She was 94 years old.

Ms. Scott served as an Overseer from 1979 until 1988, when she was appointed an Overseer Emeritus. She served as an Emeritus Overseer until her passing.

Ms. Scott was a nursing educator before her distinguished career in the US Public Health Service in the Division of Nursing. She served first as a nurse consultant and then deputy chief in the late 1950s, during which time she traveled the globe observing and advising nursing education programs in India, Egypt, Liberia, and Kenya. In 1964, she became the second director of the division, the only government program where nursing is the primary concern. Ms. Scott was respected and admired for her integrity and ability to use the resources of the government to improve nursing nationally. She organized the Division of Nursing staff and activities so that nursing practice, nursing service, nursing research, and nursing education were considered together. According to Ms. Scott, the mandate of the Division of Nursing was "to advance health-care planning and knowledge about the characteristics, distribution, and utilization of nursing manpower and improvement of nursing education, practice, and research." She was most proud of her involvement in the 1964 Nurse Training Act. It was the first major piece of legislation providing support for nursing in peacetime.

Throughout her career in the Public Health Service, Ms. Scott frequently testified before Congress in defense of the division's program. She was most appreciative of the opportunity. "I'm convinced that nursing is the linchpin in the delivery of health care in the country. Nurses have always brought care to people where they live. It is a great honor to be able to testify in favor of our profession."

Dubbed a living legend by the American Academy of Nursing, Ms. Scott was a recipient of 16 honorary degrees, including one from Penn (1983). Among her many other awards, Ms. Scott was the recipient of the Distinguished Service Medal from the US Public Health Service, the National League for Nursing's award for national and international leadership, the American Nurses Recognition Award (1972), and the Spirit of Nursing Award given on the 100th anniversary of the Visiting Nurse Service of New York City. The American Nurses Association administers the biannual Jessie M. Scott Leadership Award and the University of Maryland offers the Jessie M. Scott Health Policy Award each year to a nurse who has distinguished themselves in the field.

Ms. Scott received a BS in nursing from Penn in 1943 and a master's degree from Teachers College at Columbia University.

Ms. Scott is survived by a sister-in-law, niece, and nephew. Memorial contributions may be made to The Washington Home and Community Hospices, Attn: Charitable Gifts Department, P.O. Box 759240, Baltimore, MD 21275-9240.

To Report A Death

Almanac appreciates being informed of the deaths of current and former faculty and staff members, students, and other members of the Penn community. Call (215) 898-5274 or e-mail almanac@upenn.edu.

ALMANAC October 27, 2009

Dr. Tannenbaum, Annenberg School

Dr. Percy H. Tannenbaum, a member of the faculty at the Annenberg School for Communication in the late 1960s and the first chair of the ASC doctoral graduate program, died October 2. He was 82 years old.

Dr. Tannenbaum was living in Berkeley, California when he died, where he was an emeritus professor of public policy at the University of California at Berkeley's Goldman School of Public Policy.

Born in Montreal, Canada, in 1927, Dr. Tannenbaum earned his undergraduate degree in journalism in 1948 from McGill University, and his master's (1951) and doctoral (1953) degrees in communications from the University of Illinois.

He came to the Annenberg School at Penn as a professor of communication in 1967, after having served as the head of the University of Wisconsin's Mass Communications Research Center.

He was a recognized scholar in the social psychological aspects of communications, and was the principal investigator of national and cross-cultural studies. He was the co-author (with Drs. Charles E. Osgood and George J. Suci) of *The Measurement of Meaning*, and was author of over 60 studies on audience attitude measurement.

In 1968, the Annenberg School began offering doctoral degrees in communication, and Dr. Tannenbaum served as the first chairman of the new Graduate Group. The fledgling doctoral program featured three "core" areas of study that most who know Annenberg are intimately familiar with today: "Communication Codes and Modes," "Communications Behavior," and "Communication Institutions." "Even after his move to Berkeley, he followed the field of communication very closely, and was equally at home in psychology, political science, and public policy," said long-time friend and colleague Dr. Elihu Katz, Distinguished Trustee Professor at the Annenberg School.

"Dr. Tannenbaum was a world renowned social psychologist, an expert on the media, an early member of the GSPP faculty, the third director of the University of California's Survey Research Center, and a great contributor to the Goldman School. His work with Charles Osgood and George Suci on the 'measurement of meaning' using the semantic differential is some of the most cited research in social psychology, survey research, political science, and many other fields. He was an early contributor to the field of media studies, where he worked on the impact of the media and the consequences of reports of election polling. While he was director of the Survey Research Center, the Center engaged in path-breaking studies on AIDS, the homeless, racism, elections, and many other topics," said Dr. Henry Brady, dean of UC Berkeley's Goldman School of Public Policy.

Dr. Tannenbaum is survived by his wife, Bracha (Kaplan) Tannenbaum; children, Brian Tannenbaum and Nili Tannenbaum; grandchildren, Owen and Malcolm Albin.



Percy Tannenbaum

Penn Center for AIDS Research Annual Research Retreat: December 4

The Penn Center for AIDS Research (Penn CFAR) is pleased to host its 9th Annual Research Retreat. You are invited to attend the retreat which will be held on Friday, December 4, 2009 from 8:30 a.m. to 5 p.m. at the Auditorium/Lobby, Biomedical Research Building, II/III.

This year, the keynote speakers will be Julie Overbaugh, professor of microbiology and pathobiology of the University of Washington, Seattle and associate program head of the Human Biology Division, Fred Hutchinson Cancer Research Center; and, Nancy Padian, professor of obstetrics, gynecology, and reproductive sciences and executive director of the Women's Global Health Imperative of the University of California, San Francisco. In addition, several members of the Penn CFAR faculty will make presentations during the all-day retreat, including recipients of their Developmental Pilot Awards.

Call for Abstracts: November 25

The Penn Center for AIDS Research is calling for Abstracts in association with its 9th Annual Research Retreat. To submit an abstract, visit www.uphs.upenn.edu/aids/events/retreatabstract.htm.

Abstracts are due by *Wednesday, November 25, 2009* to allow for publication in the booklet. Abstracts in the following areas of HIV/AIDS research are encouraged:

- Virology/Pathogenesis
- Clinical/Therapeutics
- Immunology/Vaccine
- Behavioral and Social Sciences

Registration is required. Please visit www.uphs.upenn.edu/aids/events/retreatreg.htm and register *before Monday, December 1, 2009*.

If you have questions regarding this event, please contact Ashley Sonson at asonson@mail.med.upenn.edu or by phone at (215) 746-2754.

We anticipate an interesting and informative day and look forward to seeing you at the next Penn CFAR Research Retreat. Please plan to join us on December 4, 2009.

—James A. Hoxie, Professor of Medicine,
Hematology/Oncology,
Director, Penn Center for AIDS Research

—Ronald G. Collman,
Professor of Medicine, Pulmonary/
Allergy/Critical Care,
Co-Director, Penn Center for AIDS Research



www.makinghistory.upenn.edu

Correction:

In last week's issue, the caption under the photo of the students who made the music video on Weigle Commons, should have read: Will Xiong, SAS'10, Andrew Abranovic, SAS'10, and Ryan Leonard, SAS'10. To see the video, visit: <http://wic.library.upenn.edu/wicabout/musicvideo.html>.

Honors & Other Things

Penn People to Obama Administration

Jon Huntsman, Jr., C'87, was nominated to serve as United States Ambassador to China in May. He began his appointment in August following his resignation as the governor of Utah. Ambassador Huntsman is a former Penn trustee and former chairman of the Advisory Board for the Huntsman Program for International Studies and Business at the Wharton School. He received the Alumni Award of Merit in 1999.

Laurie Robinson, former director of the Master of Science Program in the department of criminology, has been serving as Assistant Attorney General for the Office of Justice Programs in the US Department of Justice since being nominated in September. Ms. Robinson had been serving as acting assistant attorney general since January (*Almanac* February 3, 2009). A hearing to consider the nomination was held on October 7.

President Obama announced his intent to nominate *Dr. Clifford Stanley*, GrEd'05, Penn's former executive vice president, as Under Secretary of Defense for Personnel and Readiness in the Department of Defense.

Dr. A. Thomas McLellan, former adjunct professor of psychiatry in the School of Medicine, was confirmed as the Deputy Director of the Office of National Drug Control Policy in August. Dr. McLellan was nominated in April (*Almanac* April 21, 2009).

Dr. William Burke-White, a Penn Law School professor, was appointed to a position in Secretary of State Hillary Clinton's Office of Foreign Policy Planning. He has been serving in his new position since June. He will advise Clinton on issues involving Russia and international law. Dr. Burke-White will be on a two-year leave from Penn Law to serve in the office.

Glamour Magazine: Ms. Amarasekera

Ms. Sohani Amarasekera, a senior in the College of Arts and Sciences, has been recognized as one of *Glamour* magazine's Top 10 College Women. She is featured in its October issue as "The Visionary." Ms. Amarasekera is a pre-med student majoring in biology and sociology. She is also an active member of Unite for Sight, a non-profit organization that seeks to improve eye health throughout international communities. According to *Glamour's* website, Ms. Amarasekera aspires to be an ophthalmologist and put an end to preventable blindness. At the New York reception, Ms. Amarasekera was honored with the Beauty of Giving Award—a \$2,500 donation to the charity of her choice. A video on Ms. Amarasekera is on *Glamour's* website, www.glamour.com/about/top-10-college-women.

Christy Award: Dr. Brooks Carthon

The American Association for the History of Nursing has recognized postdoctoral fellow *Jacqueline Margo Brooks Carthon* for her nursing history dissertation, "No place for the dying: A tale of urban health work in Philadelphia's Black Belt," which she completed at the University of Pennsylvania in 2008. The Teresa E. Christy Award encourages new nursing history investigators while recognizing excellence in historical research and writing done while the researcher was a doctoral student.

Dock Award: Dr. Fairman

Dr. Julie Fairman, professor of nursing and director of the Barbara Bates Center for the Study of the History of Nursing, has received the Lavinia L. Dock Award for Exemplary His-

torical Research and Writing from the American Association for the History of Nursing. The Lavinia L. Dock Award recognizes outstanding research and writing produced by an experienced scholar in nursing history who submits a book. Dr. Fairman is recognized for her book, *Making Room in the Clinic: Nurse Practitioners and the Evolution of American Health Care*.

Episteme Award: Dr. Naylor

Dr. Mary D. Naylor, has been selected by the Honor Society of Nursing, Sigma Theta Tau International (STTI), to receive The Baxter International Foundation's 2009 Episteme Award, in recognition of the Transitional Care Model, an evidence-based approach to addressing the needs of high-risk chronically ill elders and their family caregivers. Dr. Naylor, the Marian S. Ware Professor in Gerontology and director of the New-Courtland Center for Transitions and Health at the School of Nursing, will be presented with the award on November 3.



Mary Naylor

Hilton Inn at Penn

The *Hilton Inn at Penn* earned its AAA Four Diamond rating for 2009, the ninth consecutive year. The fundamental hallmarks at this level include an extensive array of amenities combined with a high degree of hospitality, service, and attention to detail.

The Lead Concierge at the Hilton Inn at Penn, *Bessie Greene*, was honored by the Greater Philadelphia Hotel Association as Lodging Employee of the Year-Front of the House. Last year, Ms. Greene was honored by the Pennsylvania Tourism and Lodging Association as "Lodging Employee of the Year."

Benjamin Franklin Medal: Dr. Nowell

The Franklin Institute announced that *Dr. Peter C. Nowell*, Gaylord P. and Mary Louise Hamwell Emeritus Professor of Pathology and Laboratory Medicine in the School of Medicine, is the recipient of the 2010 Benjamin Franklin Medal in Life Science. The citation reads, "For the discovery that alterations to chromosomes can cause cancer, and further research leading to the development of a therapy that now cures 95% of individuals with chronic myelogenous leukemia." The Franklin Institute Awards identify individuals whose innovation has benefited humanity, advanced science, launched new fields of inquiry, and deepened our understanding of the universe. The awards ceremony and dinner will take place in April.

Honorary Doctorate: Dr. Smith

Dr. Amos B. Smith III, the William Warren Rhodes-Robert J. Thompson Professor of Chemistry, was awarded an honorary doctorate of science from Queen's University, Belfast, in recognition of his distinguished contributions to the field of organic chemistry. In delivering the citation at the ceremony, Professor Robbie Burch described Dr. Smith as an outstanding synthetic organic chemist, "He is distinguished for his exemplary research contributions to the field of organic synthesis and new reaction development, and to the application of new methodologies for the synthesis of natural products that have the potential to be the basis of new anticancer drugs."

New Institute of Medicine Members

Four professors from the University of Pennsylvania School of Medicine have been elected as members of the Institute of Medicine (IOM).

The new Penn IOM members are:

Dr. Thomas Curran, professor of pathology and laboratory medicine; investigator at the Abramson Family Cancer Research Institute at Penn; deputy scientific director at the Children's Hospital of Philadelphia.

Dr. Garret A. FitzGerald, McNeil Professor in Translational Medicine and Therapeutics; chair of the department of pharmacology; director of the Institute for Translational Medicine and Therapeutics.

Dr. Frederick S. Kaplan, The Isaac & Rose Nassau Professor of Orthopaedic Molecular Medicine; chief of the division of molecular orthopaedic medicine.

Dr. Amita Sehgal, professor of neuroscience; investigator with the Howard Hughes Medical Institute.

Nutting Award: Dr. Wall

Dr. Barbra Mann Wall, associate professor of nursing, has received the Mary Adelaide Nutting Award for Exemplary Historical Research and Writing from the American Association for the History of Nursing. The award recognizes outstanding research and writing produced by an experienced scholar in nursing history who submits a post-doctoral research manuscript or article. Dr. Wall was awarded for her article, "Catholic Sister Nurses in Selma, Alabama, 1940-1972," which was published in *Nursing History Review* in 2009.

SEAS Staff Recognition Award: Mr. West

Mark West, manager of administration and finance in the Moore Business Office, received the 2009 SEAS Staff Recognition Award, the highest award for staff members in Penn Engineering. The award was presented on October 1, by Dean Eduardo Glandt.

Mr. West has been a member of the Penn community for over 25 years and has served in the SEAS Business Offices for 18 years. He has been the manager of the Moore Business Office for the last 13 years. In nomination letters, Mr. West was described as efficient, reliable, selfless in his contributions, calm and focused under pressure, a pleasure to work with and an absolute asset to the School.

The annual award comes with a plaque and a \$1,000 check.

2009 Nobel Prize: Dr. Williamson

Former Penn faculty member, *Dr. Oliver E. Williamson*, was awarded the 2009 Nobel Prize in Economics along with Dr. Elinor Ostrom from Indiana University for their work in organizational economics. Dr. Williamson was on the faculty in the department of economics from 1965-1983 and chaired the department in 1971-72 and 1976-77. He also served as director of the Center for the Study of Organizational Innovation (1976-1983). Dr. Williamson is currently the Edgar F. Kaiser Professor Emeritus of Business, Economics and Law at the University of California, Berkeley.



Mark West

Energy Week Events

There will be a series of energy events during the week of October 26-30, including the following on campus, as well as a Wharton Energy Conference at the Union League.

Cold Wash Posters at all College Houses. These are signs encouraging College House residents to use the cold cycle on the washing machines rather than the hot cycle.

Window Display about Energy Week at the Penn Bookstore. This week-long display will include information about Energy Week, with posters and books.

October 27: Viewing of movie *Fuel* in collaboration with Penn Engineers Without Borders (EWB), Wu and Chen Auditorium, Levine Hall, School of Engineering and Applied Science; 7:30 p.m. PennEWB will display their own biofuel processing appliances. There will be a discussion hosted by PennEWB.

October 28: *Farmer's Market 'Meet and Greet' of Sustainability Team* from 11:30 a.m.-2 p.m. at 36th and Walnut. The FRES Sustainability Team along with Sara King (SAS) and Emily Schiller (Wharton) will be talking to students about energy consumption reduction.

Bike generator demonstration, 4-6 p.m. at the David Pottruck Health & Fitness Center. Ken Ogawa's bike generators will be available for use by Pottruck members, and the Sustainability Team will be on-hand to talk about energy consumption. Mr. Ogawa is the executive director of Operations and Maintenance, FRES.

October 29: *Bike generator demonstration* from 4-6 p.m. at the David Pottruck Health & Fitness Center. Ken Ogawa's bike generators will be available for use by Pottruck members, and the Sustainability Team will be on-hand to talk about energy consumption.

Penn Environmental Group's 'Reverse Trick or Treating', 3-5 p.m. from 39th to 43rd and Baltimore to Chestnut Streets. PEG is hosting this event, and will be going to off-campus student housing to hand out candy, CAP cups, and a list of the top 10 ways in which students can reduce their energy consumption.

For more information, see
www.upenn.edu/sustainability/



10 Easy Ways You Can Conserve Energy

Penn consumes more than 407,000,000 kWh/yr of electricity. That's enough to power over 40,000 homes.

1. Turn off everything you turn on

- A computer in sleep mode still uses a significant amount of energy. Both the computer and the monitor are drawing power to keep themselves in a suspended mode, ready to wake up the second you want to use them again. In fact, they could be sucking up as much as a combined 12 watts while you're in bed dreaming of a lower energy bill.

- Assuming a 15 watt draw for sleep mode and 15 hrs a day of sleep for the average computer on campus; by powering down you save 225kw hours per day. That adds up to a savings of \$5.75 per year per computer. Multiply that times 20,000 Penn employees for annual savings of \$115,000.

- Turning off photocopiers, printers, computers and computer monitors, and other office equipment at night and on weekends will save Penn over \$350,000 a year in electricity costs.

- If the Penn faculty/staff turned off their laptops, Penn would save about 150kW. That's enough to power about 160 houses.

2. Unplug—avoid vampire loads

- Did you know over 80% of the energy used by a cell phone charger is when it is not charging? Most appliances draw power (vampire loads) when not in use but plugged in—what a waste! The vampires power convenience features, such as touch pads, remote controls, memory presets, instant-on function, and digital clocks as well as background functions of set top boxes that download program information.

- The industry uses the term "stand-by" for this mode, although the appliance labels the mode as "off."

3. CYOC—Carry Your Own Cup

- North America consumes 50 million trees every year to make paper cups.

- There are over 40,000 students, faculty and staff on Penn's campus. If each person uses one paper coffee cup each day (during the academic year), Penn would produce 9.6 million cups for waste—and this only accounts for one cup!

- If everyone on campus switches to reusable cups for just *one* day, it would save as much energy as using 1,000+ gallons of gasoline.

4. Walk, bike, or use SEPTA

- Transportation accounts for more than 30 percent of US carbon dioxide emissions. According to the American Public Transportation Association (APTA), public transportation in the United States saves approximately 1.4 billion gallons of gasoline and about 1.5 million tons of carbon dioxide annually.

- Philadelphia is packed with alternative transportation options that will get you to your destination cheaper (and often quicker) than by car. Walking, biking, and taking public transportation (SEPTA trains, buses and trolleys) are all great options for getting around the city and to the surrounding area!

- Penn even provides numerous free transportation services that can get you around University City and into Center City.

5. Buy Energy Star

- Energy Star is a joint venture by the US Environmental Protection Agency and the US Department of Energy.

- Devices carrying the Energy Star logo, such as computer products and peripherals, kitchen appliances, buildings and other products, save 20%-30% on average.

- You are saving energy effortlessly when you are using energy efficient appliances, compact fluorescent bulbs, and other Energy Star products. The products are doing the energy saving for you, and you don't have to do anything other than buy and install them.

- The EPA estimates that it saved about \$14 billion in energy costs in 2010 alone through the Energy Star program.

6. Heat & cool only your room, not the outside

- Energy is often wasted as occupants try to maintain a certain desired indoor comfort level with air and heating systems while there are unsealed doors and windows in the building.

- Unsealed doors and windows allow heat to escape in the winter and hot air to infiltrate in the summer.

7. Print double-sided

- The average ream of paper (500-sheets) uses 6% of a tree. In one year, the average person uses 2 pine trees worth of paper products.

- Penn has approximately 20,000 staff and faculty; assume that 5,000 are average US office workers. By printing double-sided to reduce overall copy paper use by only 10%, the estimated annual dollars savings would be \$260,000.

- Additional annual environmental impacts include eliminating 28 tons of solid waste; reducing water consumption by 500,000 gallons and 87 tons of wood consumption.

8. Report all leaks

- A "running" toilet can waste two gallons of water per minute. A silent leak in a toilet can waste up to 7,000 gallons of water per month.

- A faucet leaking a slow steady drip—100 drops per minute—wastes 350 gallons per month. A faucet leaking a small stream wastes 2,000 to 2,700 gallons of water per month.

- Fixing easily corrected household water leaks can save homeowners more than 10% on their water bills.

- The amount of water leaked from US homes could exceed more than 1 trillion gallons per year. That's equivalent to the annual water use of Los Angeles, Chicago, and Miami combined.

9. Use natural lighting when possible to work and study

- The most efficient use of solar power is lighting. Sunlight is already light, no energy is lost in conversion to or from electricity.

- Maximizing natural light in your home is ultimately vital since you are making use of natural, free and greener ways to your greatest advantage.

10. Take the stairs instead of the elevator

- If you were to walk up and down 3 flights of stairs instead of an elevator, that would save 15 watts a day. That would be enough to power a 37" Plasma TV for 3 hours.

- If everyone at Penn walked up and down one flight of stairs instead of using the elevator, we could save 94,500 kWh of electricity and reduce CO2 emissions by 2550 tons. That's the equivalent of taking 330 cars off the road.

- Elevators run on electricity; taking an elevator might require the mining of uranium or fossil fuel, the operation of a nuclear or fossil fuel plant, transmission to your elevator, and the emission of greenhouse gases.

- Plus, new evidence shows reduced daily physical activity is a direct cause of many risk factors for chronic illnesses like diabetes and cardiovascular disease.

—Penn Green Campus Partnership

Iraq's Ancient Past: Rediscovering Ur's Royal Cemetery

Penn Museum's world-renowned Mesopotamian collection from Ur is the centerpiece of *Iraq's Ancient Past: Rediscovering Ur's Royal Cemetery*, a new long-term exhibition exploring Iraq's ancient cultural heritage.

In 1922—the same year that Howard Carter made headlines with the discovery of Tutankhamen's tomb in Egypt—the Penn Museum and the British Museum embarked upon a joint expedition to the ancient site of Ur in southern Iraq. Led by British archaeologist Sir Leonard Woolley, this expedition astonished the world by uncovering an extraordinary 4,500-year-old royal cemetery with more than 2,000 burials that detailed a remarkable ancient Mesopotamian civilization at the height of its glory.

Iraq's Ancient Past: Rediscovering Ur's Royal Cemetery brings many of the details of that famous expedition vividly to life through field notes, photographs and archival documents—and more than 220 extraordinary ancient artifacts unearthed at the excavation. *Iraq's Ancient Past* looks to the present and future as well, exploring the ongoing story of scientific inquiry and discovery made possible by those excavations, and the pressing issues around the preservation of Iraq's cultural heritage today.

The centerpiece of the exhibition is the collection of famous ancient artifacts uncovered and, in some cases, painstakingly conserved, including five objects that art critic and former Metropolitan Museum of Art Director Thomas Hoving has called “the finest, most resplendent and magical works of art in all of America” (artnet.com): the Ram-Caught-in-the-Thicket, the Great Lyre with a gold and lapis lazuli bull's head, Queen Puabi's jewelry, an electrum drinking tumbler, and

a gold ostrich egg—as well as the Queen's head-dress and other treasures, large and small.

Iraq's Ancient Past recounts the formation of the joint Penn Museum/British Museum expedition to Ur, setting up the “expedition house” for the excavation team, and the many excavation challenges that Woolley's team faced.

Known today as “Tell al Muquayyar,” or “mound of pitch (tar),” the site of Ur, near present-day Nasiriyah, was thought to be “Ur of the Chaldees”—the birthplace of the biblical patriarch Abraham. During his excavations, Woolley hoped to uncover Abraham's home and other biblical evidence. In 1929, he interpreted a deep layer of river clay he uncovered to be the remains of a “great flood” from the biblical story of Noah. Like so much discovered at Ur, his sensational story made international headlines.

His major discovery, however, was the site of Ur's royal cemetery. With a crew of hundreds, he began this massive excavation in 1926, eventually uncovering nearly 2,000 burials. Sixteen of these he named “royal tombs” based on their style of construction, evidence of royal attendants who were interred at the same time, and the sheer wealth of the graves' contents. The three most celebrated tombs were

PG789, the looted tomb of a king, PG800, the remarkably preserved tomb of Queen Puabi, and PG1237, which he dubbed “the Great Death Pit” since it contained 74 carefully laid out and richly adorned bodies (all but six female).

The famous excavations attracted the attention and involvement of a number of interest-



Queen Puabi's headdress. (Comb Height: 26 cm; Diameter of Hair Rings: 2.7 cm; Comb Width: 11 cm) The headdress of gold, lapis lazuli, and carnelian includes a frontlet with beads and pendant gold rings, two wreaths of poplar leaves, a wreath of willow leaves and inlaid rosettes, and a string of lapis lazuli beads, discovered on Queen Puabi's body in her tomb at the Royal Cemetery of Ur, ca 2550 BCE.



“Ram Caught in a Thicket” (Height: 42.6 cm) of gold, lapis lazuli, copper, shell, red limestone, and bitumen—materials typical of early Mesopotamian composite art. The statuette would have supported a tray and was found in the “Great Death Pit,” a mass burial at the bottom of a pit where the bodies of 73 retainers lay. Ur, ca. 2550 BCE.



“Bull-headed Lyre” (Head Height: 35.6 cm; Plaque Height: 33 cm) from the Woolley-coined “King's Grave” royal tomb of Private Grave (PG) 789, constructed with gold, silver, lapis lazuli, shell, bitumen and wood, ca 2550 BCE at Ur. The lyre's panel depicts a hero grasping animals and animals acting like humans—serving at a banquet and playing music typically associated with banquets. The bottom panel shows a scorpion-man and a gazelle with human features. The scorpion-man is a creature associated with the mountains of sunrise and sunset, distant lands of wild animals and demons, a place passed by the dead on their way to the Netherworld.



Vessel in the shape of an ostrich egg (Height: 4.6 cm; Diameter: 13 cm) of gold, lapis lazuli, red limestone, shell, and bitumen, hammered from a single sheet of gold and with geometric mosaics at the top and bottom of the egg. The dazzling array of materials came from trade with neighbors in Afghanistan, Iran, Anatolia, and perhaps Egypt and Nubia. From the Royal Cemetery of Ur, ca 2550 BCE.

ing personalities whom the exhibition also highlights. For example, T.E. Lawrence ("Lawrence of Arabia") was instrumental in securing the excavation and Woolley's participation, while Agatha Christie, who eventually married Woolley's assistant Max Mallowan, wrote *Murder in Mesopotamia* to mark her experience on site.

New Discoveries

Since the excavations came to a close in 1934, scholars have continued to study the Penn

Museum's Ur collection, incorporating new evidence from other ancient sites and using improved conservation practices and new scientific techniques to further investigate the material. For example, because almost nothing excavated from the royal tombs could have been created from locally available materials, the exhibition details how scholars are rebuilding the story of 4,500-year-old trade networks across the Near and Middle East. Similarly, conservation

and research on individual artifacts has yielded new information about life at Ur—sometimes directly contradicting Woolley. When he found the bodies of dozens of funeral attendants in the Great Death Pit, each with a cup nearby, he proclaimed they had willingly imbibed poison to join their Queen in the afterlife. New evidence from CT scans performed at the Hospital of the University of Pennsylvania reveal another story.

Interpreting Iraqi Artifacts Through Context and Association

Richard L. Zettler, Co-curator of Iraq's Ancient Past, and Associate Curator-in-Charge of the Near East Section

In the late 1880s a group of prominent Philadelphians, headed by the financier Edward White Clark and University of Pennsylvania Provost Dr. William Pepper, supported the first American archaeological excavations in Turkish Arabia, the Ottoman provinces that would later become Iraq. Those excavations at the site of Nippur, early Mesopotamia's pre-eminent religious center, near modern Diwaniyah, were largely responsible for Pepper's decision to found a university museum, to house the finds from the excavations. Since that time Penn Museum has been a leader in archaeological research in the Middle East. In fact, Penn Museum has worked in nearly every country or region in that part of the world and its research has included not only archaeological surveys and excavations, but also ethnographic and ethnoarchaeological studies.

Of all Penn Museum's research, excavations at Tell el-Muqayyar, ancient Ur, Biblical Ur of the Chaldees, birthplace of Abraham, located near Nasiriyah in southwestern Iraq, attracted the most public attention and interest. The excavations, carried out in the 1920s and 30s, were a joint venture with the British Museum and directed by a then little known British archaeologist named Charles Leonard Woolley. Woolley dug on a scale that, for various reasons, financial and methodological, is really unimaginable today. In 12 seasons of digging, he uncovered monumental architecture, including the stepped temple tower (or ziggurat), and private houses alike. He reached the site's earliest occupation levels 18 meters below the surface of the ruin mound, where he found a layer of water-laid silt that he linked to the great flood known from The Epic of Gilgamesh and Genesis.

But Woolley's most spectacular and important find was Ur's Royal Cemetery, an extensive and long-lived burial ground that included among its 2,000 burials, the tombs of kings and queens who ruled the city-state ca. 2500 BCE. These tombs, with their stone built chambers set at the bottom of deep pits, were notable for their wealth, but the tombs were unique in the evidence they provided for the internment of court attendants with Ur's early kings and queens. Woolley suggested that these royal retainers had gone willingly to their deaths, drinking some soporific drug or poison and composing themselves for service in the Netherworld.

The finds from the Ur excavations, including iconic artifacts from the Royal Cemetery that are standards even in grade-school and high school history texts, were divided between Iraq and the excavators, so today half of the 20,000 registered finds are in the Iraq Museum, Baghdad, a quarter in the British Museum and a quarter here in Penn Museum.

Penn Museum's collections were initially put on exhibit in the late 1920s, when they arrived in

Philadelphia and re-displayed on several occasions, most recently in the early 1980s. They were taken off display in the late 1990s and packaged as a traveling exhibit, *Treasures from the Royal Tombs of Ur*. The exhibit was planned for just five venues to raise funds to refurbish the galleries, but when the Museum began major construction projects, necessitating the re-allocation of existing space, Penn Museum decided to extend its run. *Treasures from the Royal Tombs of Ur* ended its whirlwind tour at Middlebury College's Art Museum in 2006. We are pleased to re-open our collections from the Royal Cemetery to the general public starting October 25. But, *Iraq's Ancient Past: Rediscovering Ur's Royal Cemetery* is the first phase of a more extensive and comprehensive exhibit focusing on early Mesopotamia.

The exhibit is something of a change from what Penn Museum had on display in the 1980s and 90s and from our traveling exhibit, which, as the name suggested, was aimed largely at art museums, where objects speak for themselves. *Iraq's Ancient Past* attempts to contextualize Ur's Royal Cemetery in several different ways.

The exhibit initially situates Woolley's discovery of Ur's Royal Cemetery in the context of the larger archaeological project of which it was merely one part, if an admittedly important and spectacular part. It looks at how the project got started in the aftermath of World War I as the nation-state of Iraq was being born; life at the site, the people involved and the process of digging Ur; and, Woolley's interpretation of his discoveries, as well as the publicity surrounding what he uncovered.

The exhibit then puts Ur's Royal Cemetery in the context of southern Mesopotamia in the mid-3rd millennium BCE, and in this core part of the exhibit visitors encounter the astonishing artifacts from the royal tombs, at the heart of which is jewelry worn by a royal woman, about 40 years of age at the time of her death. One of three cylinder seals suspended from a garment pin identified her as Puabi (a name previously read in Sumerian as Shubad), the queen.

Puabi's headdress, with its 13 meter of ribbon, frontlet with gold rings and wreaths with poplar and willow leaves and flowered comb, included 2 kg (70.5 oz) of gold; her beaded cloak included 86 strands of beads (3569 mostly carnelian and lapis lazuli), and together with her beaded belt with gold rings, weighed in excess of 3 kg (6 lb 10 oz).

In addition to Puabi's personal ornaments, visitors will see unique musical instruments, gold vessels, including one in the shape of an ostrich egg, unique musical instruments: a lyre with gold bull's head and inlay panels decorating the sound box and a silver-covered boat-shaped lyre with a rampant stag on the front of the soundbox.

Visitors will be able to see the iconic statuette that Woolley dubbed ram caught in a thick-

et, caught in an allusion to the story of Abraham's sacrifice of Isaac. The statuette is really a goat standing on its hind legs nibbling the leaves of a tree, the support for a small table. The ram's rich mix of materials and colors is typical of early Mesopotamian art.

The exhibit's third section makes Ur's Royal Cemetery the focus of recent archaeological research and demonstrates that the notes Woolley kept in the field and the objects from Ur's Royal Tombs are not just dusty artifacts in some curio cabinet museum, but living and breathing materials. They still have lots to tell us about the Royal Cemetery and ancient Mesopotamia, and they will speak if researchers ask the right questions and have appropriate methodologies and technologies at our fingertips.

This is no where more evident than in the case of the heads of two royal attendants, a young woman from PG 1237, a tomb Woolley dubbed the "Great Death Pit" because it contained 74 retainers, but no tomb chamber, and a bodyguard or soldier from PG 789. Woolley consolidated these relatively well-preserved heads in the ground and lifted them with the soil around them, intending them to be museum exhibits. He lifted ten or so such heads; most are in the British Museum, but the Iraq Museum has two, and Penn Museum has two.

The human skeletal remains from Royal Cemetery were poorly preserved and Woolley regrettably didn't make much of an effort to save the bones; so, these waxed heads are a potentially important source of information on the identities of Ur's royal attendants and how they died. Woolley, as noted, argued they had drunk poison, but CT-scans of Penn Museum's two heads, carried out at the Hospital of the University of Pennsylvania, revealed that the probable cause of death was blunt force trauma. Re-examination of the heads also revealed that the bodies were heated and treated with mercury sulfide (cinnebar), presumably to retard putrefaction during lengthy funerary ceremonies.

If archaeological artifacts are not just objects, but antiquities capable of speaking, then what has happened to Iraq's archaeological sites over the last 20 years and the looting of the Iraq Museum in 2003 become all the more tragic. We didn't lose objects, but potential sources of new information on Iraq's and humanity's ancient past. The exhibit briefly explores the wholesale destruction of archaeological sites, why context and association are critical to interpretation of artifacts, and the looting of the Iraq Museum in 2003.

But the exhibit ends on an upbeat with a look at Ur today and the happy return of the ancient site, which had been within the perimeter of a US airbase, to Iraq's State Board of Antiquities and Heritage and the Iraqi people in a ceremony this past May.

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 information, support and 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 available to respond to questions or provide additional information.

Amy Gutmann
President

Vincent Price
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.

(continued on page 9)

(continued from page 8)

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.

Bringing Work and Family Together

This is the last in a series of articles this October that honors National Work and Family Month—a campaign to raise awareness of the importance of worklife benefits.

Many of us spend more time with our colleagues than we do with our own families. You may even find that your work sometimes consumes your thoughts when you're at home with your loved ones. Shifting between work and family life isn't always easy. Wouldn't it be nice to combine the two every now and then?

If you're looking for ways to balance your work and home life, consider attending one of our annual family-friendly initiatives such as Penn Family Day or Take Our Daughters and Sons to Work Day.

Held in October, Penn Family Day is an excellent opportunity to celebrate the Penn community with family and friends. In fact, the 2009 Penn Family Day—which just took place on Saturday, October 10—brought hundreds of faculty, staff and their families together for a day of celebration. Over 600 people attended the Family Tailgate Party, while many went on to see the Penn football team capture a win against Bucknell. The day's festivities also included free tours at the University Museum and fun at Penn's ice rink for those wanting to go for a skate. By the end of the day, plenty of food and fun was enjoyed by all who participated. Visit the Penn Family Day website at www.hr.upenn.edu/Quality/StaffRecognition/FamilyDay.aspx to see photos of this year's exciting event.

Another opportunity that can bring your work and family together is Take Our Daughters and Sons to Work Day. Each year on the fourth Thursday in April, you have the chance to let your kids experience Penn. They can get caught up in the excitement of the day's activities—from rock climbing to science experiments to career discovery lessons—and you'll have the opportunity to share your family with the Penn community. Visit the Human Resources website at www.hr.upenn.edu/Quality/Take-OurKidsToWork.aspx for more information.

We're committed to helping you maintain a positive and productive lifestyle on and off the job. For more information on resources to support the needs of you and your family, visit the Human Resources website at www.hr.upenn.edu/Quality/Default.aspx or contact Human Resources at (215) 573-2471 or kenne@upenn.edu. You can also stay up to date on the latest news from the Division of Human Resources through our regular publications such as Penn@Work, Message from Human Resources or the Quality of Worklife Newsletter. Visit the Human Resources website at www.hr.upenn.edu for more information.

College for Kids: November 14

Join the Caring Center and Penn students for a day of fun and learning on Saturday, November 14, 10 a.m.-3 p.m. at The ARCH. Let your child (infant-10 years old) discover new interests and cultivate old ones.

Registration forms are posted on the Caring Center's website, www.collegeforkids.co.cc. Additional information can also be sent by e-mail to CollegeForKids2009@gmail.com or call (215) 253-3615.



Human Resources: Upcoming Programs Nutrition Workshops

If you're like most people, you have plenty of questions about nutrition: What should I eat before and after a workout? How can I choose smarter, healthier foods at the grocery store or in a restaurant? Which vitamins should I be taking, if any? Get answers to these questions and more when you join Human Resources for an ongoing series of nutrition workshops. For more information about the workshops and to register, visit www.hr.upenn.edu/quality/wellness/workshops.aspx or contact Human Resources at (215) 898-5116 or suzsmith@upenn.edu.

Eat This, Not That for the Holidays!; November 10; noon-1 p.m.; free. Many of us are clueless when it comes to calories in the foods we eat. So how do you know which foods to incorporate in your diet and which ones to steer clear of? This workshop will teach you how to make smart choices when it comes to your favorite foods and still lose weight, even during the holiday season. You'll learn how to spot the many dangerous nutritional traps that plague health-conscious consumers every day. The workshop will be led by Suzanne Smith, health promotion program administrator, Human Resources, Quality of Worklife Department.

—Division of Human Resources

The Fall Home Ownership Educational Series: November 2-6

Penn Home Ownership Services (PHOS) will be hosting its Annual Home Ownership Educational Series from November 2 through November 6, 2009. Whether you are currently a homeowner, in the market for a house, planning a future home purchase, want information about the local real estate market, or would like to learn how to energy retrofit your home and learn about eco-products, the series has something to offer everyone.

Lunch-time seminars, free to Penn and UPHS employees, on specific topics will be held consecutively each day from noon to 1 p.m. and 1 p.m. to 2 p.m. Registration and details about locations, times and topics for each seminar are available at www.upenn.edu/homeownership.

—Penn Home Ownership Services



Alumni PennCard & KidsCard: In Time for Homecoming

PennCard will be offering a newly designed Alumni PennCard, with lots of great benefits and privileges, just in time for Homecoming 2009. In addition, a free souvenir KidsCard for the children of alumni is being offered so kids can commemorate Homecoming, too.

Visit the PennCard Center beginning Monday, November 2 or the Sweeten Alumni House, on Saturday, November 7, 10 a.m. to 4 p.m. to get your Alumni PennCard. For additional information see www.upenn.edu/penncard/alumni.

—PennCard Center



The Penn's Way campaign runs now through November 20. See the Penn's Way website at www.upenn.edu/pennsway to participate and enter the weekly drawings. For other Penn's Way campaign questions or concerns please contact: (215) 746-4483 or pennsway@upenn.edu.

Penn's Way Raffle Prizes Week Four October 26-30, Drawing November 2

Future Fitness: One Free Month
Business Services/Penn Children's Center: One Day of Drop-In Care
Business Services/Penn Publication Services: Penn Photography Book
Business Services/Penn Ice Rink: 10 Admissions Coupon Booklet
Office Depot: \$25 Gift Card
Douglas Cosmetics: Free Facial Coupon
Douglas Cosmetics: Free Make-Over Coupon
Philadelphia Flyers: Signed photo of Braydon Coburn
Penn Athletics: Two Tickets to Penn Basketball Game
Academy of Natural Sciences: Four admission passes
Philadelphia 76ers: Signed Jason Smith photo
UPHS: Umbrella

Week Two Winners Penn's Way Raffle Prizes (October 12-16, drawing October 19):

Kalyani Balasubramanian, ISC—Office Depot: \$25 Gift Card
Yana Vinogradov, HUP—Philadelphia KIXX: Two Tickets
Joshua Romond, School of Medicine—Bubble House: \$40 Gift Certificate
Shannon Curry, Pennsylvania Hospital—Helium Comedy Club: Admission for Six
Lisa Coley, Clinical Care Associates—Business Services/Penn Publication Services: Penn Photography Book
Sandra Ober, CPUP—Business Services/Penn Bookstore: \$25 Barnes & Noble Gift Card
Stephanie Stevenson, CPUP—Business Services/Penn Ice Rink: 10 Admission Coupon Booklet
Randi Garnick, Law School—Business Services/University Club: One Year Membership
Maria Cattafesta, Pennsylvania Hospital—Future Fitness: One Free Month
Nadra Allen, FRES—Douglas Cosmetics: Free Facial Coupon
Mary McCartney, HUP—Douglas Cosmetics: Free Make-Over Coupon
Maureen McLaughlin, Pennsylvania Hospital—Bikram's Yoga College of India: Ten Yoga Classes **
Kirstin Press, Clinical Care Associates—University of Pennsylvania Museum of Archaeology and Anthropology: Four Guest Passes

** NOTE: This individual raffle prize is valued at more than \$100 and so is subject to income tax. The prize winner should contact Tracy Hawkins at (215) 898-9155 to confirm their willingness to accept the prize.

Update

October AT PENN

ON STAGE

29 *Intuitions (Experimental Theatre Company)* Presents: "Eurydice" by Sarah Ruhl; 7 p.m.; Harold Prince Theatre, Annenberg Center; \$10, \$7/ PennCard. Also October 30 and 31 (PAC).

30 *Arts House Dance Company and Penn Masala (Male South Asian A Cappella)* Present: *Double Double Twirl and Trouble*; 7 p.m.; Iron Gate Theater. Also October 31 (PAC).

SPECIAL EVENT

30 *International Opportunities Fair*; 11 a.m.; Bodek Lounge, Houston Hall; held in conjunction with the Penn Abroad Fair; Hall of Flags, Houston Hall (OIP; Penn Abroad; Career Services).

TALKS

28 *Discovering the Pantheon's Lost Original Exterior*; Amanda Reiterman, graduate group in the art and archaeology of the mediterranean world; 5 p.m.; Cherpack Lounge, Williams Hall (Italian Studies; Romance Languages).

29 *Structured Inequalities: Factors Associated with Spatial Disparities in Maternity*; Sonalde Desai, University of Maryland, College Park; noon; Center for the Advanced Study of India; RSVP: (215) 746-3159 (CASI).

AT PENN Deadlines: The deadline for the December AT PENN calendar, is *Tuesday, November 10*. For more information see www.upenn.edu/almanac/calendar/caldead-real.html.

Events are subject to change. Information can be found on the sponsoring department's website. Sponsors are listed in parentheses. For locations, call (215) 898-5000 or see www.facilities.upenn.edu.

The November AT PENN calendar is now online, www.upenn.edu/almanac.

Almanac: Going Green

In keeping with Penn's Climate Action Plan, *Almanac* is printed on 50# Paperfect Opaque stock—an FSC Mixed Sources product—at an FSC-certified printer. This supports the development of responsible forest management worldwide.

Off the Beaten Track at the Burrison

The Burrison Gallery presents *Off the Beaten Track* by Laura Mack, October 26 to December 11, 2009.

A native of the East Coast and an alumna of the University of Pennsylvania, Laura Mack now resides in Wayne, Pennsylvania and works at Penn where she is in the Alumni Affairs Office at Wharton as the liaison for the Wharton Global Clubs. With a background in International Relations and Russian Studies, she spent several years in Russia during the fast-paced and dynamic nineties. She has traveled extensively throughout Russia and the former Soviet republics. Most recently, she was in Russia in August 2008 on a short-term consulting project sponsored by a non-profit organization in DC called ACIDI/VOCA.

It wasn't until the year 2000 that she seriously began an undertaking of documenting her trips abroad. From several hundred slides, she has compiled a variety of presentations and has designed online photo galleries and stories. These pages focus on Moscow and Siberia in Russia, as well as Kazakhstan, Georgia and Azerbaijan. In addition, she had a tremendously interesting experience in 2003 at Thich Naht Hanh's Plum Village in France and the Tour de France of 2003, where she captured some beautiful images.

In addition to her photography, she has written several stories about the people of these countries and has prepared several slide presentations, both cultural and business oriented in nature.

The Burrison Gallery now has a Facebook page, see www.facebook.com/pages/Philadelphia-PA/Burrison-Gallery/99392894507?ref=search

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Beauty Has No Age: A Kazakh Woman, one of the photographs by Laura Mack, now on display at the Burrison Gallery.

CLASSIFIED—UNIVERSITY

RESEARCH

Are menopausal hot flashes or night sweats bothering you? You could be eligible for a research study if you are between 40-62 years of age, experiencing hot flashes and in good general health. For more information, call the HOT FLASH STUDY at the University of Pennsylvania: 215-662-3329.

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

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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 **October 12-18, 2009**. Also reported were 21 crimes against property (including 17 thefts, 2 burglaries and 2 cases of fraud). Full reports are available at: www.upenn.edu/almanac/volumes/v56/n09/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 **October 12-18, 2009**. 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.

10/12/09	3:24 AM	106 S 38th St	Male trespassing/Arrest
10/13/09	8:12 AM	3401 Spruce St	Male wanted on warrant/Arrest
10/15/09	4:22 PM	3943 Chestnut St	Robbery by unknown male
10/17/09	7:24 PM	110 S 36th St	Males committed robbery/Arrest

18th District Report

10 incidents with 2 arrests (including 9 robberies and 1 rape) were reported between **October 12-18, 2009** by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

10/12/09	6:00 PM	5100 Larchwood Ave	Robbery
10/13/09	11:22 PM	4700 Spruce St	Robbery/Arrest
10/12/09	11:30 PM	5100 Locust St	Robbery
10/14/09	4:31 PM	27 S 52nd St	Robbery
10/15/09	4:18 PM	3943 Chestnut St	Robbery
10/16/09	6:15 PM	600 48th St	Robbery
10/17/09	3:30 AM	4400 block Baltimore Ave	Rape
10/17/09	7:28 PM	110 S 36th St	Robbery/Arrest
10/18/09	4:40 PM	5000 Market St	Robbery
10/18/09	9:19 PM	4946 Hazel Ave	Robbery

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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Some Tricks for Traveling More Safely



Remember: Fall back, Spring forward! On Sunday, November 1, Daylight Saving Time comes to an end. This means we can all sleep an extra hour Sunday morning and still have breakfast at the usual time. It also means we lose an hour of daylight just around the time most of us are heading home from work or school. And the professional criminals gain an extra hour of prime-time darkness in which to work.

From the Division of Public Safety, here are some safety tips for everyone who uses public transportation.

—Patricia Brennan, Director of Special Services, Division of Public Safety



Public Transportation Safety Tips

- Become familiar with the different bus and trolley routes and their schedules. SEPTA schedules and general information are now posted on the web—the URL is www.septa.com or call (215) 580-7800.
- When traveling at night it is better to use above-ground transportation systems. Buses, the above-ground stretches of subway/surface lines and elevated lines give less cover for criminal activity.
- If you do travel underground, be aware of the emergency call boxes on the platform. These phones contact SEPTA Police. The phones operate much like the University's Blue Light Phones. To operate the SEPTA Phone, push the button. A SEPTA operator will identify your transit stop and assist you immediately.
- Whenever possible, try to sit near the driver.
- In the subway station stand back from the platform edge.
- Don't fall asleep! Stay Alert!

LUCY Loop

- Operated by SEPTA, Monday through Friday except major holidays, 6:10 a.m. to 7 p.m.
- LUCY Loop departs 30th Street Station every 10 to 35 minutes and loops through University City.
- For more information call (215) 580-7800.

Emergency Phones at Subway Stops

30th & Market Streets—Subway surface SEPTA Emergency Phone located near the middle of the platform on the wall.

33rd & Market Streets—SEPTA Emergency Phone on both the east and west platforms on the wall near the middle of the platform.

34th & Market Streets—SEPTA Emergency Phone on the El (elevated lines) platform for east and westbound trains.

• Penn Blue Light Emergency Phone located on the northeast corner next to the subway entrance.

36th & Sansom Streets—SEPTA Emergency Phone on both the east and west platforms on the wall near the middle of the platform.

37th & Spruce Streets—SEPTA Emergency Phone near the middle of the westbound platform on the wall and near the middle of the eastbound platform.

• Penn Blue Light Emergency Phone located across the street at the entrance to the Quad. In Dietrich Gardens near the eastbound entrance to the subway. Also, outside on the wall to the entrance of the Steinberg-Dietrich cafeteria.

40th & Market Streets—El subway stop; SEPTA Emergency Phone located on the platform on the wall near the cashier.

33rd & South Streets (University Station)—SEPTA Emergency Phone located in middle of platform.

• Penn Blue Light Emergency Phone located at northbound and southbound stairwells of platform.

40th & Baltimore Avenue—

• Penn Blue Light Emergency Phone located next to SEPTA station.

Traveling During Non-Peak Times

- If possible use above-ground transportation.
- If you use subways, stand near the SEPTA call box.
- If possible use the Market-Frankford El. In case of an emergency there is a cashier's booth staffed during hours of operation.
- If possible travel with a companion(s).

During Peak Hours:

Watch Out for Pickpockets

Here are eight things pickpockets don't want you to know:

1. Never display money in a crowd. (Think this through before you leave the safety of your office, so you aren't fumbling in public with your purse or wallet.)
2. Never wear necklaces, chains or other jewelry in plain view.
3. Handbag: Carry tightly under your arm with the clasp toward your body. Never let it dangle by the handle. Keep it with you at all times and always keep it closed. Never place it on a seat beside you.
4. Wallet: Carry in an inside coat pocket or side trouser pocket.
5. Immediately check your wallet or purse when you are jostled in a crowd. (And then be doubly watchful, because the jostling may have been a ploy to get you to reveal where you carry your money.)
6. If your pocket is picked, call out immediately to let the operator and your fellow passengers know there is a pickpocket on the vehicle.
7. Be wary of loud arguments and commotions aboard vehicles or on station platforms. Many times these incidents are staged to distract your attention while your pocket is picked.
8. If you suspect pickpockets at work on a particular transit route or subway station, call SEPTA Police Hotline, (215) 580-4131/4132. It's answered 24 hours a day. You do not have to give your name. Trained personnel will take your information and see to it that something gets done. Also, notify Penn Police at 511 on campus phones, or call (215) 573-3333 from off-campus phones or cell phones.

Halloween Safety, Too

This is also a good time to pass some Halloween Safety Tips to any children you know:

- Trick-or-treat in your neighborhood.
- Only call on people you know.
- Never go out alone. Go with friends. Ask your mom or dad, older sister or brother, or a neighbor to go along.
- Stay in well-lighted areas.
- Wear white or reflective clothing.
- Carry a flashlight, glowstick or reflective bag.
- Watch out for cars.
- Have your parents inspect all treats before you eat them.

In the event of an emergency call:

Philadelphia Police	911
University of Pennsylvania Police	(215) 573-3333
Children's Hospital of Philadelphia	(215) 590-3480
Philadelphia Poison Control Center	(215) 386-2100
National Poison Control Center	1-800-222-1222

Please be sure to use Penn's escort services:

Walking Escort	(215) 898-WALK (9255)
Riding Escort	(215) 898-RIDE (7433)

For additional safety tips, contact the Detective Unit at (215) 898-4485, located at 4040 Chestnut Street. The department is staffed from 6 a.m. to 3 a.m., Monday through Friday.

Emergency victim support services and sensitive crimes reporting is available 24 hours at (215) 898-6600.

For emergencies contact the Penn Police by using the Blue Light Phones or call 511 on campus phones, or call (215) 573-3333 from off-campus phones or cell phones.