$20 Million from George Weiss for Four PIK Professors

The University of Pennsylvania has received a $20 million gift designated for faculty support from George A. Weiss, a Penn alumnus and trustee and chair of the Making History campaign, President Amy Gutmann announced.

The gift will be used to fund four Penn Integrates Knowledge University Professorships and advances the PIK initiative launched by President Gutmann in 2005 as a component of the Penn Compact. The PIK program recruits exceptional scholars whose research and teaching exemplify the integration of knowledge across academic disciplines. To date, 10 distinguished faculty members have come to Penn as PIK Professors, each holding a joint appointment between two schools.

“True to form, George Weiss has demonstrated a profound love for Penn, a consummate sense of our mission and impeccable timing,” Dr. Gutmann said. “Faculty support is a key campaign priority, and the George A. Weiss University Professorships will help us to catapult our academic community to a new level of eminence. It is a transformative moment, and we are grateful for George’s vision and unwavering support.”

Penn’s Making History campaign recently reached a significant milestone; it has now raised 75 percent of its overall $3.5 billion goal. Faculty support is a key priority of the campaign, with a goal of $623 million. Mr. Weiss’ gift brings the amount raised for faculty support to more than $386 million, more than 60 percent of the campaign goal.

“I have long felt that education is the key to making a difference in the world,” Mr. Weiss said. “I recognize that faculty are at the core of the University’s strength. By providing faculty support for the best teachers and scholars with an interdisciplinary focus, we can tackle the complex problems of our times and prepare Penn students to become leaders.”

Mr. Weiss’ total giving to Penn now exceeds $80 million, nearly $50 million since the start of the Making History campaign, and he has spread his philanthropy broadly and deeply across the spectrum of Penn priorities. His previous gifts in support of faculty have established five endowed professorships and a deanship, in three schools.

His legendary commitment to financial aid includes a $14 million gift to create Men and Women of Pennsylvania, a challenge program designed to encourage extraordinary donors, and he has funded many endowed scholarships to provide support for scores of Penn undergraduates. His generosity established the Weiss Tech House, a student-run learning hub focused on technological innovation, and the Weiss Center for International Financial Research at the Wharton School. His steadfast commitment to interdisciplinary athletics will soon be celebrated once again at the opening of the George A. Weiss Pavilion, a state-of-the-art weight-training facility and fitness center built in the arcades of Franklin Field.

“It’s impossible to overstate George’s impact on the very basics of living, learning and teaching at Penn,” Dr. Gutmann said.

The first George A. Weiss University Professor is Karen Glanz, who shares appointments in the School of Medicine and School of Nursing and is leading Penn’s new Center for Health Behavior Research. Dr. Glanz specializes in the impact of behavior on health, especially the modification of risks for cancer and obesity. Throughout her career, she has been a leader in research that directly influences social policy in such areas as cancer screening, ethnic differences in health behaviors, adherence to medical treatment regimens and the use of new communication technologies in disease prevention.

The University will now begin to identify and recruit candidates for the additional three George A. Weiss University Professors. With 12 schools located on one campus, Penn is uniquely positioned for interdisciplinary teaching and research and will seek faculty who will foster more effective integration of knowledge and expertise across multiple professions and academic disciplines.

Penn Provost Vincent Price hailed the scope of the Weiss gift, saying, “We are indebted to George Weiss for his generous and far-reaching gift. The PIK program embodies two of Penn’s distinctive commitments—to integrate knowledge across traditional boundaries, and to bring that cutting-edge research into the classroom. These values, with the help of this gift, will continue to shape our community for many years to come.”

Mr. Weiss is president of George Weiss Associates Inc., a money-management firm with offices in Hartford, Connecticut and New York. In 1987 he founded the Say Yes to Education Foundation, a nationally recognized program that combines academic support and intervention with an offer to pay college tuition or vocational-training costs for inner-city students.

At Penn, Mr. Weiss is a charter trustee and vice chair of the Executive Committee of the Board. He is chair of the Making History campaign and serves as a member of the Athletics Board of Overseers. He has also served as chair of the University Committee for Undergraduate Financial Aid and president of the Connecticut Valley Alumni Club for a number of years.

Other past service includes the Alumni Committee on Athletics, the Penn Alumni Board of Directors, the Jeff Davis Association and the Alumni Club’s Advisory Council. Mr. Weiss is a 1965 recipient of the Alumni Award of Merit, the University of Pennsylvania’s highest alumni honor.
To: Members of the Standing Faculty  
From: Harvey Rubin, Chair  
Nominations for Offices Requested  
In accordance with the Rules of the Faculty Senate you are invited to suggest candidates for the posts and terms stated below, with supporting letters if desired. Candidates’ names should be submitted promptly to Larry Gladney, Chair of the Senate Nominating Committee by telephone at (215) 898-4683 or by e-mail to gladney@sas.upenn.edu. The following posts are to be filled for 2010-2011:

- Chair-elect  
  (Incumbent: Robert Hornik)
- Secretary-elect  
  (Incumbent: Kelly Jordan-Sciutto)
- Four At-large Members of the Senate Executive Committee (3-year term)  
  (Incumbents: Karin McGowan, Lydie Moudileno, Dwight Jaggard, and Lynn Lees)
- One Assistant Professor Member of the Senate Executive Committee (2-year term)  
  (Incumbent: Tullia Falletti)
- Three Members of the Senate Committee on Academic Freedom and Responsibility (3-year term) and one vacancy (1-year term)  
  (Incumbents: Andrew Rappe, Kermit Roosevelt, and Lorraine Tulman)
- Two Members of the Senate Committee on the Economic Status of the Faculty (3-year term)  
  (Incumbents: Ann O’Sullivan, and David Pope)

Nominating Committee Elected  
The Senate Executive Committee’s slate of nominees for the Senate Nominating Committee was circulated to the Senate Membership on December 15, 2009. No additional nominations by petition may be accomplished by publication in Almanac. The following is published under that rule:

- Jean-Pierre Saint-Jeannet (Vet Medicine)
- Phil Nichols (Wharton)
- Helen Giannakopoulos (Dental)
- Vivian Gadsden (GSE)
- Lisa Bellini (GSE)
- Edmund J. and Louis W. Kahn Term Professor (Social Sciences)
- Chanita Hughes-Halbert (Psychology)
- Kelly Jordan-Sciutto (Pathology)
- Peter Struck (Urban Planning)
- Lisa Bellini (History of Arts and Sciences)
- Camille Charles (Arts and Letters)

TCPW Grant Program: February 12  
The Trustees’ Council of Penn Women (TCPW) is pleased to announce its 2010-2011 Grants Program and encourages members of the University community to apply.  
Grants ranging between $1,000-$5,000 will be available to individuals or organizations which promote:

- women’s issues
- the quality of undergraduate and graduate life for women
- the advancement of women
- the physical, emotional and psychological well-being of women

Favorable consideration will be given to projects that:

- affect a broad segment of the University population
- foster a greater awareness of women’s issues
- provide seed money for pilot programs that have the potential to become ongoing self-sustaining programs

To apply, visit the TCPW website at www.alumni.upenn.edu/groups/tcpw/ and download the application from the TCPW Grant web page. Applications must be submitted no later than February 12, 2010. Awards will be announced in the spring of 2010 and funds will be distributed in July/August 2010 for projects in the 2010-2011 academic year.
University Club at Penn: Mid-Year Membership Discount

Treat Yourself to the best place for lunch on campus. Enjoy delicious and innovative cuisine in a comfortable atmosphere without the crowds or waiting in line.

For only $8, a light lunch includes sandwich or salad, along with soup and a beverage, or a lunch take-out includes sandwich or salad. For $10.90 per person daily, enjoy a generous hot and cold buffet.

Members can also drop by for complimentary coffee and pastry on weekday mornings.

And now you can Treat Yourself at a discounted rate. Annual dues are only $60. However, special discounted dues of just $30 are being offered for all regular faculty and staff joining at mid-year (new members only). Membership is valid through August 31, 2010.

We hope that you will give serious consideration to joining. You can apply online at www.upenn.edu/universityclub.

If you have any questions or need more information, feel free to contact the Club Coordinator, Natalka Swavely, at (215) 898-4618 or at universityclub@pobox.upenn.edu.

See you at the Club!

—John N. Rudolph, President
—Beveryly Edwards, Secretary and Chair Membership Committee

Changes to Penn’s Parking Policy for Transient Parkers

Effective February 1, 2010

A $5 flat rate will be charged to the public daily after 4 p.m. and on weekends in the following lots: Lot 1 (Walnut St. between 32nd and 33rd Sts.), Lot 16 (Eisenlohr Lot, SW corner 38th & Walnut Sts.), Lot 19 (NE corner 34th & Chestnut Sts.), and Lot 23 (SW corner 38th & Sansom Sts.). In partnership with Parkway Corporation, solar powered “Pay and Display” machines have been installed in these lots. The $5 daily rate, which is less expensive than street metered parking, provides an economical parking option for visitors to the University City area. Parkway Corporation will monitor the meters and enforce University rules and regulations in each location. The meters will be in operation: Monday-Thursday 5 p.m.-5 a.m. and Friday 5 p.m.-Sunday 11 p.m. (except during special events).

University permit holders will not be affected by this initiative and will not lose the privilege of parking on these lots during non-peak hours. For questions about this new policy contact the Parking Office at: (215) 898-8667.

—Bryan Isola, Associate Director for Operations, Penn Parking Services

Digitization of Penn Libraries' Historic Equine Book Collection

The Penn Libraries are pleased to announce a gift of $300,000 from the Laurie Landeau Foundation, LLC, that will support the digitization of the Fairman Rogers Collection of books on horses and horsemanship. The Foundation’s president, Laurie Landeau (V’84, WG’84), is a University trustee, former chair and current member of the Board of Overseers of School of Veterinary Medicine, and a generous and loyal supporter of Penn.

The two year project, to be completed in July of 2012, will conserve and digitize 1,054 rare volumes from the personal library of Fairman Rogers (1833-1900), a Penn alumnus (AB 1853, AM 1856), co-founder of the School of Veterinary Medicine, professor of civil engineering (1855-1871), and internationally recognized horseman. The materials to be digitized, primarily published in the 19th century, with some imprints dating to the 16th century, bring together Rogers’ interest in horses, and their relationship to engineering, veterinary medicine, science, and history of industrialization, specifically related to agriculture, transportation, hauling, and construction. Comprised of medical guides, stud books, books on shoeing, harnessing, training, riding, driving, racing, keeping a proper stable, and breeding, the collection serves as a foundation for scholarly study of the role of the horse in the technical, scientific, and social evolution of 19th-century European and North American history.

In addition to his involvement in the founding of Penn’s School of Veterinary Medicine in 1884, Rogers was one of 55 founding members of the National Academy of Science, and chair of the Committee of Instruction at the Pennsylvania Academy of Fine Arts. He shared an interest in photography with his contemporaries, Thomas Eakins and Eadweard Muybridge. The first painting to depict horses in motion, Eakins’ May Morning in the Park: The Fairman Rogers Four-in-Hand (1879), is based on Muybridge photographs, and demonstrates a technique mastered by Rogers for driving a carriage drawn by four horses while holding the reins in one hand.

The Fairman Rogers Collection has already served as source material for nationally recognized scholarship. Dr. Ann N. Greene, undergraduate coordinator and lecturer in Penn’s history and sociology of science department, won the 2009 Fred B. Kniffen Book Award from the Pioneer America Society (PAS) for her book Horses at Work: Harnessing Power in Industrial America (Harvard University Press, 2008). In the spring of 2007, Penn Libraries hosted the exhibition, Equus Unbound: Fairman Rogers and the Age of the Horse, in tandem with the publication of Dr. Greene’s book.

“Digitization will broaden access to these materials,” said David McKnight, director of Penn’s Rare Book and Manuscript Library and curator of the Schoenberger Center for Electronic Text and Image. “It will open new avenues of research into the history of science, horses, and veterinary medicine, as well as the development of the visual arts in the 19th century.” As the latest in a growing set of digital library resources produced by Penn, the Fairman Rogers Collection will be available to scholars worldwide via the Libraries’ website. Using a digital architecture developed by the Penn Libraries, the project will offer faceted searching, high resolution image viewing, and page-turning, features that effectively simulate but greatly augment the experience of handling the physical volume. Biographical information about Rogers and context for the materials in the collection will be provided alongside full text digital editions of the books. Housed at the School of Veterinary Medicine from 1914 to ca. 1964 on its Philadelphia campus, and then at the School’s Library at the New Bolton Center in Kennett Square, Pennsylvania, until 2002, the Fairman Rogers Collection in print is currently available for consultation at Penn’s Rare Book and Manuscript Library on the 6th floor of the Van Pelt-Dietrich Library Center.

To see Penn’s Digital Library Architecture (DLA) in action, visit the Manuscripts to 1800 digitization project, an initiative funded by the National Endowment for the Humanities, at http://dla.library.upenn.edu/dla/medren.


Every year, the University Ombudsman reports to the University on the office's activities during the prior year, giving summary data on the types of complaints which consulted the office and a general idea of the variety of problems that concerned them. The report has two purposes: first, it is intended to inform those who are not familiar with the mission and modus operandi of the office, either because they are new to the University community or because they have been here for a while but do not know much about the office; second, it seeks to summarize the major types of issues that have come before us and to identify any trends or sectors within the University that invite attention.

The University is a big and bustling urban community with a major rural extension in the Veterinary School's New Bolton Center in Chester County—a community, we should realize, that consists of over 55,000 people. As of the fall of 2009, there were nearly 10,000 full-time undergraduates, about 10,000 full-time graduate and professional students, 4,000 part-time students, and over 16,000 employees (including 2,600 standing faculty and 1,600 associated faculty). In addition, the Hospital of the University of Pennsylvania had over 15,000 employees. As would be expected, conflicts arise at all levels and the Ombudsman’s role is to seek to resolve some of these issues in ways that are generally acceptable to the parties.

Professor Joan Goodman, a member of the faculty of the Graduate School of Education, and a long and active participant in University affairs, has been serving as University Ombudsman since July 2009. She is ably assisted in the work of the office by Ms. Michele Goldfarb, Associate Ombudsman.

An Historical Note

The word “Ombudsman” is Swedish and means “representative.” It is not gender specific. In 1809, the Swedish government created the first modern Ombudsman’s office, although the idea for the office goes back as far as the Ottoman Empire in the 18th century. The ombudsman is an “official appointed to safeguard citizens’ rights by investigating complaints of injustice made against the government or its employees.” (Philp’s Millennium Encyclopedia). Several European countries have appointed a national ombudsman, a relatively senior and respected official who has access to all levels of government, from the prime minister, through the heads of ministries, to directors of lower level administrative agencies, and can cut through red tape and work out resolution of problems relatively expeditiously. Since the 1950s, many states, universities, and businesses in the United States and elsewhere have created ombudsman offices.

Penn’s University Ombudsman’s Office

The University of Pennsylvania established the Office of University Ombudsman in 1971. It is staffed by the University Ombudsman (part-time), a tenured faculty member, and the Associate Ombudsman (full-time). The administration sought to create an innovative way of addressing the complaints of faculty, staff, and students of unfairness or failure to follow University policies and procedures. Penn’s Ombudsman has direct access to all levels of the administration from the President and the Provost through the Deans, Vice Presidents, chairs, professors, and directors, to all the other people on campus with responsibility for the work, educational, residential, and recreational environments of faculty, staff and students.

The driving concept of the office is that, if an individual believes that he or she has not been treated fairly and the regular procedures do not appear to be leading to an acceptable resolution, he or she can come to the Ombudsman and lay out the facts underlying the complaint. The Ombudsman can help the complainant clarify his or her goals, discuss possible avenues that might be available for resolving the issue, and map out appropriate strategies. With the complainant’s authorization, the Ombudsman will undertake an independent inquiry into the matter in order to develop an objective, impartial understanding of the situation, and then help develop some method of resolving the dispute. The Ombudsman has no power to impose outcomes. Instead, the Ombudsman uses a variety of strategies to help resolve conflicts constructively, including: identifying and clarifying goals and options; assisting individuals in developing productive courses of action; mediating disputes to achieve improved understanding; and educating University administrators regarding problems they need to address.

Who May Consult the Ombudsman

All members—faculty, staff, graduate and undergraduate students and alumni—of the University community may avail themselves of the services of the Ombudsman, except for employees of the Hospital of the University of Pennsylvania and members of a labor union, who have their own grievance procedures. The office is located in the Duhring Wing of the Fisher Fine Arts Library on 34th Street, just north of the Irvine Auditorium.

How the Office Operates

During the first meeting with the prospective complainant, we explain the purpose of the office and the procedures we follow, emphasizing that the discussion will remain confidential if the complainant so wishes (unless the discussions reveal possible criminal conduct, actions that might be the basis for legal liability on the part of the University, or a threat of imminent danger to an individual), and then seek to understand the nature of the dispute as fully as possible. The discussion may end there with a consideration of what remedies may be available to the complainant or what strategies he or she may wish to try to resolve the conflict. However, if the complainant wishes to proceed further, we will meet with the other people involved in the controversy to get as complete an understanding as possible of the situation and the University policies that govern it. We then meet with the complainant to decide on the next steps to be taken.

Most Frequently Raised Issues; Types of Complainants

The data summarizing the types of cases and classes of complaints for the last four years appear in the tables accompanying this report. A few comments are in order. The distributions of both the types of complaints and the classes of complainants have held fairly stable over the last four years.

Issues Raised: Approximate Percentage of Total

<table>
<thead>
<tr>
<th>Issue Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment Procedures</td>
<td>39%</td>
</tr>
<tr>
<td>Academic Procedures</td>
<td>19%</td>
</tr>
<tr>
<td>Improper Procedures</td>
<td>16%</td>
</tr>
<tr>
<td>Academic Integrity</td>
<td>5%</td>
</tr>
<tr>
<td>Academic Issues</td>
<td>4%</td>
</tr>
<tr>
<td>Collections</td>
<td>2%</td>
</tr>
<tr>
<td>Benefits</td>
<td>2%</td>
</tr>
<tr>
<td>Discrimination</td>
<td>1%</td>
</tr>
<tr>
<td>Promotion</td>
<td>1%</td>
</tr>
<tr>
<td>Student Services</td>
<td>1%</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>9%</td>
</tr>
</tbody>
</table>

Complainants: Approximate Percentage of Total

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-1 Employees</td>
<td>22%</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>17%</td>
</tr>
<tr>
<td>A-2 Employees (faculty)</td>
<td>14%</td>
</tr>
<tr>
<td>Undergraduates</td>
<td>13%</td>
</tr>
<tr>
<td>A-3 Employees</td>
<td>12%</td>
</tr>
<tr>
<td>Other</td>
<td>22%</td>
</tr>
</tbody>
</table>

These general distributions and the broad categories in the tables that accompany this report mask the variety and degrees of complexity that characterize individual cases. As for the task of detecting trends in types of cases, it presents two problems. First, the fact that there is a change in the number of cases of a certain type coming to the Ombudsman’s Office in one year as compared to prior years does not prove that there is a trend in the cases coming to the Office. The difference may be simply a random variation. Second, the fact that the Ombudsman’s office observes a detectable trend in the types of complaints that are brought to it does not mean that there is a similar trend across the University as a whole. There are many offices across the University that deal with similar kinds of cases so that the variation might be attributable to the paths that complainants follow rather than the absolute number of conflicts.

A review of the data over the last decade indicates that there have been no significant changes in the broad distribution of types of cases during that period. With some annual variation, the percentages have been roughly the same as shown in the above table. I think it is worth mentioning that discrimination cases have constituted only about 1% of the total caseload in the last three years, perhaps because the University’s continuing efforts to reduce invidious discrimination have met with success, and other offices, such as the Office of Affirmative Action and Equal Opportunity, are the primary actors in the area. Also, fewer students have come to the Ombudsman’s Office than was the case more than ten years ago. I surmise that the University has instituted more effective advising procedures so that there are fewer conflicts between students and their professors, and the word has gotten out that the Office does not handle grade disputes.

Employment termination decisions present particularly difficult and poignant situations. Last year, we dealt with a number of them. On the one hand, the supervisor believes that the employee has not performed well or, if a faculty member is involved, that he or she has not met the requirements for reappointment or promotion. On the other hand, the employee or faculty member may see the termination as being based on an unfair evaluation of his or her work or in retaliation for actions taken by the individual. Often the facts are complex and the explanations are contradictory, or the controversy involves judgments of adequacy of performance or of academic quality that are beyond the scope of the Ombudsman’s jurisdiction. Also, once rela-
tionships have deteriorated to the point where the supervisor has determined that the employment should end, it is usually impossible to re-establish a working relationship, so that a transfer is the only alternative to termination. One thing is certain: the decision is devastating for the individual and often disruptive to the school or division in which he or she has been working.

In the case of employees, these experiences demonstrate the importance of supervisors’ making careful annual performance evaluations (set out in Human Resource Division Policy #619) and observing both the letter and the spirit of the University’s progressive disciplinary procedures (set out in Human Resource Division Policy #621). They allow the supervisor and employee to interact with each other and should both encourage better performance and forestall inappropriate terminations. In the case of faculty members, these experiences demonstrate the importance of thoughtful mentoring of junior faculty by senior faculty and department heads.

In that role, the Ombudsman is perceived as being too closely allied with the central or school administrations, because he or she is becoming involved in proposing new solutions to current dispute and disputes that might develop in the future. Also, if the Ombudsman’s office is perceived as the only legitimate avenue for redress, it may jeopardize his or her independence— and, what’s more, the appearance of independence—that is so crucial to the effective- ness of the Office. With careful attention to these issues, however, some negative impacts can be avoided.

The Office dealt with several issues that arose because of a lack of clarity in or less than effective implementation of important University policies concerning faculty tenure, promotion, leave, and responsibilities to students. We worked to clarify the policies and to resolve individual situations.

Informal and Formal Dispute Resolution Procedures at the University of Pennsylvania

Over the years, the University has developed a complex system of informal mechanisms of resolving disputes, procedures that are designed first, to determine the facts underlying a particular dispute and, second, to apply University norms and policies to these facts to resolve the dispute. Taken together with the more formal quasi-judicial procedures, such as those for imposing sanctions on faculty, the Faculty Grievance Procedure, the Staff Grievance Procedure, and the formal procedures specified by the Charter of the University’s Student Disciplinary System, these methods and the administrative divisions, committees, and commissions that administer them constitute the judicial function of the University.

The University Ombudsman’s Office is one of the places where people who believe they are not receiving fair or proper treatment or who are concerned about the educational, residential, or work environment in which they find themselves can go to get advice as to what options are available to them and to learn about what strategies they may pursue to deal with the issues that confront them. The other major offices where informal resolution of disputes may occur include the Office of Affirmative Action and Equal Opportunity Programs, the Division of Human Resources’ Workplace Issue Resolution Program, the Office of Student Disabilities Services, the University Mediation Program for violations of the Code of Student Conduct, the University Life Division in the Vice Provost for University Life’s Office, the Counseling and Psychological Service, the Office of the University Chaplain, the Division of Public Safety’s Office of Special Services, and the various dispute resolution procedures of individual schools and academic departments.

Four Years of Experience in the Ombudsman’s Office 2005-2009

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</thead>
<tbody>
<tr>
<td>Total</td>
<td>34</td>
<td>22</td>
<td>27</td>
<td>32</td>
<td></td>
</tr>
<tr>
<td>A-2 Personnel (Faculty)</td>
<td>45</td>
<td>57</td>
<td>48</td>
<td>27</td>
<td></td>
</tr>
<tr>
<td>A-3 Personnel (Non-exempt staff)</td>
<td>20</td>
<td>24</td>
<td>22</td>
<td>33</td>
<td></td>
</tr>
<tr>
<td>A-5 Personnel (Temporary)</td>
<td>1</td>
<td>4</td>
<td>16</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduate students</td>
<td>35</td>
<td>27</td>
<td>28</td>
<td>44</td>
<td></td>
</tr>
<tr>
<td>Undergraduates</td>
<td>11</td>
<td>12</td>
<td>14</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>Arts and Sciences</td>
<td>7</td>
<td>4</td>
<td>1</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>Veterinary Medicine</td>
<td>12</td>
<td>6</td>
<td>10</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>CGS/LPS</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Wharton MBA &amp; PhD</td>
<td>3</td>
<td>6</td>
<td>4</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Veterinary Medicine</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>SEAS</td>
<td>5</td>
<td>1</td>
<td>3</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Social Policy &amp; Practice</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Law</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Social Policy &amp; Practice</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>

The tables in this report show that there was a marked increase in the number of complainants from the School of Veterinary Medicine. The School was faced with a substantial reduction in the financial support provided by the Pennsylvania legislature because of the state’s revenue shortfalls and undertook a number of measures to conserve resources. Many members of the school’s faculty and staff came to the Ombudsman’s office to review their options, often on a confidential basis. We conveyed their concerns to the administration and acted as an intermediary.

There is a potential for conflict between these two objectives. Identifying endemic problems in a school or an administrative division may complicate relations between the Ombudsman and the Dean or the director of the division, situations that may make it more difficult to resolve a specific current dispute or disputes that might develop in the future. Also, if the Ombudsman is perceived as being too closely allied with the central or school administrations, because he or she is becoming involved in proposing new University policies, it may jeopardize his or her independence—and, what’s more, the appearance of independence—that is so crucial to the effectiveness of the Office. With careful attention to these issues, however, these negative impacts can be avoided.
Penn offers children and teens an array of summer activities from academics, enrichment and recreation—including anthropology and music—to more than a dozen athletic sports camps. For more information and applications see the specific contact information below or visit the Summer at Penn website: http://summersatpenn.upenn.edu.

**ACADEMICS**

**Leadership in the Business World: LBW**

is a summer institute for talented and ambitious rising seniors in high school who want to learn about leadership in business. The program, July 4-31, features classes with Wharton professors, lectures from prominent business leaders, site visits to businesses in Philadelphia and New York, and activities designed to give students opportunities to learn about leadership in 21st century business organizations. Cost is $5,400 per participant, includes tuition, housing, and meals; financial aid is available. Sponsored by the Wharton School. Visit www.wharton.upenn.edu/academics/lbw.cfm.

**Leadership Education and Development: LEAD**

is a 4-week program, July 3-31, that introduces approximately 30 of the nation’s brightest rising minority high school seniors from across the nation to the world of business. Participants attend lectures, do team-based assignments, and visit corporations in Philadelphia, Washington, DC, and New York City. Sponsored by the Wharton School. Visit www.wharton.upenn.edu/academics/LEAD.cfm.

**Management & Technology Summer Institute:**

M&TSI is a 3-week for-credit program, July 11-31, for rising high school seniors who want to learn how to bring together technological concepts and management principles. The Institute features classes taught by leading Wharton and Engineering faculty and successful entrepreneurs, as well as laboratory experience, field trips to companies and research and development facilities, intensive team projects, and other activities designed to help students learn the principles and practice of technologi-

cal innovation. Program cost is $5,400 and includes tuition, housing, meals and weekend excursions. Sponsored jointly by The Jerome Fisher Program in Management and Technology, the School of Engineering and Applied Science, and the Wharton School. Apply online at www.upenn.edu/fisher/summer/index.html.

**Summer Art and Architecture at Penn:**

The School of Design’s Penn Summer Art & Architecture Studios offer opportunities for students who will be high school juniors or seniors in fall 2010. This is a rigorous, non-credit program consisting of intensive study and laboratory work with tracks in biomedical research, engineering and forensic science. The program runs in July with classes from 9 a.m.-4:30 p.m., Monday through Friday. Contact the Penn Summer High School Programs at (215) 746-6901 or visit www.sas.upenn.edu/lps/highschool for additional details and to apply.

**Pre-College Program:**

The Penn Pre-College Program offers opportunities for students who will be high school juniors or seniors in fall 2010. The Pre-College Program is perfect for students who are interested in an academic experience that is typical of an undergraduate freshman. Participants are fully integrated with undergraduate students in regular Summer Session courses and earn academic credit that can be applied toward a Penn degree, if accepted, or transferred to other colleges and universities. The program runs July 5-August 14. Contact the Penn Summer High School Programs at (215) 746-6901 or visit www.sas.upenn.edu/lps/highschool.

**Summer Institute in Business & Technology:**

SIBT is a 4-week program, July 10-August 7, for internationally minded undergraduates enrolled full-time in universities abroad and in the US. The program offers courses (technology entrepreneurship, new product development, and entrepreneurial marketing), sites visits to companies, visits from corporate representatives, guest lecturers, and optional coaching on oral and written communications. Cost: $9,800 includes tuition, deposit, room and board, and fees costs related to programmatic field trips and outings. SIBT provides an exceptional American cultural immersion experience for international students. Sponsored by the Wharton School and the School of Engineering and Applied Science, apply online at www.seas.upenn.edu/sibt/.

**Penn Nursing Summer Institute:**

The University of Pennsylvania School of Nursing offers a unique 4-week intensive program for rising high school juniors and seniors that features cutting-edge research, the latest advances in virtual learning and clinical experience in Philadelphia’s top hospital. The program runs July 4-31. Cost: $5,825. For more information please visit www.jkcp.com/pennnursing/.

**PennGEMS Program (Girls in Engineering, Math, and Science):**

August 2-6. The School of Engineering and Applied Science announced the 3rd PennGEMS, a week-long day camp targeted at girls finishing 6th, 7th, or 8th grade who are committed to engineering, math, and science. Students will work with faculty and students in bioengineering, materials science, mechanical engineering, graphics and computing. Cost: $500. Registration can be found at www.sas.upenn.edu/lps/gems/index.html or by contacting Michele Grab, director of Advancing Women in Engineering Program, mgrab@seas.upenn.edu.

**Summer Academy in Applied Science and Technology:**

July 11-30. SAAST offers an opportunity for highly-motivated and talented high school students to experience rigorous and challenging college-level coursework. The Academy’s intensive, 3-week programs combine sophisticated theory with hands-on practical experience in cutting-edge technologies. Five programs are offered in the Academy: biotechnology, computer graphics, computer programming, nanotechnology, and robotics. Program fee is $5,900 and includes tuition, room, board, and all scheduled activities. Sponsored by SEAS. Call Dara Wathanapaisal at (215) 573-2575, e-mail saast@seas.upenn.edu or visit www.seas.upenn.edu/saast/.

**ENRICHMENT AND RECREATION**

**Anthropologists in the Making:**

June 21-August 13. Adventurous children ages 7 through 13 can participate in this day camp at Penn Museum, the area’s only summer camp devoted to archaeology and anthropology. Through interactive gallery tours, art activities, games and special guest performances, campers travel through time and across continents. Each week highlights a different theme, offering campers the opportunity to enjoy one week or all eight. Call for fees and availability. This year’s themes are:

*June 21-25: Sail the High Seas*

*June 28-July 2: Mesopotamian Mysteries*

*July 6-9: It’s a Celebration!*

*July 12-16: In the Field*

*July 19-23: A Day in the Life of an Egyptologist*

*July 26-30: Bring Out Your Dead*

*August 2-6: It’s Written in the Sky*

*August 9-13: Signs and Superstitions*

Camp hours are 9 a.m.-3 p.m., with optional pre-camp (8 a.m.-9 a.m.) and post-camp (3-5 p.m.) care. For more information or to request a brochure, call (215) 898-4016, e-mail summers camp@museum.upenn.edu, or visit www.pennmuseum/camp.html.

(continued past insert)
Penn Band Summer Music Camp: July 25-31. This camp for instrumentalists (grades 9-12) includes fun activities, "off the beat" lectures, leadership and group building exercises, and a gratifying and diverse repertoire of band music. Audition not required, but evaluation form (completed by music director or private instructor) must be submitted. Fee: $795 (overnight) includes tuition, housing, and meals, or $325 (commuter) includes tuition and meals. Children of Penn faculty/staff are eligible for 10% discount. Sponsored by the Penn Band, Penn Athletics, and Destination Penn. Visit www.pennband.net/pebec or call (215) 898-8719, or e-mail kgupta@force.yin.upenn.edu.

ATHLETICS

NIKE Track and Field: July 11-15. Train at Franklin Field under the direction of Penn Women's Cross Country and Track Head Coach, Gwen Harris. High school athletes learn technique, strategies, and skills they need to become champions. Camp emphasizes fundamentals of running, jumping, and throwing and teaches young athletes the skills necessary to excel at their chosen events. The coaching staff provides individual and small group instruction that helps campers of all ability levels become faster, stronger, and improved runners. Co-ed, ages 12-18. Residents $755, extended day $655, and day $500. E-mail Running@ussports camps.com or call 1-800-NIKE-CAMP. All campers receive a NIKE Running Camp t-shirt, a pair of NIKE running shoes and a NIKE Running Camp certificate. Please visit www.ussports camps.com for details.

Penn Girls Basketball Elite Camp: dates TBA. The Basketball Camp will be held for high school players (ages 14-17) with aspirations of playing at a Division I, II or III level who also seek a strong academic environment. Stations are taught and games are played, and there are recruiting, team development and strength training sessions as well. Updated information will be posted on www.pennathletics.com.

Penn Field Hockey Camp: August 1-4; $500. The Penn Field Hockey Camp is designed for players entering grades 10 through pre-college and preferably have varsity high school experience. All play is held on the artificial turf surface on historic Franklin Field. Their experienced staff is made up of coaches with college and international experience. For camp brochure call (215) 898-6308.


Quaker Boys Elite Basketball Summer Camp: Camp will take place in June but dates are TBA. The Penn Basketball Elite Camp format is for any high school players who seek a strong academic and athletic camp environment. Campers will have the opportunity to work with the Penn staff during stations and games. Training sessions will also be held to inform campers of the college process. Updated information will be posted on www.pennathletics.com.

Quaker Basketball Camp at The Palestra: Camp will take place in June but dates are TBA. This Quaker Basketball Camp for boys and girls ages 7-16 will provide each camper with a maximum of individual attention for growth and success. The staff is comprised of enthusiastic, hard-working collegiate and high school coaches as well as members of the Penn men’s and women’s team, who will work closely with the campers on the fundamentals and team concepts of the game. It is the intention to help each camper have an enjoyable week where they will strive for excellence while having fun at the historic Palestra. Updated information will be posted on www.pennathletics.com.

2010 Youth Quaker Basketball Camp: July 26-29 at Penn’s Meiklejohn Stadium. This camp will focus on teaching all aspects of the game. Youth Basketball Camp is designed and structured camp that focuses on preparing the young player for his next level and refining his game. Competitive and challenging drills will be performed every day that reinforce the total development of the young player. All these drills and skills will be performed in a fun and safe environment. The camp will also have team competitions in the afternoon. Updated information will be posted on www.pennbaseballcamp.com or contact John Yurkow at yurkowf@pobox.upenn.edu.

Quaker Rowing Camp: July 19-24, July 26-31, and August 2-7; $1,100/overnight, $650/day 8:30 a.m.-5:30 p.m. The Quaker Rowing Camp is designed for both the experienced and novice high school rower (ages 13-18) looking to significantly improve their rowing ability. Instruction and coaching will be geared to the experience level and talents of each camper. The camp includes two daily practices on the water as well as active seminars on erg training and body circuit. The staff will also lead discussion on the college admission process and life as a student-athlete. For more information, visit www.quakerrowingcamp.com.

Penn Volleyball Camp: August 5-8. Players (girls ages 14-18) of all levels and positions are encouraged to attend this camp. Players will be grouped by skill level for an individual development experience where one can maximize her potential and improve to the next level of play. More details including the cost will be posted on www.pennathletics.com.

Penn Soccer Academy: Day Camps: Session 1: June 21-25; Session 2: July 19-23; $290. This day camp program is designed to benefit both male and female players between the ages of 7 and 13. It offers players of various skill levels the opportunity to improve their soccer skills while increasing their love of the game. Focus will be on development of individual skills taught through fun exercises, daily competitions and small games. Day campers also get time to swim. Info.: www.pennsocceracademy.com.

Advanced Academy: July 6-9; $560/resident, $400/commuter. Ages 10-13; girls only (teama and individuals accepted). This intense week of training and small sided games focuses on skill development and decision making in a small group environment. Sessions will build quickly from technical repetition and skill development to dynamic games and exercises that will require decision making and execution of skills in match situations.

College Prep Academy: Session 1: July 10-13; Session 2: July 14-17; $560/resident, $400/commuter; ages 14-18, girls only (teams and individuals accepted.) This week of camp will resemble a college pre-season experience. The focus of this camp will be to constantly place the campers in competitive situations to challenge their skill development and evaluate their tactical decision-making.

High School Girl Team Only Camp: July 27-30; Resident: $525 teams of 15-19; Resident: $500 teams of 20+. This camp will help prepare your team for the season. The curriculum will include daily fitness and technical training. They will incorporate tactical development in the afternoon sessions. The evening games will be structured in a league-type format to enhance competitive play, and will include team development activities as well as leadership seminars.

Al Bagnoli All-Star Football Camp: July 18-21 (overnight camp); $415. The objective of this camp is to introduce, develop and reinforce the fundamentals of football for both interior and perimeter players. This camp is open to any player entering grades 8-12 in the fall of 2010. For more information see www.pennathletics.com and click on ‘Camps’ or e-mail football@pobox.upenn.edu.

Penn Swimming Camp: Dates TBA. Camps run from 9 a.m.-3 p.m. each day. Technique and stroke mechanics-based, with each individual weekday dedicated to a different stroke. Participants must have the ability to complete 200 yards and a working knowledge of the four strokes. We will be expanding to an instruction/learn to swim session for beginners with a 4 to 1 swimmer to coach ratio. For more information contact Brian Gallagher via e-mail at gal lagbm@pobox.upenn.edu or (215) 898-6138.

Penn Fencing Camp: July 19-25 and July 26-August 1; $795 per week. Each camper will acquire a better understanding of practice techniques, fundamental actions, bout structure, strategy, tactics and conditioning. The material of the camp program should enable the camper to be more effective in training and competing during the following season. Individual lessons are geared toward each fencer’s particular needs. Info.: www.fencingcampatpenn.com

Levy Junior Tennis Camp: nine one-week sessions; ages 6-10. Camp dates: June 14-18, June 21-25, June 28-July 2, July 5-9, July 12-16, July 19-23, July 26-30, August 2-6, August 9-13; $295 per week. Each session is individually programmed. Children will improve their tennis skills, and learn teamwork and good sportsmanship, while staying in shape and having fun. For registration details visit www.upenn.edu/athletics/levy/summer.html.

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SEAS Dean’s Medal: Mr. Ambani

Mukesh D. Ambani, chairman and managing director of Reliance Industries Ltd., has been awarded the inaugural SEAS Dean’s Medal from Edward Glandt, dean of Penn’s School of Engineering and Applied Science. Mr. Ambani was recognized for visionary leadership in the application of engineering and technology for the betterment of mankind. The medal was awarded at a gala ceremony at the Trident Hotel in Mumbai, India.

The medal, Dr. Glandt said, acknowledges Mr. Ambani’s ingenuity and initiative to usher in Reliance’s vertical-integration journey from textiles into fibers, petrochemicals, petroleum refining and eventually oil and gas exploration and production. Today, Reliance is a global leader in polyester, petrochemicals and refining, including the world’s largest petroleum refinery complex at Jamnagar.

Mr. Ambani is widely considered the architect of the company’s aggressive energy exploration program, which resulted in the world’s largest gas discovery in 2002. The field eventually doubled gas production in India, a step towards Mr. Ambani’s vision of energy security for India.

“Mukesh Ambani embodies what the engineering profession can contribute to a country, as someone who seeks to apply technology for the betterment of society,” Dr. Glandt said.

Mr. Ambani is currently steering Reliance’s development of a pan-India retail network, a transformational initiative connecting rural and urban India. He was also instrumental in the formation of Reliance Infocomm Ltd., one of the largest information and communications initiatives in the world.

“I will treasure this medal,” Mr. Ambani said in his acceptance speech. “It is much more than the recognition of the modest contribution of a chemical engineer from India. It recognizes the collective achievement of the Reliance family and the creativity of over 25,000 engineers in Reliance. I dedicate this Medal to the indomitable spirit of our founder chairman, DhirubhaiAmbani, and each and every member of the Reliance family.”

Mr. Ambani was the co-chair of the World Economic Forum in Davos in 2006 and received the 2004 World Communication Award as the “Most Influential Person” in Telecommunications by Total Telecom. In 2008, Mr. Ambani was elected vice chairman of the Executive Committee of the World Business Council for Sustainable Development. In India, he is a member of the Prime Minister’s Council on Trade and Industry and of the Board of Governors of the National Council of Applied Economic Research.

He is also chairman of the Board of Governors of the Indian Institute of Management, Bangalore, and a member of the Indo-US CEOs Forum, the International Advisory Board of Citigroup, the International Advisory Board of the National Board of Kuwait and the Advisory Council for Stanford University’s Graduate School of Business, among other appointments.

President-Elect of AIRI: Mr. Keinath

Larry Keinath, The Wistar Institute’s vice president for finance and administration, was named president-elect of the Association of Independent Research Institutes (AIRI) at the national organization’s annual meeting. Mr. Keinath will serve a two-year term as AIRI President-elect from October 2009 until October 2011. His leadership responsibilities will include serving on AIRI’s Government Affairs Committee to advance legislative issues of importance to member institutes; chairing AIRI’s nominating committee to recommend an annual slate of officers and fill board vacancies; and serving on the Program Committee to plan AIRI’s 2010 annual conference. AIRI is a nationwide association of close to 100 independent, not-for-profit research institutes that are an integral part of the United States research community.

UNESCO Roundtable Coordinator: Dr. Lior

Dr. Noam Lior, professor of mechanical engineering and applied mechanics in SEAS served as coordinator of the roundtable, “The Energy-Water Interdependence” at the 5th UNESCO sponsored Conference on Sustainable Development of Energy, Water and Environment Systems held September 29-October 3, 2009 in Dubrovnik, Croatia. Dr. Lior also gave the opening keynote presentation on “Sustainable Energy Development: The Present.”

LTQA Chair: Dr. Naylor

Dr. Mary Naylor, the Marion S. Ware Professor in Gerontology in the School of Nursing, will serve as chair of the newly created Long-Term Quality Alliance (LTQA), a group comprised of the country’s leading health, consumer, and aging advocates. The mission of the alliance is to ensure that the 10 million Americans needing long-term services and supports receive the highest quality of care in whichever setting the care is delivered, including in home and community-based settings, as much as assisted living facilities and adult day care.

Design Award for Skirkanich Hall

Skirkanich Hall, home to Penn’s bioengineering department in the School of Engineering and Applied Science, has received the 2010 Institute Honor Award for Architecture from the American Institute of Architects.

Designed by the firm Tod Williams Billie Tsien Architects and dedicated in 2006, Skirkanich Hall features a five-story open atrium with laboratories on either side and functions as a new entry and connector for the buildings.

The AIA jury, when making the award, said of Skirkanich Hall: “a thoughtful use of materials, genius in vertical circulation, solid proof, architectural exploration… both delicate and dramatic, all in all a beautiful project.”

“Skirkanich Hall reflects Penn’s tradition of excellence in contemporary design that addresses the physical and historical context of its surrounding buildings,” University architect David Hollenberg said. “It is a distinguished addition to the Penn campus and will now be nationally recognized with this honor from the AIA.”

Outstanding Paper Award: Dr. Pappas

Dr. George Pappas, the Joseph Moore Professor of Electrical and Systems Engineering and deputy dean for research at the School of Engineering and Applied Science, has been awarded the 2009 George S. Axelby Outstanding Paper Award from the IEEE Control Systems Society for the paper “Approximation Metrics for Discrete and Continuous Systems.”

The award is given to a paper published in the past two years in the IEEE Transactions on Automatic Control, and is based on originality, potential impact on the theoretical foundations of control, importance and practical significance in applications.

$40,000 Grant: Annenberg Center

The Annenberg Center for the Performing Arts received a $40,000 challenge grant from the William Penn Foundation. This one-for-two grant must be reached by June 30, 2011 with $80,000 in new or increased gifts to the Annenberg Center’s Annual Fund. This fund provides essential operating support to the institution and allows for the continuation of the Center’s mission—innovative programming in theatre, jazz, world music and dance as well as programming for children. The overall goal of the challenge grant is to help the Center build its current donor base in order to ensure the future financial stability of the organization.

Best of College A Cappella

Tracks from two student a cappella groups, Off The Beat and Penn Masala, were selected to be on Varsity Vocals’ BOCA (Best of Collegiate A Cappella) List of hundreds of submissions from around the world, only 20 tracks were chosen. The CD will feature the OneRepublic’s “Tyrant” performed by Off The Beat, a co-ed modern rock a cappella group and the track “Lovedostened/Ya Ali” by Justin Timberlake, performed by Penn Masala, a Hindi a cappella group.

Exemplary Legal Writing: Professor Roosevelt

Penn Law Professor Kermit Roosevelt has been announced as 2009 honoree for Exemplary Legal Writing by the Green Bag, a law journal dedicated to good legal writing. The award recognizes Professor Roosevelt in the news and editorial category for his essay “Justice: Cynical Necessity—David Souter—a dying breed, the Yankee Republican,” which was published in Slate on May 1, 2009. Professor Roosevelt clerked for Justice Souter during the 1999-2000 term. The honoree is selected by the journal’s board of advisors, which includes distinguished members from the state and federal judiciaries, private law firms, the news media and academia.
2010 Dr. Martin Luther King, Jr. Community Involvement Awards

On January 21, the fifteenth annual Dr. Martin Luther King, Jr. Interfaith Program and Awards Commemoration took place in Bodek Lounge, Houston Hall, with a keynote address, performances, and the presentation of the Community Involvement Awards and the MLK Community Education Award in honor of Dr. Judith Rodin.

In honor of the late Reverend Dr. Martin Luther King, Jr.’s recognition that community service is essential to the struggle for equality, the Dr. Martin Luther King, Jr. Commemorative Symposium on Social Change Executive Committee of the University of Pennsylvania presented these awards which honor members of the Philadelphia community whose active service to others best exemplifies the ideals Dr. King espoused. This year’s community involvement awards were given to the following:

Samuel Adelsberg—Mr. Adelsberg has served as co-chair of PRISM (The Program in Religious, Interfaith, and Spirituality Matters). He has played a significant role in promoting non-violence and combining religious beliefs with positive social action. He was a part of the Fox Leadership Alternate Spring Break Team—Reaching out to the Nation—New Orleans. This team of Jewish and Muslim students gutted houses by day and created a vibrant interfaith dialogue that has been carried back to campus. Mr. Adelsberg is a senior majoring in philosophy, politics and economics.

U. Tara Hayden—Ms. Hayden’s commitment to nonviolence, racial equality and expanding the opportunities of West Philadelphia residents has been a source of inspiration to those who know her and to her community. Ms. Hayden is one of the co-founders of the Philadelphia Area Research Community Coalitions, which combines community interests, faith based organizations, non-profit health organizations and academic institutions. Ms. Hayden was a key player in connecting violence prevention researchers and PARCC in a successful interdisciplinary proposal to the Centers for Disease Control. Ms. Hayden currently works as the associate director of PennMarch in the School of Medicine.

G. Anthony Moore—For the past 33 years, Mr. Moore has volunteered his time to work with community organizations and neighborhood associations in North Philadelphia including town watch activities and sponsoring annual Christmas events for neighborhood children. For the past 10 years he has served on the Board of Directors for Quality Community Health Care, an agency that provides affordable medical and dental services for North Philadelphia residents.

Philadelphia Collaborative Violence Prevention Center (PCVPC)—PCVPC’s primary vision and goal is to promote non-violence in the communities of West and Southwest Philadelphia. It is one of two Centers for Disease Control and Prevention funded Urban Partnership Academic Centers of Excellence on Youth Violence Prevention. The center opened in 2006 and since that time has worked to bring together academic and community partners to address issues of youth violence. PCVPC recognizes that meaningful and sustainable reductions in youth violence are best attained through collaborative partnerships that give community stakeholders the power and decision-making ability to design, implement and disseminate their own efforts.

MLK Community Education Award in Honor of Dr. Judith Rodin

The Dr. Martin Luther King, Jr. Community Education Award in honor of Dr. Judith Rodin, Penn President 1994-2004, is presented to staff, students or residents who demonstrate significant contributions in community service through the advancement of education and educational opportunities in West Philadelphia.

This year’s recipient is Cory Bowman. Mr. Bowman has been instrumental in transforming existing public schools into university-assisted community schools throughout the local neighborhoods. Currently, seven university assisted community schools function as centers of education, services, engagement and activity for over 6,000 students, parents and community members. His commitment to improving the quality of education for children is unparalleled. Mr. Bowman has been working with the Netter Center for Community Partnerships since 1992.

Waste Reduction and Recycling Tips

Report buildings without recycling bins: The first step to increasing Penn’s recycling rate is ensuring that bins are available in each building on campus. If your building does not have recycling bins, e-mail sustainability@upenn.edu and let Facilities know.

Learn what can and cannot be recycled at Penn: Learn more about what Penn recycles on the Facilities and Real Estate Services website and visit the Green Campus Partnership Resource page to download posters for your building.

Go beyond recycling—Reduce Your Waste: People tend to become very enthusiastic about recycling paper, plastic, and metals, but often lose sight of the importance of reducing the amount of waste they generate. Be conscious of what you toss in the trash and think about what you could possibly reuse or recycle instead of throw away. Learn more about what Penn recycles on the Facilities and Real Estate Services website.

Improve your purchasing practices: Avoid buying things you don’t really need and items with short life spans. Buy in bulk to reduce packaging and purchase products that you can reuse rather than throw away after a single use. Then complete the cycle by purchasing products made from recycled materials. Visit Purchasing Services’ new Green Purchasing website to take advantage of discounts on green products for your office or department.

Reduce, reuse and recycle paper and cardboard: Mixed paper and cardboard alone make up approximately 40% of Penn’s overall waste stream. Reduce the amount of paper you use by printing only when necessary, double-sided jobs, and reusing one-sided pages. Flatten and recycle all cardboard boxes, recycle old newspapers and magazines, and e-mail sustainability@upenn.edu to arrange a hard cover book pickup.

Bring your own bottle and get your fill: Through RecycleMania, various campus retail locations will reward those who reduce their waste by offering discounts for bringing your own cup or bottle. In addition, many Penn departments and College Houses have installed UV tap water filters so you can refill without paying for bottled water.

Dispose of electronic and universal waste properly: Penn recycles everything from old computers, electronics, and appliances, to compact fluorescent light bulbs and batteries. Visit the Green Campus Partnership website to learn when and where you can drop off your e-waste.

Pay your bills online: Virtually every company now offers paperless billing with e-mail reminders, so you can start chopping down that stack of envelopes on your desk instead of trees used to make them.

Got junk? Donate it to PennMOVES at the end of the year: Since 2007, Penn Business Services has conducted PennMOVES, a campus recycling and re-use drive during move-out. Items collected are re-sold during a two-day event in early June, with the proceeds benefitting West Philadelphia charity organizations identified by The United Way.
Making a Gradual Transition to Retirement

Today’s uncertain economy has many of us rethinking our picture of the future, especially those nearing retirement age. From financial concerns to family obligations, there’s a lot to consider when deciding on the best time to retire. For some individuals, a gradual transition into retirement may make things a bit easier—and Penn can help.

Beginning February 1, 2010, eligible full-time staff members will be able to take advantage of a new Voluntary Phased Staff Retirement Program. This program provides a gradual transition into retirement for staff who are eligible to retire but aren’t ready to stop working entirely. This way, you can gradually reduce your workload while still being employed with benefits, and the University can reduce payroll costs while still retaining the expertise of qualified staff. Phased retirement also gives departments adequate time to plan for filling or re-structuring the staff member’s position.

To participate in the Voluntary Phased Staff Retirement Program, you must be eligible for Penn’s retiree health program. This means that your age plus years of service with Penn must total at least 75 with a minimum of age 55 and 15 years of service. If you’re eligible, participation in the Phased Retirement Program also depends on the business needs of your department.

If you’re approved to participate, you’ll work reduced hours but still receive the same benefits that you receive as a full-time staff member. Keep in mind that benefits based on your salary, such as the Tax-Deferred Retirement plan and life insurance, will be based on your reduced salary. Also, your time off (including sick leave and holidays) will be prorated based on your reduced schedule. And you’ll need to work enough hours to qualify for any benefits that require a certain amount of service, such as Family and Medical Leave.

The details of your arrangement must be approved by your supervisor and your school/center, but some of the basic provisions include:

- Your phased retirement period cannot last more than two years. At the end of the agreed-upon period, you will officially retire and be entitled to Penn’s retiree health benefits.
- Your work schedule must be no less than 60% of your pre-retirement full-time schedule.
- The arrangement should be reviewed every six months by you and your supervisor/department head to determine if it meets everyone’s needs. If it doesn’t, you can choose to return to work on a full-time basis or retire.

If you’re interested in taking advantage of the Phased Retirement Program, you should first contact the Retirement Office in the Division of Human Resources to confirm that you’re eligible. Then, talk with your supervisor to see if this arrangement would be possible.

Before you make a decision on retirement, we encourage you to speak with your financial advisor, consult the Social Security Administration, and/or make an appointment for individual counseling with one of Penn’s retirement vendors (TIAA-CREF and The Vanguard Group).

Show Your Red and Blue Pride—Come Cheer on the Quakers

The Department of Athletics and the Division of Human Resources are pleased to offer Penn faculty and staff discounted tickets to men’s basketball Ivy League home games. Upper end court seats can be purchased for just $7 (the regular price is $14).

You can purchase advance tickets online at www.PennAthletics.com using the promotional code: Love Penn. Tickets will also be available at the Palestra (33rd St. between Walnut and Spruce) on game night, pending availability and with your PennCard.

Contact the Athletic Ticket Office at (215) 898-6151 with questions, or visit the Human Resources website at www.hr.upenn.edu/Quality/StaffRecognition/DiscountedTickets.asp for more information and a schedule of games.

Human Resources: Upcoming Programs

Professional and Personal Development

Improve your skills and get ahead in your career by taking advantage of the many development opportunities provided by Human Resources. You can pre-register for programs by visiting the online course catalog at www.hr.upenn.edu/coursecatalog or by contacting Learning and Education at (215) 898-3400.

Unlocking the Secrets of the Penn Library; February 19; noon–1 p.m.; free. Discover the ways the library can work for you. Learn how to access over 10,000 electronic journals and reference sources, get personalized research assistance, or simply take out the latest New York Times bestseller. This session includes a 30-minute walking tour of Van Pelt-Dietrich Library. Participants are welcome to attend just the informational session.

Brown Bag Matinee—Succeeding in a Changing World; February 10; noon–1 p.m.; free. Change is a constant in today’s workplace. That means in order to be successful, it’s important to know how change will impact an organization and how to adapt. In this video, you’ll get a better understanding of how to succeed in a changing world. You’ll also learn how embracing change can be rewarding, enjoyable and can help your organization move forward.

Career Focus Brown Bag—Self Assessment; February 19; noon–1 p.m.; free. Self assessment is the first step in career planning. Knowing more about who you are is essential to understanding why you like and are more successful at certain jobs than others. You’ll be most effective and satisfied at work when your career and jobs mesh with your strengths, values, interests and passions. During the session, we’ll do several self-assessment exercises, and you’ll learn more about other self-assessment opportunities available to you through career coaching at Learning and Education.

Quality of Worklife Workshops

Dealing with the demands of work and your personal life can be challenging. These free workshops, sponsored by Human Resources and led by experts from Penn’s Employee Assistance Program and Quality of Worklife Department, offer information and support for your personal and professional life challenges. Pre-registration is required.

Job Stress and Burnout Prevention; February 11; noon–1:30 p.m.; free. With the increasing responsibilities in today’s workplace, it’s easy for stress to take a toll on your physical and mental well-being. But this workshop can help. You’ll acquire the skills and knowledge you need to identify, manage, and use job stress to improve performance and prevent burnout. This workshop will teach you to accurately identify sources of workplace stressors, measure the effects of stress on your performance, and manage stress in a way that achieves positive results.

Elder Care 101; February 10; 8 a.m.–1 p.m.; free. This course is designed for employees who are family caregivers. The program will include a speaker from Penn’s Employee Assistance Program.

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

Leave no doubt. Log out.

The University recently implemented Penn WebLogin, a more secure and reliable system for restricting access to PennKey-protected web services across the University. One of the conveniences Penn WebLogin adds is that it allows you to create a 10-hour session and connect to many protected services without logging in to each one separately. This capability is referred to as single sign-on (SSO). However, this convenience carries some risk: if you don’t terminate your WebLogin session by logging out when you are finished, someone else could access other protected services and your data from the computer you were using.

As classes resume, faculty in classroom settings who use their PennKey to access online resources are reminded that it is extremely important to log out and terminate your WebLogin session at the end of your class to ensure that no one else can access your information.

For more information about Penn WebLogin, please visit www.upenn.edu/computing/weblogin/guide/.

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

You can purchase advance tickets online at www.PennAthletics.com using the promotional code: Love Penn. Tickets will also be available at the Palestra (33rd St. between Walnut and Spruce) on game night, pending availability and with your PennCard.

Contact the Athletic Ticket Office at (215) 898-6151 with questions, or visit the Human Resources website at www.hr.upenn.edu/Quality/StaffRecognition/DiscountedTickets.asp for more information and a schedule of games.

Show Your Red and Blue Pride—Come Cheer on the Quakers

The Department of Athletics and the Division of Human Resources are pleased to offer Penn faculty and staff discounted tickets to men’s basketball Ivy League home games. Upper end court seats can be purchased for just $7 (the regular price is $14).

You can purchase advance tickets online at www.PennAthletics.com using the promotional code: Love Penn. Tickets will also be available at the Palestra (33rd St. between Walnut and Spruce) on game night, pending availability and with your PennCard.

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One Step Ahead

Security & Privacy

Made Simple

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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.
30 A contiguous reading of all Maira Kalman’s children’s books, noon-3 p.m., ICA.

26 Passing the Torch: Finishing the Race; Jamaal Boyd, PA Department of Health; noon; Claire M. Fagin Hall; info: (215) 746-7957 (School of Nursing).

28 Can We Develop a Beloved Community Within A Savage Society?: Brother Robb Carter, Men of Color at Penn; noon; Fireside Lounge, ARCH Bldg. (Men of Color at Penn).

MLK EVENTS

Tickets for this event are on sale at the Box Office, Student Centre, 3600 Chestnut St. The Box Office is open Monday through Friday from 10 a.m. to 4 p.m.

January 21, 11 a.m. to 5 p.m., Martin Luther King Jr. Commemorative Symphony, University of Pennsylvania Symphony Orchestra, Islamorada and their more subtle, yet equally destructive forms; noon; Fireside Lounge, ARCH Bldg. (Counseling and Psychological Services; African-American Resource Center; WPPSA).

Jazz for King: annual jazz and poetry reading; 6 p.m.; W.E.B. Du Bois College House (Dr. Martin Luther King, Jr. Commemorative Symposium Executive Planning Committee; African-American Resource Center).

Deadlines: Submissions for the Update are due every Monday for the following Tuesday’s issue. The deadline for the March AT PENN calendar is Tuesday, February 9. For information see www.upenn.edu/almanac/calendar/caldead-real.html.

Subjects are listed in parentheses. For locations, call (215) 898-5000 or see www.facilities.upenn.edu.

Additional events are on the January AT PENN calendar and the February AT PENN calendar, www.upenn.edu/almanac.

2010 Goldstone Forum:

Malcolm Gladwell

Malcolm Gladwell will be the featured speaker for the 10th annual Goldstone Forum. The title of his talk is “The Risk Fallacy.” Mr. Gladwell is a prize-winning staff writer for The New Yorker and author of the best-selling books The Tipping Point, Blink and Outliers. The forum will take place, Thursday, January 28 at 4:30 p.m. in Irvine Auditorium. This program is free and open to the public. For information on the Forum visit www.sas.upenn.edu/home/news/goldstone10.html.

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 January 11-17, 2010. Also reported were 13 crimes against property (including 10 thefts, 1 auto theft, and 2 cases of fraud). Full reports are available at: www.upenn.edu/almanac/volumes/v56/n19/crcreport.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 January 11-17, 2010. 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.

18th District Report

10 incidents with 2 arrests (including 8 robberies and 2 aggravated assaults) were reported between January 11-17, 2010 by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

13/1/10 5:10 PM 4928 Walnut St Robbery
13/1/10 12:00 AM 4100 Ludlow St Robbery
13/1/10 6:57 PM 4012 Walnut St Robbery
13/1/10 7:28 PM 4800 Ludlow St Robbery
13/1/10 8:27 PM 4945 Chestnut St Robbery
13/1/10 7:55 PM 4500 Spruce St Robbery
13/1/10 8:50 PM 4624 Regent St Aggravated Assault
13/1/10 9:30 AM 4601 Chestnut St Robbery
13/1/10 7:05 PM 4800 Regent St Robbery
13/1/10 11:10 AM 4620 Falschale Ave Aggravated Assault
The University has recently mailed over 33,000 Calendar Year (CY) 2009 W-2 Forms to employees' permanent addresses as they appear on the Payroll File (Employee Database). If no permanent address is on the Payroll file, the W-2 Form was mailed to the current address. An explanation of the contents of the various boxes on the W-2 form is as follows:

**Box 1. Wages, tips, other compensation:** this represents the total amount of Federal Taxable compensation paid or imputed to you during Calendar Year 2009 through the University Payroll System. This amount includes:
- The value of your taxable graduate and/or professional tuition benefits, if you, your spouse and/or your dependent children have received such benefits;
- The value of Group Life Insurance coverage for amounts greater than $50,000. Amounts that are excluded from this amount are:
  - Tax deferred annuity contributions (i.e., TIAA/CREF);
  - Health, Dental and Vision Care insurance premiums that have been sheltered;
  - Amounts voluntarily contributed to a dependent care or a medical reimbursement account;
  - Parking, Transit Checks, TransPass and Van Pool premiums that have been sheltered.

**Box 2. Federal income tax withheld:** this represents the amount of Federal Income tax which was withheld from your earnings during the year and paid to the Social Security Administration (FICA/OASDI)-tax which was withheld from your earnings during the year and paid to the Social Security Administration (FICA/OASDI).

**Box 3. Social Security wages:** this represents the total amount of compensation paid to you during Calendar Year 2009 which was subject to Social Security (FICA/OASDI) tax, excluding applicable shelters and including all of your tax deferred annuity contributions and excess life insurance premiums.

**Box 4. Social Security tax withheld:** this represents the total amount of Social Security (FICA/OASDI) tax which was withheld from your earnings during the year and paid to the Social Security Administration, on your behalf, by the University.

**Box 9. Advance EIC payment:** this represents the total amount which was paid to you as advanced earned income credit (EIC) payments.

**Box 10. Dependent care benefits:** this represents the total amount which you have voluntarily "sheltered" for dependent care expenses, regardless of whether you have been reimbursed by the University for the expenses associated with this "shelter" as of December 31, 2009.

**Box 12. Other:**
- Code C Taxable cost of group-term life insurance over $50,000: the Internal Revenue Service requires that the premiums paid by an employer for group life insurance coverage in excess of $50,000 be imputed as income to the employee. The amount, which appears in Box 12 and labeled (C), is the value of the premiums paid for this excess insurance coverage. This amount is based on an Internal Revenue Service (IRS) table, which identifies premiums for different age groups.
- Code E Elective deferrals under section 403(B) salary reduction agreement: this represents the total amount of contributions made by an employee to a retirement plan on a tax-deferred basis.
- Code G Elective deferrals and employer contributions (including non elective deferrals) to any governmental or non governmental section 457(b) deferred compensation plan
- Code M Uncollected Social Security or RRTA tax on taxable cost of group-term life insurance over $50,000 (for former employees).

**Box 13. a. Employee’s social security number:** this is the number that the Federal and State Governments use to identify you with the tax returns that you file, so please review it for accuracy. If the number is incorrect, then the University Payroll system is also inaccurate and you should contact the Payroll Office, immediately, before you file your returns.

**Box 14. Other:** the SUT represents the amount of State Unemployment tax which was withheld from your earnings during the year.

**Box 16. State wages, tips, etc.:** this represents the total amount of compensation paid to you during Calendar Year 2009 which was subject to State Income Tax.

**Box 17. State income tax:** this represents the total amount of State Income Tax withheld during Calendar Year 2009.

**Box 18. Local wages, tips, etc.:** this represents the total amount of compensation paid to you during Calendar Year 2009 which was subject to Local Wage Tax or Earned Income Tax.

**Box 19. Local income tax:** this represents the total amount of Local Wage Tax or Earned Income Tax or Local Service Tax withheld during Calendar Year 2009.

If you have questions regarding your W-2 form, please contact the W-2 hotline at (215) 573-3277 or send an e-mail to W2Temp@exchange.upenn.edu.

You should have received, via the U.S. Postal Service, your Federal and State Income Tax Forms and related instructions for filing. Federal Tax forms are available at the Internal Revenue Service, 600 Arch Street, or by calling (800) TAX-FORM and online at www.irs.gov/formspubs/index.html. Pennsylvania Income Tax forms are available by calling (800) 362-2050. Federal and State forms are also available at many libraries and U.S. Post Offices.

www.upenn.edu/almanac

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**Calendar Year 2009 W-2 Form**

This amount is also included in box 1. It is subject to an additional 20% tax plus interest. See "Total Tax" in the Form 1040 Instructions.

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The 2009 W-2 Form will also be available on-line at U@Penn. You will need your PennKey and password to access the U@Penn Portal. Once you have logged onto U@Penn and authenticated yourself, from the general tab, please click on My Tax Info in the Payroll and Tax section. From this point you will be directed to a security notice on how to protect your confidential information. Once you have read this page and clicked the continue button you will be directed to a page which lists all of your tax forms that are available to view and/or print.

—Terri Pineiro, Director of Payroll and Individual Disbursement Services

ALMANAC January 26, 2010