The Law School announced the recipients of their 2010 teaching awards.

**Leo Levin Award**

Matthew Adler, the Leon Meltzer Professor of Law, has been awarded the A. Leo Levin Award for Excellence in an Introductory Course. Professor Adler is an expert in administrative and constitutional law, with particular focus on policy analysis, risk regulation, and constitutional theory. He holds a BA and JD from Yale University and an MLitt in modern history from Oxford University, and has served as a law clerk to Justice Sandra Day O’Connor of the US Supreme Court and Judge Harry Edwards of the US Court of Appeals for the DC Circuit. Professor Adler has twice received the Harvey Levin Award for Excellence in Teaching, as selected by a vote of the graduating class. He has also received the University’s Lindback Award for Distinguished Teaching.

As a teacher, students describe Professor Adler as “wonderful,” “fantastic,” and “amazing.” In a representative comment, one student wrote, “Adler is brilliant, and has an infectious love for what he teaches. I feel privileged to have learned from him.” Students widely credit Professor Adler for “breathing fresh life” into potentially dry subjects. “Adler manages to make Admin riveting. He sniffs the dryness right out from under it,” wrote one student. “Every day is like a workout at the mental gym,” wrote another student of Professor Adler’s administrative law class. Echoing that sentiment, a student noted that Professor Adler “clearly respects the intelligence of students [and is] super engaging—I left class every day with my head spinning.”

(continued on page 4)

**Butterworth Professorship**

Provoost Vincent Price announced the appointment of Dr. Klaus H. Kaestner, professor of genetics in the School of Medicine, to the Thomas and Evelyn Suor Butterworth Professorship.

A professor at Penn since 1997, Dr. Kaestner is an internationally recognized developmental geneticist and an integral member of Penn’s Institute of Diabetes, Obesity and Metabolism. Dr. Kaestner’s research employs mouse genetic models and genomics to provide insights into mechanisms of liver and pancreatic development, and the regulation of glucose and lipid metabolism.

Dr. Kaestner earned a BS in biology (1984) from the Universität Bremen, Germany, a MS in plant biochemistry (1986) from the University of Maryland, and PhD in biochemistry and molecular biology (1990) from the Johns Hopkins University Medical School.

The Thomas and Evelyn Suor Butterworth Professorship was created by the Trustees in recognition of the University’s highest alumni honor.

(continued on page 2)

---

**Law School Teaching Awards**

Matthew Adler

C. Edwin Baker

David Skeel

Louis Pollak

**Making History Campaign**

Andrea Mitchell, CW’67, and Dr. Rosemary Mazanet, GR’81, M’86, have been named co-chairs of Making History: The Campaign for Penn. The announcement was made by President Amy Gutmann during the June meetings of the Board of Trustees.

Ms. Mitchell and Dr. Mazanet join Campaign chair George Weiss, W’65, and co-chair Robert M. Levy, WG’74, on the Making History leadership team. Entering its final two years, the Campaign has raised over $2.77 billion toward its $3.5 billion goal.

Ms. Mitchell is chief foreign affairs correspondent for NBC News, reporting on political, intelligence, and national security issues around the globe, and hosts “Andrea Mitchell Reports,” a daily program on MSNBC featuring political news and interviews. During her more than 30 years at NBC, she has also served as the network’s chief White House correspondent and chief Congressional correspondent. She is a frequent speaker at University events and participant in campus panels on politics, journalism, and public discourse.

She has a distinguished history of volunteer leadership at Penn: a trustee since 1992, she also serves on the advisory committee for the Annenberg School for Communication, and was an overseer in the School of Arts and Sciences as well as a founder of the Trustees’ Council of Penn Women. In 2002, she received the Alumni Award of Merit, the University’s highest alumni honor.

(continued on page 4)
Coverage of June Trustees’ Annual Meeting

At the June 18 stated meeting of the University of Pennsylvania Board of Trustees, Chairman David Cohen presented two resolutions of appreciation, one for James D. Dunning, Jr. and the other for Laurie J. Landeau.

President Amy Gutmann announced that Penn has made “excellent progress” in the area of cost-savings initiatives with nearly $68 million of savings—resulting by the trustee Readmission and Retention Program, while other students are studying in China and Ghana thanks to their Hewlett Awards. EVP Craig Carnaroli’s financial report indicated that Penn will finish the fiscal year in a favorable basis due to the stimulus money, as well as cost containment initiatives that began in December 2008 “as a defense against a volatile economy.” He said that the recent one-hour “Power Down Challenge” exceeded expectations and created substantial cost savings, a portion of which will be invested in Penn’s Green Fund for innovative sustainable ideas.

Dr. Arthur Rubenstein gave the Penn Medicine report for the 17,000 faculty and staff who make up Penn Medicine. He said that the incoming class is evenly divided between males and females, with 41% of the class comprised of underrepresented minorities.

Dean of Undergraduate Admissions Eric Furda reported that the Class of 2014 is once again the “strongest and most diverse class” with 375 students from the Commonwealth of Pennsylvania and some 83 countries represented. The admit rate was 14.3% and the 63% yield is on target.

The Academic Policy Committee presented three resolutions: to establish a principal lecturer track within the academic support staff of SEAS; to change the name of the department of medical ethics in the School of Medicine to the department of medical ethics and health policy; and to adopt the revised Patent and Tangible Research Property Policies and Procedures effective July 1 (a supplement to this issue).

The Budget & Finance Committee presented 14 resolutions: to authorize a revision to the spending rule for endowments for fiscal year 2011; to authorize the 2011 operating budget; to authorize the University and the Health System; to authorize the construction and fit out of shell research and vivarium floors at the Translational Research Center ($61.2 million); to authorize the Hilton Inn at Penn guest room renovations ($10.9 million); to authorize the design and construction of Phase I of the Rare Book and Manuscript Library ($6.54 million); to authorize the design and construction of the Penn Museum west wing renovations and climate control Phase 1 ($5.333 million); to authorize the Stemmer second floor and basement renovations for human fresh tissue lab ($2.330 million); to authorize the CRB Dayton General Systems Controls replacement ($1.7 million); and to authorize electricity purchase agreements.

The Development Committee announced a new campaign fund for University Provost’s Advisory chair George Weiss for the Making History: Campaign for Penn, which thus far has raised $2.77 billion of the $3.5 billion goal.

David L. Cohen was reelected Trustees’ chair; David M. Siflen was elected and George A. Weiss was reelected as vice chairs of the board of Trustees for another year.

A resolution of appreciation was passed for William Mack and he was designated emeritus trustee.

Carol Ware Gates, Janet Haas, and Krishna P. Singh were elected term trustees; Howard S. Marks was elected a charter trustee; Richard C. Perry and Andrew S. Rachleff were reelected term trustees.

Many appointments to Penn Medicine Board, overseers and other boards were also made.

NIH: $8 Million to Penn Medicine’s Center of Excellence in Environmental Toxicology

The National Institutes of Environmental Health Sciences (NIEHS), part of the National Institutes of Health (NIH), has renewed its funding to the University of Pennsylvania School of Medicine’s Center of Excellence in Environmental Toxicology (CEET).

The new grant totals over $8.3 million and extends CEET’s mandate through March 2015. CEET was established in 2004 with a four-year, $4.1 million grant from NIEHS to study the effects of environmental pollutants on human health.

CEET represents a partnership between research scientists and communities in southeastern Pennsylvania to improve environmental health and medicine in the region. Its mission is to understand the mechanism by which environmental exposures lead to disease. Understanding these processes can lead to early diagnosis, intervention, and prevention strategies. The Penn CEET is one of only 17 designated Environmental Health Science Core Centers in the United States and the first in Pennsylvania.

“CEET is now fully funded to extend studies on how environmental agents, including cigarette smoke, ozone, endocrine disrupting chemicals, and carcinogens cause disease, and to translate these findings to improve environmental health. Its goal is to accomplish this through personalized approaches including the predictive power of genotyping and biomarkers of exposure and response,” said CEET director Trevor Penning, professor of pharmacology, biochemistry & biophysics and obstetrics/gynecology.

In the initial four years of funding the CEET has made major accomplishments towards its mission:

• Identified a panel of biomarkers that can determine individual exposure and adverse response to cigarette smoke.
• Identified novel lipid mediators of ozone-exacerbated asthma.
• Shown that carcinogens present in tobacco smoke cause oxidative damage of DNA, leading to mutation of tumor-suppressor genes.
• Initiated a multi-site consortium to study gene-environment interactions in lung cancer.
• Identified individual genetic variation responsible for low-folate, high-homocysteine levels that has been linked to neural tube defects such as spina bifida.
• Won the prestigious Annual Community-Campus Partnerships for Health Award for its Community-Based Participatory research on exposure to the endocrine-disrupting chemical perfluorooctanoate, which led to the replacement of contaminated water in the Little-Hocking Water district in Ohio.
• Established the TREES (Teen Research in and Education in Environmental Science) program for high school student interns.

Making History (continued from page 1)

In 2007, Ms. Mitchell and her husband Alan Greenspan, HON’98, endowed a Penn Integrated Knowledge professorship. The Andrea Mitchell University Professorship is held by Robert Ghrist, an applied mathematician with joint appointments in the School of Engineering and Applied Science and the School of Arts and Sciences.

“Even as Andrea Mitchell has become one of the world’s most eminent philanthropists, she has remained deeply connected and actively dedicated to our University,” said Dr. Gutmann. “Her professional achievements exemplify Penn’s fundamental principles of integrating knowledge with both local and global impact, and her personal commitment to Penn’s vision is exemplary. I am thrilled that she has accepted a leadership role in the Making History Campaign.”

“Penn gave me the broad liberal arts education and commitment to political engagement that inspired me to challenge myself as a journalist in an increasingly complex world,” said Ms. Mitchell. “I can’t think of anything more rewarding than helping Penn give tomorrow’s leaders the resources to explore their own dreams and become problem solvers in our society. That’s the ultimate goal of the Making History Campaign. I am honored if I can play a part.”

Dr. Rosemary Mazanet, who will also serve as chair of the Campaign for Penn Medicine, is a general partner of Apelles Investment Management in New York. She is also CEO of DiabetesAmerica, a network of diabetes care and management centers, and a director of Cellumen, Inc. Previously she was a general partner and chief scientific officer for Oracle Partners, LP, a healthcare investment firm; founder and CEO of Breakthrough Therapeutics, a private cancer therapeutic vaccine company; and directed clinical research for the Oncology franchise at Amgen Inc. She trained in internal medicine and hematology/oncology at the Brigham and Women’s Hospital and Dana Farber Cancer Institute after receiving her PhD and MD degrees from Penn Medicine.

She has served on the Penn Medicine Board of Trustees as a member of the Executive Committee since 2002, and has served as vice chair of the Penn Medicine Campaign Cabinet since 2006. She will now become cabinet chair. She received the School of Medicine’s Alumni Service Award in 2006.

“Rosemary Mazanet brings the ideal combination of depth of knowledge, executive experience, and love of Penn to these important leadership positions,” said Dr. Gutmann. “Her efforts have been instrumental in advancing the Penn Medicine Campaign. Now the entire University will benefit from her business acumen and unparalleled energy as we drive Making History to a successful close.”

“I’m excited and proud to be taking on these new challenges,” said Dr. Mazanet. “Both Making History and the Campaign for Penn Medicine have made huge strides, and success is clearly in sight. I look forward to helping us reach the finish line, and fulfilling our ambitions for Penn.”

Dr. Mazanet and her husband, John G. Stoeckler III, live in Cos Cob, Connecticut. Their daughter, Sarah F. Stoeckler, is a rising senior at Penn in the School of Arts and Sciences.

“Andrea and Rosemary are two of Penn’s most dedicated civic advocates,” said Making History Campaign Chair George Weiss. “They are just the communicators and motivators we need at this critical moment, as we forge ahead with a Campaign that is transforming the University and making a positive impact on the world.”

2 www.upenn.edu/almanac
African Students and Employees Foundation: 2010-2011
The Association of Senior and Emeritus Faculty (School of Medicine) announces the results of its recent election.
President-Elect: Anna Meadows, Pediatrics
At-Large member of the Executive Committee (3-year term):
McIver Edwards, Anesthesia
Saul Wingrad, Physiology
They will join:
President: Nicholas Kefalides, Medicine
Past President: Howard Goldfine, Microbiology
At-Large members of Executive Committee:
Murray Dalinka, Radiology and Orthopaedic Surgery
Jeanne Myers, Biochemistry
Vivianne Nachmias, Cell and Developmental Biology
Bruce Heppenstall, Orthopaedic Surgery

PSSA Board: 2010-2011
The Penn Professional Staff Assembly has announced the results of their executive board election.
Chair-Elect: Glenn Steffenhofer, Housing & Conference Services
Members at Large, 2010-2011:
John Wylie, Penn Police
Emily Ford, School of Nursing
Christopher Cook, ISC
Katie Hanlon, Office of Student Life
Gina Marziani, College Houses and Academic Services (CHAS)
Serving with current board members:
Laurie McCall, Platt Student Performing Arts House
Nancy McCue, Housing & Conference Services
Tom Wilson, Penn Libraries
Troy Majernick, CHAS
For more information about PSSA visit www.upenn.edu/pssa.

University Club at Penn Board of Governors: 2010-2011
The Annual Meeting of the University Club at Penn was held on April 28, 2010.
The members of the Board of Governors for the University Club at Penn, serving for the coming year (July 1, 2010, through June 30, 2011) are:
Executive Committee
President: John N. Rudolph
Vice President: Henry Teune
Secretary: Beverly Edwards
Treasurer: Anthony Tomazinis

Members At Large:
Janet Marie Ansert
David Eisenhower
Eugene C. Janda
Nicholas Kefalides
Alan Laites
Marguerite Miller
Lawrence P. Montgomery
Elsa Ramsden
James J. Riley
Martin J. Silverstein
Joanne Spigonardo

All Penn faculty, staff, alumni and graduate students are invited to become members of the Club. For more information on the Club, including membership, visit our website at www.upenn.edu/universityclub, call (215) 898-4618 or e-mail universityclub@pobox.upenn.edu.
—Natalka A. Swavely, Club Coordinator

Steven J. Fluharty: Senior Vice Provost for Research
Provost Vincent Price announced the appointment of Dr. Steven J. Fluharty as Senior Vice Provost for Research, reflecting an expanded role in budget planning, capital projects, and international research ventures.
Dr. Fluharty was appointed Vice Provost for Research in 2006. He is a professor of pharmacology in the School of Veterinary Medicine, with secondary appointments as professor of neuroscience and pharmacology in the School of Medicine and professor of psychology in the School of Arts & Sciences, and served as director of the Biological Basis of Behavior Program from 1994 to 2005.
He joined the Penn faculty in 1986 and received all three of his degrees from Penn as a University Scholar: PhD (1981) in psychobiology, MA (1979) in psychobiology, and BA in psychology (1979).

$1 Million Gift for Libraries’ Special Collections Center
The Penn Libraries announced a gift of $1 million to support renovations to the Rare Book and Manuscript Library and the creation of a Special Collections Center within Van Pelt Library. The donor has requested to remain anonymous.
“We are extremely grateful to our donor,” said Carton Rogers, Vice Provost and Director of Libraries. “He has a personal appreciation of rare books and manuscripts, and he immediately recognized this project as central to enhancing scholarly work with rare primary sources.”
The Penn Libraries’ rare book and manuscript collections are a trove of primary sources for scholars at all levels—from freshmen undergraduates through emeritus faculty—to engage in original research and create new knowledge based on unique resources. In addition to transforming spaces for the collections, staff, and researchers, the Special Collections Center project will include renovations to the Shakespeare Library and the Rare Book Reading Room, and the addition of a media lab, group study and teaching seminar rooms, an exhibit gallery, a conference center for symposia and large group events, and a conservation center to ensure the longevity of Penn’s rare and unique print materials.
Earlier in the year, the Penn Libraries announced receipt of a gift of $4.25 million, also in support of the new Special Collections Center, a central focus of the Libraries’ capital campaign (Almanac March 2, 2010).

Center for High Impact Philanthropy’s Investment Guide on Long-Term Development in Haiti
The University of Pennsylvania’s Center for High Impact Philanthropy has released its latest investment guide, Haiti: How Can I Help? Models for Donors Seeking Long-Term Impact. The guide focuses on health, livelihoods and education, and it points to solutions where charitable dollars could make the biggest difference.
Haiti: How Can I Help? illustrates sustainable, high-impact models for donors to fund, all of which have been operating on the ground in Haiti, and it provides cost-per-impact estimates for each philanthropic opportunity.
“For $25 per person, there are health systems that dramatically decrease child death rates,” Katherina Rosqueta, the Center’s executive director, said. “For $90 a year, there are agriculture models that produce more food and increase a farmer’s income while regenerating Haiti’s deforested soil. These are the kind of high-impact opportunities we found can have a lasting effect after the headlines have faded.”
To help potential donors understand where high-impact opportunities exist, the Center’s multi-disciplinary team researched effective models and compiled background information to provide independent, objective and practical advice for donors who wish to move from simply having good intentions to actually making an impact. They found that although Haiti’s poverty existed long before the January 12 earthquake, the nation’s problems can be addressed.
“Philanthropists can be a part of the solution by supporting programs that are known to be effective. The guide outlines ways donors can help Haitians develop the capacity they need to build a brighter future,” Carol McLaughlin, the project leader for the Center’s Haiti efforts, said. “By involving affected communities in their own recovery and rebuilding, the models profiled in the guide produce sustained results, positive change that lasts long after you have made a donation.”
The Center for High Impact Philanthropy is a resource established by alumni of Penn’s Wharton School and housed at the School of Social Policy & Practice. It provides independent analysis and decision-making tools for ensuring that philanthropic dollars have the greatest possible impact.
The Center’s latest guide is available for free at: www.impact.upenn.edu.

Call for Submittals of Artwork
Burrison Gallery is calling for artwork submittals to be considered for future exhibitions. Any Penn faculty, staff, alumni or family member of these groups may submit work for consideration.
Submittal packages should include a CD of work, minimum 12 images, along with the artist’s bio including their relationship to Penn and a brief description of the work: medium, technique, dimensions and prices. Submissions received without this information will not be reviewed.
Artists selected will be given a six-week, one person show at the gallery with an opening reception.
The Burrison Gallery is an entity of the University Club, a private club for faculty, staff, as well as associate members who include postdoctoral fellows, graduate students and alumni at the University of Pennsylvania. The Burrison Gallery provides a venue for artists in the University community, and the West Philadelphia community. Maurice Burrison’s vision was to encourage artistic freedom. His legacy continues as the Burrison Gallery emphasizes the role of art and culture in strengthening collaborative relationships across the University and with the West Philadelphia community that surrounds it.
Please send submittal packages to: Ilene Wilder, chair, Burrison Gallery Advisory Committee, ilenee@upenn.edu, 3401 Walnut Street, Suite 440A, Philadelphia, PA 19104-6228.
Law School Teaching Awards (continued from page 1)

Harvey Levin Memorial Award
C. Edwin Baker, the Nicholas F. Gallicchio Professor of Law and Communication who first joined the Penn Law faculty in 1981, has been elected posthumously by the graduating class as the recipient of the Harvey Levin Memori- al Award for Excellence in Teaching. Professor Baker, who died suddenly in December, (Almanac December 15, 2009) was a leading scholar of constitutional law, communications law and free speech, and one of the country’s foremost authorities on the First Amendment and on mass media policy. He was also a beloved teacher. “Ed Baker was a brilliant scholar [and] a dedicated teacher,” said Dean Michael A. Fitts. “Generations of students and lawyers benefitted from his insights, his high expectations and his caring approach to everyone around him.”

At the Law School’s commencement ceremony in May, student Rajae Saadeh announced the award, recalling Professor Baker as “the embodiment of all of the qualities that make up the ideal law school professor: an excellent teacher, a passionate advocate, and a tireless researcher.” “And as a former student of his,” Mr. Saadeh said, “I can add that he was also a warm soul who cared deeply about his students, colleagues, and the many voiceless people whom he strived to uplift.”

Robert A. Gorman Award
David Skeel, the S. Samuel Arsht Professor of Corporate Law, has been awarded the Robert A. Gorman Award for Excellence in Teaching. Professor Skeel is the author of Icarus in the Boardroom (Oxford, 2005) and Debt’s Dominion: A History of Bankruptcy Law in America (Princeton, 2001), as well as numerous articles and other publications. He is a highly sought-after expert and regularly appears on national news programs such as Nightline, Chris Matthews’ Hardball (MSNBC), National Public Radio, and Marketplace, and is quoted regularly in prominent publications including the New York Times, Wall Street Journal, and Washington Post. Professor Skeel has twice received the Harvey Levin Memorial Award for Excellence in Teaching, as selected by a vote of the graduating class, and has also received the University’s Lindback Award for Distinguished Teaching. He holds a BA from the University of North Carolina and a JD from the University of Virginia.

Among students, Professor Skeel is known for bringing deep expertise, enthusiasm, and wit to the classroom. “Skeel is fantastic. He really enlivens what could be extremely tedious subject matter,” wrote one student. “Professor Skeel is fun, engaging, and makes bankruptcy interesting!” noted another. Students praise Professor Skeel for his skill at making difficult concepts understandable and his dedication to engaging students. “This class was fantastic, and I loved attending! Professor Skeel breaks down difficult concepts into a very easy to understand way,” said one student. Another added, “Professor Skeel is great. I really appreciate how he delivers student responses even when they aren’t necessarily what he expected.” And in a testa-

ment to Professor Skeel’s outstanding teaching, one student noted, “I have no interest in corporate law before taking this course, but I actually found the course fascinating.”

Adjunct Teaching Award
The Honorable Louis Pollak, Judge of the United States District Court of the Eastern District of Pennsylvania, has been awarded Penn Law’s Adjunct Teaching Award. Judge Pol- lak, who received a BA from Harvard and an LLB from Yale, was formerly a full-time faculty member and dean of the Law School. Since joining the judiciary in 1978, Judge Pollak has continued to teach a seminar at Penn Law as an adjunct professor. His teaching and scholarly interests focus primarily on constitutional law.

Students describe Judge Pollak as an incredibly engaging, insightful, and knowledgeable teacher with a fresh perspective on the law. “Judge Pollak provides a perspective on the early history of the Court that you will not get anywhere else. His passion for the material is obvious,” said one student. Another student wrote, “Judge Pollak had us think about non-obvious issues from the cases we read, which was very interesting and really made me learn many things I would never have noticed from reading the cases on my own.” Similarly, a student noted that “Judge Pollak stimulates interest in areas that I would never have thought to look at before. He brings an entirely new perspective.” As a result of Judge Pollak’s teaching, one student wrote, “I have a newly found love for our earlier constitutional history.”

Class of 2010 Awards
Best Teacher, Philadelphia Campus went to Dr. Ariel Mosenco, staff veterinarian. He was appointed medical director for the Ryan Veterinary Hospital wards. He assists in developing new policies and procedures as well as fostering relationships between staff, clinicians and students.

Best Teacher, New Bolton Center went to Dr. Barbara Dallap Schaer, assistant professor of emergency medicine and critical care. She is described as “a wonderful surgeon who exhibits compassion and care with every patient, client, colleague and student that she interacts with at the New Bolton Center. She is very enthusiastic and it is obvious that she loves what she does. Whether she is lecturing in class or scrubbed into colic surgery, she is always interactive, friendly and helpful. She is a great teacher and she makes the emergency, critical care rotation one of the best clinical rotations at New Bolton Center.”

Class of 2011 Awards
Best Teacher, Philadelphia Campus went to Dr. Jeffery Wilson, an anesthesiology lecturer, who many members of V’11 “didn’t know well until this year, but all feel incredibly grateful to know him now. During our first surgeries, he kept us calm and focused. His willing and helpful attitude kept us calm and collected when everything seemed to be out of our control. Dr. Wil- son has become an essential part of the Junior Surgery program at PennVet, and we are incredibly lucky to have had him as a teacher!”

Best Teacher, New Bolton Center was presented to Dr. Patricia Sertich, director of the Equine Endometriol Biopsy Service, associate professor, CE, of medicine and reproduction, New Bolton Center; and director of Clinical Service, Georgia and Philip Hofmann Research Center for Animal Reproduction, New Bolton Center. “She has been a breath of fresh air for students since we met her during our first year of vet school. Students can tell that she wants to teach us everything that she can, and she wants us to be as excited about learning it—her lectures are definitely some of the most interesting we’ve ever had! Dr. Sertich’s enthusiasm rubbed off on the members of our class, and kept us going for the last three years. She was the sole reason that so many members of my class took Large Animal Block, and the Reproduction labs in particular. Dr. Sertich has been an amazing part of so many students’ educations at PennVet, and we all really hope that she continues to be for many classes in the future!”

Class of 2012 Awards
Best Teacher was awarded to Dr. Roberta Di Ter- lizzi, assistant professor of clinical pathology. She has been extremely passionate about teaching since 2004. She attends many seminars and conferences regarding education and how to improve student’s ability to learn. Following the inspirations of her two mentors she followed their example and with time built up a solid method of teaching in the classrooms and outside that was also able to create very strong and trusting relationships with her students. She is extremely dedicated to her job, she loves diagnostics, and clinics and her research area of expertise is education. Dr. Di Terlizzi came from Italy to help American students to become great veterinarians. She hopes to inspire students and faculty to improve their teaching and learning abilities and be always ready to be up to speed with the current technologies.

(continued from page 1)

School of Veterinary Medicine Teaching Awards (continued from page 1)

Ariel Mosenco Barbara Dallap Schaer
Jeffery Wilson Patricia Sertich
Roberta Di Terlizzi Jamie Haddad

ALMANAC July 13, 2010
Korea Foundation Associate Professor in History: Eugene Y. Park

Eugene Y. Park has been named the Korea Foundation Associate Professor in History in the School of Arts and Sciences. He has also assumed leadership of the Center for Korean Studies at Penn.

Dr. Park came to Penn from the University of California, Irvine. He completed his doctorate in East Asian languages and civilizations at Harvard in 1999, and has received numerous research grants and fellowships including: a 2007-2008 Seoul National University Kyungjagak Institute for Korean Studies Fellowship; a 2003-2004 Korea Foundation Advanced Research Grant; a 1999-2000 Yale University Council on East Asian Studies Postdoctoral Fellowship; a 1996-1997 Foreign Language and Area Studies Fellowship; and a 1995-1996 Fulbright Fellowship.

His research interests focus on the sociopolitical history of early modern Korea, and his current work examines the chungin ("middle people") to address questions of modernity, identities, and agency. His book, Between Dreams and Reality: The Military Examination in Late Choson Korea, 1600-1894, was published by Harvard University Press in 2007.

The Korea Foundation Professorship was one of two chairs created in 1997 when the Korea Foundation awarded Penn a challenge grant to establish teaching positions dedicated to encouraging an understanding of Korea. The Korea Foundation was founded in 1991 to enhance international goodwill and friendship through a variety of international programs. Its mission is to foster a better understanding of Korea in the international community and to promote international friendship through exchange activities between the Republic of Korea and other countries.

College for Women Class of 1963 Term Professor in the Humanities: Renata Holod

Renata Holod has been named the College for Women Class of 1963 Term Professor in the Humanities in the School of Arts and Sciences. Dr. Holod is a member of the history of art department and curator in the Near East Section at the University of Pennsylvania Museum of Archaeology and Anthropology. She is a specialist in the study of the visual culture of the Islamic world and has conducted archaeological and architectural field work in Iran, Syria, Morocco, Uzbekistan, Turkey and Tunisia. She has co-authored and edited the following works: City in the Desert: an account of an archaeological expedition to Iraq, 1991-1992, by Henry al-Shargi, Syria; Architecture and Community: Building in the Islamic World Today; Modern Turkish Architecture; The Mosque and the Modern World; The City in the Islamic World, and An Island through Time: Jerba Studies.

Dr. Holod received her bachelor’s degree in Islamic studies from the University of Toronto, her master’s degree in the history of art from the University of Michigan and her doctorate in fine arts from Harvard University. She has received the King Fahd Medal for the teaching of Islamic architecture and has served as Convenor, Steering Committee Member, and Master Jury Chair for the Aga Khan Award for Architecture.

The College for Women Class of 1963 Term Chair in the Humanities was established in 1989 after Patricia Savage and Maryann Sudo initiated a fund drive among their classmates in the Class of 1963 College of Women to endow a term chair that would honor the role of women as scholars, teachers and students at Penn.

Information Security Officer: Joshua Beeman

Joshua Beeman has been appointed as the University of Pennsylvania’s Information Security Officer in the Office of Information Security. Previously, Mr. Beeman was a senior manager for Customer Value Partners in Washington, DC, working as a program manager on an Information Assurance contract for the federal government and on the development and refinement of the company’s Information Assurance practice. Prior to his stint in Washington, Mr. Beeman was the team leader of the Senior Cyber Security Advisor program at Los Alamos National Laboratory in Los Alamos, New Mexico, where he worked with senior lab management on the identification, management and mitigation of information security risks.

Before those positions, Mr. Beeman was employed at Penn for over ten years, first as IT project leader and IT director of hospital systems at the School of Veterinary Medicine, and most recently as IT security specialist for the Office of Information Security. Mr. Beeman, who will succeed longtime Information Security Officer, David Millar, holds a BA in anthropology from UCLA and a master of archaeology degree from the University of Pennsylvania.

The Office of Information Security establishes, implements and maintains security programs to assist management in the protection of computing resources and associated information assets against accidental or unauthorized modification, destruction, or disclosure. For more information on ISC Information Security, visit www.upenn.edu/computing/security.
Deaths

Dr. Alexander, Anesthesiology
Dr. Samuel C. Alexander, former assistant professor of anesthesiology in the School of Medicine from 1958-1969, passed away June 23 at age 80.

Raised in North Carolina, Dr. Alexander earned his bachelor’s degree from Davidson College in 1951 and his medical degree from Penn in 1955.

Following his tenure at Penn, Dr. Alexander held positions at University of Connecticut, the Winslow Navajo Indian Hospital in Arizona, and served as chair of the department of anesthesiology at the University of Wisconsin Medical School of Medicine for 20 years. He retired in 1996 from what is now Drexel University’s College of Medicine.

Dr. Alexander is survived by his wife, Betty; children, Samuel III, Christian Libson and Baillie Alexander; eight grandchildren; and his sister, Margaret Farthing.

Ms. Bradford, SAS External Affairs
Susanne “Susie” Bradford, retired director of communications in SAS External Affairs, passed away May 11 at age 67.

Ms. Bradford spent over two decades of her career at Penn, arriving in 1978 as a secretary in the Annenberg School. She joined the SAS External Affairs staff in 1987. At the time of her retirement in 2004, she also served as managing editor of the Penn Arts & Sciences Magazine.

In retirement, Ms. Bradford served as president of the Master Gardener Association in 2008. She also created an About.com video for the Garden section of the site.

Born in 1943 in Hagerstown, Maryland, she graduated from National Cathedral High School in Washington, DC.

Ms. Bradford is survived by her husband, Richard Hudson; children, Ellie and Chris Jones; brother, Kent Bradford; sisters, Harriet Magee and Laurie Hall; stepchildren, Donna Hudson, Fontaine Hudson, Jeanne Koehler, Andrew Hudson, Sophie Forgues-Roy, Lawrence Hudson and Jean-Bernard Forgues-Roy; and 15 grandchildren.

Dr. Goodman, Wharton
Charles Goodman
Dr. Charles Schaffner Goodman, professor emeritus and former chairman in the Wharton School’s marketing and business administration department, passed away October 18, 2009 at age 93.

Dr. Goodman received his bachelor’s and master’s degrees from UCLA in 1938 and 1940, respectively. After serving in WWII, he earned a doctorate from the University of Michigan in 1948.

He joined the faculty of the Wharton School in 1948, where he was a professor of marketing and business administration until his retirement in 1986. He also served as chairman of the department from 1974 to 1978.

As a nationally known marketing expert he consulted for Anheuser Busch and the Department of Defense among others.

Dr. Goodman is survived by his children, Chick Goodman and Suzanne Hogsett; and his grandchildren, Julia Allison Goodman and Zebulon Robert Goodman.

Dr. Knauer, Penn Museum
Dr. Elfriede R. Knauer, a consulting research associate in the Mediterranean Section at the Penn Museum, passed away June 7 at age 83.

A native of Germany, Dr. Knauer researched and published widely in the art history of ancient Greece, the ancient and medieval history of the silk route and Renaissance culture.

She had been at the Museum since 1974. She is the 2002 recipient of the Museum’s Director Award, which honors volunteer achievements.

Dr. Knauer is survived by her husband, Georg Knauer, professor emeritus of classical studies.

Professor Leech, Penn Law
Professor Noyes E. Leech, emeritus professor in the Law School, passed away July 1 at the age of 88.

Professor Leech received both his BA and JD from Penn in 1943 and 1948, respectively.

After he earned his law degree, he became an associate at Dechert, Price & Rhoads. He began his career at Penn Law in 1949 as an instructor in law, later becoming a full professor in 1958, and the Ferdinand Wakeman Hubbell Professor of Law in 1978. A year before his retirement in 1986 he was the William A. Schneider Professor of Law.

During the 1959-1960 academic year, Professor Leech served as chair of the Faculty Senate.

Professor Leech along with former dean of the Law School, Robert Mundheim, established the Journal of International Economic Law that was first published in 1978.

Professor Leech is survived by his wife, Louise; children, Katharine and Gwyneth; grandchildren, Megan Louise Wilson and Grace Elizabeth Wilson; and brother, William David Leech.

Mr. McNeil, Benefactor
Robert L. McNeil, Jr., chemist and Penn benefactor, passed away May 20 at the age of 94.

Mr. McNeil is the former chairman of McNeil Laboratories, manufacturer of pharmaceutical products, including Tylenol® and former chairman of the Barra Foundation, Inc., an organization that primarily serves the Greater Philadelphia area.

Established in 1978, the Center for Early American Studies was renamed in honor of its benefactor, Robert L. McNeil, Jr., in 1998. The McNeil Center specializes in the histories and cultures of North America before 1850, with an emphasis on the mid-Atlantic region. Mr. McNeil and the Barra Foundation provided funding that built the Center’s permanent home and provided a permanent endowment for the building’s operational costs (Almanac January 21, 2003).

Mr. McNeil graduated from Yale University in 1936 and two years later earned a second BS from what is now the University of the Sciences.

Mr. McNeil is survived by his wife, Nancy; daughters, Victoria McNeil Le Vine and Joanna McNeil Lewis; sons, Collin and Robert HI; and 11 grandchildren.

Correction
Dr. Moshe Greenberg’s obituary (Almanac May 25, 2010) should have stated that his brother’s name is Daniel. We regret this error. —Eds.

Dr. Oliva, Wharton
Dr. Terence A. Oliva, a former adjunct professor in marketing at the Wharton School, passed away June 6; he was 67.

Dr. Oliva served on Wharton’s adjunct faculty from 1985-1990. Since then, he had been on the faculty at Temple University’s Fox School of Business and Management.

Double majoring in math and art, Dr. Oliva earned his bachelor’s degree from St. Mary’s College of California in 1964. After serving in the Vietnam War, he earned an MBA from California State University in 1971 and a doctorate in operations management from the University of Alabama in 1974.

Dr. Oliva is survived by his stepmother, Barbara; children, Andrea and Mark; grandson, Ian; sister, Jean; and his brother, Paul.

Mr. Peck, New Bolton Center
Sean A. Peck, a staff member at the School of Veterinary Medicine’s New Bolton Center, passed away March 12; he was 21.

For the past two years, he served as a lab technician at the New Bolton Center.

Born in West Chester, Mr. Peck was a 2007 graduate of Downingtown West High School.

Mr. Peck is survived by his parents, Derick and Patricia Peck; brothers, Michael, Brian and Kevin; maternal grandmother, Ethel Stankus; and paternal grandparents, Alden and Jeanette Peck.

Memorial contributions may be made to the Pennsylvania Council of Trout Unlimited c/o Valley Forge Chapter #290, PO Box 1356, West Chester, PA 19380.

Mr. Rose, Annenberg School
Albert E. Rose, lecturer in television and film production in the Annenberg School beginning in the late 1960s through the late 1980s, passed away June 16 at age 70.

During his career as a television executive, Mr. Rose worked for WCAU-TV (now NBC10), New Jersey Network (NJN) and created Program Resource Group, which provides national programming services to a consortium of public television stations. He retired in 2008.

His documentary, Mozart in Montclair won a Golden Eagle Award from the organization CINE in 1990.

Born in Pittsburgh, Mr. Rose received his bachelor’s degree in history from Penn in 1961 and a master’s degree from the Annenberg School in 1962, during which time he was active with WXPN.

Mr. Rose is survived by his wife, Valerie.

Donations may be made to the American Cancer Society or the Center for Literacy in Philadelphia.

Mr. McNeil is survived by his wife, Nancy; daughters, Victoria McNeil Le Vine and Joanna McNeil Lewis; sons, Collin and Robert HI; and 11 grandchildren.

Correction
Dr. Moshe Greenberg’s obituary (Almanac May 25, 2010) should have stated that his brother’s name is Daniel. We regret this error. —Eds.

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

However, notices of alumni deaths should be directed to the Alumni Records Office at Room 545, Franklin Building, (215) 898-8136 or e-mail record@ben.dev.upenn.edu.
Honors & Other Things

2010 Europhysics Prize

Drs. Charles Kane and Eugene Mele are among five scientists awarded the 2010 Europhysics Prize of the European Physical Society Condensed Matter Division for the theoretical prediction and experimental observation of the quantum spin Hall effect and topological insulators. Dr. Kane and Dr. Mele are professors of physics in the department of physics and astronomy.

NCCE Commissioner: Dr. Maynard

Dr. Rebecca Maynard, University Trustee Chair Professor of Education and Social Policy in the Graduate School of Education, has been named commissioner of the National Center for Education Evaluation (NCCE) and Regional Assistance. As commissioner, Dr. Maynard will oversee NCCE, one of four centers in the Institute of Education Sciences. NCCE helps educators and policy makers make informed decisions about education.

Medicare Commission: Dr. Naylor

Dr. Mary D. Naylor, Marian S. Ware Professor in Gerontology and director of the NewCourtland Center for Transitions and Health at the School of Nursing, has been appointed to the Medicare Payment Advisory Commission. MedPAC was established by Congress in 1997 to analyze access to care, cost and quality of care and other issues affecting Medicare. MedPAC advises Congress on payments to health plans participating in the Medicare Advantage program and providers in Medicare’s traditional fee-for-service programs.

IAS Honor: Dr. Myers

Dr. Alan Myers, professor emeritus in the department of chemical and biomolecular engineering in SEAS, was honored as a founder of the International Adsorption Society (IAS) at the IAS Tenth International Conference on Fundamentals of Adsorption. Dr. Myers has been part of the IAS since it was founded in 1983. The International Adsorption Society is a non-profit professional association dedicated to serving people, firms, and organizations who seek to advance the art, science, and technology of adsorption and related subjects. The field of adsorption studies the use of solids for removing substances from either gaseous or liquid solutions.

Research Robot for GRASP

Out of 78 submissions, the General Robotics, Automation, Sensing and Perception (GRASP) Laboratory was one of 11 institutions that received a free PR2 Beta robot by California-based company Willow Garage. The two-year PR2 Beta Program allows selected institutions to conduct their own research and meet to explore new applications together. The GRASP Lab proposed “to tackle some of the challenges facing household robotics, including tracking people and planning navigation in dynamic environments, and transferring handheld objects between robots and humans.” The team is led by Dr. Maxim Likhachev, research assistant professor in the department of computer and information science in the School of Engineering and Applied Science.

Honor Roll for LIFE Program

The Corporation for National and Community Service announced that the Living Independently for Elders (LIFE) practice, managed and operated by the School of Nursing, has been named to President Obama’s Higher Education Community Service Honor Roll with Distinction. The President’s Higher Education Community Service Honor Roll.

School of Social Policy & Practice John Hope Franklin Awards

The Black Men at Penn (BMAP) of the School of Social Policy & Practice (SP2) held its annual John Hope Franklin Combatting American Racism Awards luncheon that included special guests Vice President Joe Biden and Dr. Jill Biden, parents of honoree Ashley Biden. The awards are presented to students in SP2 who are committed to addressing and combating racism and all forms of oppression. The following recipients are all graduates from the SP2 Class of 2010.

Anastasia Barron
Ashley Biden
Jeanette Bowles
Karen Bush
Kalene DeHaut
Christine Kim
Lauren McLaughlin
Katherine Miller
Alisha Nash

School of Social Policy & Practice John Hope Franklin Awards (continued on page 8)

Friars Faculty Award: Dr. Granieri

The Friars Senior Society of the University of Pennsylvania gave their 2010 Faculty Award to Dr. Ronald Granieri, assistant professor of modern European history. Chosen in the spring by members of the undergraduate Friars, this award is given to an outstanding Penn faculty member(s) in recognition of not only their area expertise, but their compassion for teaching and their relationships with their students. Dr. Granieri addressed the students and Friar alumni at the Spring Dinner held in late April.
Hospice and Palliative Nurses Award: Dr. Strumpf

Dr. Neville E. Strumpf, professor of nursing, has been awarded the 2011 Distinguished Researcher Award from The Hospice and Palliative Nurses Association in recognition of her “demonstrated longevity and consistency in hospice and palliative nursing research.” Dr. Strumpf is internationally recognized for her program of research, which focuses on individualized care for frail older adults, regardless of setting or circumstance. She will receive the award at the AANHP/HPNA Annual Assembly in February 2011.

Women’s Way Award: Dr. Schreiber

Dr. Courtney Schreiber, assistant professor of obstetrics and gynecology in the School of Medicine, was named with the Unsung Her-oine Award at the Women’s Way Annual Powerful Voice Awards ceremony. According to Women’s Way, the annual event is a “celebration of amazing women and a community-wide call to action, challenging each of us to step up and play a role in shaping a brighter future for women, girls and their families in the Greater Philadelphia region.” Dr. Schreiber’s focus is on improving contraceptive use in populations at increased risk of unintended pregnancy, including adolescent women.

Distinguished Scholar: Dr. Turow

Dr. Joseph Turow, the Robert Lewis Shuyon Professor of Communication in the Annenberg School, has been elected to the position of NCA Distinguished Scholar by the National Communication Association (NCA). The Distinguished Scholar award recognizes and rewards a lifetime of scholarly achievement in the study of human communication.

Emerging Woman Leader: Ms. Zavitz

Ms. Zavitz, senior associate director in the Office of MBA Admissions and Financial Aid at the Wharton School, was honored with the Forum Award for Emerging Women Leaders at the annual meeting of The Forum of Execu- tive Women (FOEW). Ms. Zavitz will receive a scholarship to a leadership development program and is invited as The Forum’s guest to attend its monthly programs.

Penn VIPS/Business Services Division Scholarships

Penn Volunteers in Public Service (Penn VIPS) and the Business Services Division announced the six winners of their annual scholarship program. For 19 years the program has provided up to $1,000 in non-tuition scholarships and supplies to college-bound students from West Philadelphia high schools. Honorees are chosen based on their community service and academic excellence.

This year’s winners are:
- Bartram High School: Vananh Dao
- Overbrook High School: Ingrid Doralice
- Parkway West High School: Kammee Shivers
- Sayre High School: Kebeh Kpow
- West Philadelphia High School: Khaleda Sharif and Momo Shen

ISC One of Top 100

International Data Group’s CIO magazine announced Penn’s Division of Information Systems & Computing (ISC) as a recipient of the 2010 CIO 100. The 23rd annual award recognizes organizations around the world that exemplify the highest level of operational and strategic excellence in information technology (IT).

Penn/ISC won for its Unified Communications, a major multi-year multi-initiative project to provide flexible, cost-effective, modern solutions to meet the needs of Penn’s communities.

Penn One of Best Places to Work in IT

Computerworld magazine ranked Penn’s Division of Information Systems & Computing #5 nationally and #1 in the Mid-Atlantic region in its 2010 Best Places To Work In IT survey. This is the sixth consecutive year ISC has been ranked #1 in the Mid-Atlantic. Honorees are featured in Computerworld’s June 21 issue along with results from the 17th annual Best Places To Work In IT survey, available online.

American Council of Learned Societies 2010 Fellows and Grantees

Nine scholars from Penn have been awarded American Council of Learned Societies fellowships and grants. Penn fellows and grantees are:
- Elisabeth Camp, assistant professor, philosophy—Program: Charles A. Ryskamp Research Fellowships; Project: Perspective Imagination in Perception and Thought
- Urvashi Chakravarty, recent PhD, English literature—Program: Mellon/ACLS Recent Doctoral Recipients Fellowships; Project: Serving Like a Free Man: Labor, Liberty and Consent in Early Modern English Drama
- Peter Decherney, assistant professor, English—Program: ACLS Fellowships; Project: The Poetics of Anti-eroticism: Robert Frost’s History of Art
- Siyen Fei, assistant professor, history—Program: American Research in the Humanities in China; Project: Chastity and Empire: A Comparative Study of the Chastity Cult in Ming Border Areas
- James Ker, assistant professor, classical studies—Program: ACLS Fellowships; Project: Beginning the Day in Ancient Rome: Morning-time, City and Self
- Cristina Pangilinan, faculty fellow, English—Program: ACLS New Faculty Fellows; Project: Appointment in English at Vanderbilt University for academic years 2010 and 2011
- Philip Sapirstein, postdoctoral fellow, classic- al studies—Program: ACLS Digital Innovation Fellowship; Project: The Digital Reconstruction of the Sanctuary of Hera at Mon Repos, Corfu
- Todd P. West, doctoral candidate, Eng- lish—Program: Mellon/ACLS Dissertation Completion Fellowships; Project: Inside Voices of the English Renaissance

ACLS is a private, nonprofit federation of 70 national scholarly organizations. Its mission is “the advancement of humanistic studies in all fields of learning in the liberal arts and the social sciences and the maintenance and strengthening of relations among the national societies devoted to such studies.”
OF RECORD

Postdoctoral Stipend Levels for FY2011

The Office of the Vice Provost for Research in consultation with the Provost Council on Research is responsible for setting minimum stipend levels for postdoctoral trainees across the University. Many postdoctoral trainees at Penn are supported by National Research Service Awards (NRSA), with stipend levels determined by the federal government (http://grants.nih.gov/grants_guide/notices_files/not-od-10-047.html). In the continuing effort to reduce the disparity between NRSA and University funded postdocs we are raising the University’s minimum stipend levels by 2.5% in all cases where the University minimum is less than that provided by NRSA. This percentage increase is consistent with the University's guidelines for compensation increases for fiscal year 2011. It is important to remember that recommended stipend levels represent minimums. Departments may establish their own guidelines as long as stipend rates meet or exceed those established by the University. Penn investigators are also expected to comply with any postdoctoral stipend guidelines that are promulgated by their sponsors, if these sponsor-specified guidelines exceed the Penn minimum stipend levels.

Recommended Minimum Stipend Levels for Penn FY2011

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Minimum Stipend FY2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>00</td>
<td>$37,740</td>
</tr>
<tr>
<td>01</td>
<td>$39,756</td>
</tr>
<tr>
<td>02</td>
<td>$41,273</td>
</tr>
<tr>
<td>03</td>
<td>$42,510</td>
</tr>
<tr>
<td>04</td>
<td>$43,786</td>
</tr>
</tbody>
</table>

1. For beginning and first year postdoctoral trainees, the minimum stipend levels are consistent with the NRSA stipend levels.
   Levels for all years are:

2. Those current postdoctoral trainees who receive stipends in excess of the minimum should also receive an increase of at least two and half percent.

3. Stipends should be adjusted upwards during the course of the Penn fiscal year, either at the time of the annual postdoctoral reappointment, at the time of the annual grant renewal, or at the beginning of the NIH fiscal year.

4. Individual Schools can set their own stipend levels above those recommended in these guidelines.

—Steven J. Fluharty, Senior Vice Provost for Research

Procedural Guidelines for Principal Investigators (“PIs”) Leaving the University of Pennsylvania: Handling Awards, Research Materials, Equipment and/or Other Research-Related Issues

Procedural guidelines were developed by a working group convened by the Senior Vice Provost for Research to address numerous requirements that arise related to grants and other sponsored agreements (“grants”) when an investigator terminates employment at the University of Pennsylvania. These guidelines are intended to supplement existing University policies and procedures regarding the various components of the grant transfer and relinquishment process and outline roles and responsibilities for investigators, business administrators, department chairs, and other supervisory personnel, as well as the offices reporting to the Office of the Vice Provost for Research. To review the Procedural Guidelines for Principal Investigators Leaving the University of Pennsylvania: Handling Awards, Research Materials, Equipment and/or Other Research-Related Issues, please visit the Office of Research Services website: www.upenn.edu/researchservices/Phransfer.html.

—Vincent Price, Provost

—Steven J. Fluharty, Senior Vice Provost for Research
The Policy for Postdoctoral Trainees at the University of Pennsylvania has been revised since its most recent publication in January 2008 (www.upenn.edu/almanac/volumes/54/n17/policy.html). Updates have been made to the sections on Vacation and Mentor-Approved Flexibility of Observed Holidays and Winter Break and New Child Leave, effective immediately.

The University reiterates its support for postdoctoral scholars, defined as individuals who have received doctoral degrees (or the equivalent) and are engaged in a finite period of mentored advanced training to enhance the professional skills and research independence needed to pursue their careers. Penn’s policy is applicable to all postdoctoral scholars across the University regardless of their discipline.

—Vincent Price, Provost

—Steven J. Fluharty, Senior Vice Provost for Research

Policy for Postdoctoral Trainees at the University of Pennsylvania

Preamble

Postdoctoral trainees (PDTs) come to the University for further training in their chosen discipline. An individual who has been designated as a PDT by her/his School receives training conducted in an apprenticeship mode under the supervision of an established faculty member who serves as a mentor. As dictated by the nature of the program, the trainee may be undertaking scholarship, research, service, and teaching activities, all of which provide training essential for career development. Because education is a pre-eminent mission of the University and because PDTs are professionals in training, it is important that PDT programs be designed to advance their careers. This policy is intended to address the distinct position of PDTs in the University community.

This policy applies to all three categories of postdoctoral trainees that are identified in the payroll system of the University, based upon funding source: postdoctoral researcher (supported from a research grant), NRSA-postdoctoral fellow (supported by an individual or institutional National Research Service Award), and postdoctoral fellow (supported by a private foundation, non-profit charitable organization, or other source). Funding sources may have their own guidelines governing participation in their programs. In instances where these guidelines differ from the University policy, the guidelines of the funding source take precedence.

Appointment and Resignation

Letter of Appointment

When a faculty member offers an appointment to a PDT candidate, a letter should be written to the candidate prior to commencement of duties. This letter should set forth the period of appointment (dates of appointment), the stipend amount, any benefits and a statement that the candidate’s appointment is subject to all University policies. The letter must be accompanied by a copy of the University Patent Policy and the corresponding Participation Agreement. If the appointment is renewed or extended, that action should be documented by a letter, which includes the aforementioned information.

The candidate should be required to return a countersigned copy of each letter of appointment or renewal indicating acceptance of the terms set forth, as well as a signed Patent Policy Participation Agreement. The letters (countersigned copies and signed agreement should be placed in a permanent file kept in the office of the appropriate Department. (If the faculty member is not affiliated with a specific department, the file may be kept in the office of the Institute or Center with which the faculty member is associated.) The letters of appointment and renewal should indicate whether the mentor has available funding to fulfill the terms of the appointment; if not, the letter should indicate the duration of assured funding. When the appointment is to be coterminous with external funding, research grant, contract, training grant, etc., that fact should be included in the letter of appointment, including the end date of the funding even if renewal is expected.

Proof of Doctoral Degree

Eligibility for appointment as a PDT requires a candidate to hold, or to have completed the requirements for, an advanced degree, e.g. PhD, MD, or equivalent. Candidates from non-US universities must hold advanced degrees equivalent to those awarded in US institutions in order to qualify for appointment as postdoctoral fellows. It is the candidate’s responsibility to provide transcripts and/or a diploma certifying that she/he has received her/his degree, and it is the mentor’s responsibility to review this documentation and ensure that it is satisfactory and included in the candidate’s file. Candidates who have completed the requirements for an advanced degree, but not yet been awarded such degree, must be able to demonstrate in a manner verifiable by the University that such requirements have been completed. In no event shall a PDT be reappointed without the degree having been awarded.

Duration of Appointment

Postdoctoral appointments are for one year, and may be renewed annually based on satisfactory performance and availability of funding. Under current University policy, no person may be a PDT at Penn for more than five years.

Termination

Mentors may terminate a PDT during an appointment period for any reason on three months’ written notice. Under certain circumstances, it may be appropriate to terminate a PDT immediately. In such event an appropriate administrative office (e.g. the Office of Biomedical Postdoctoral Programs, or the Office of the Vice Provost for Research) must be consulted and approve the termination.

Stipend Level

Minimum stipend levels for PDTs are set annually by the Vice Provost for Research, in consultation with the Provost’s Council on Research, representing all of the Schools of the University. If these minimum stipend levels cannot be offered, a proportional (%) appointment should be made to indicate clearly that the appointee is entitled to seek and perform additional University services (teaching, diagnostic laboratory, technical) up to the mandated annual stipend level. When a funding sponsor mandates stipend levels higher than the University minimum, mentors are obligated to pay the higher amount.

PDT Notice of Resignation

PDTs are expected to provide at least one month’s notice of resignation. When appropriate to the discipline, it is the obligation of the PDT to ensure that all research materials and records are left in a state to allow continuation of the project.

Benefits and Leave

Health Insurance

PDTs are required to have health insurance. PDTs are eligible to receive single person insurance, as provided under the Basic University of Pennsylvania Postdoctoral Insurance Plan. This benefit is in addition to the stipend, and no premium should be deducted from the PDT’s stipend. If the PDT elects family coverage, the difference between the single and family premium can be paid from one of three sources: (1) it can be deducted from the PDT’s stipend; (2) it can be paid by the funding source if it is an allowable expense; or (3) it can be paid by the unit that recruited the PDT.

(continued on page 11)
Vacation and Mentor-Approved Flexibility of Observed Holidays and Winter Break

In any appointment year, a PDT may elect to take up to ten University business days as paid vacation days, on which days the PDT will continue to receive his or her stipend. PDTs are also entitled to the eight official holidays observed by the University and are eligible to take the University's special winter vacation, during which time the University is typically closed. If a PDT wishes to work and/or perform research during an official holiday or special winter vacation, he/she can use the equivalent time as additional paid vacation days. PDTs forfeit any unused vacation days or holidays at the end of any appointment year. All vacation must be approved in advance by the mentor; additional vacation may be approved at the mentor's discretion.

Sick Leave

PDTs may continue to receive stipends for up to 15 University business days of sick leave per year. PDTs forfeit any unused sick leave at the end of the appointment year. Under exceptional circumstances, a period of leave due to illness or incapacity may be extended at the discretion of the mentor. Mentors may request medical documentation from a health care provider for any extended absence. Additional sick leave may be approved in the discretion of the mentor.

New Child Leave

PDTs are entitled to receive stipends for no more than 60 calendar days of leave per appointment year for adoption or birth of a child. Either parent is eligible. PDTs must discuss the use of new child leave in advance with the mentor. A mentor may not deny a request to use new child leave without the authorization of the appropriate administrative office. Unused sick leave or vacation days may be used, with approval, to extend the period of new child leave. Additional new child leave may be approved at the discretion of the mentor.

Unpaid Leave

PDTs requesting extended periods of time away from their training experience, including leave in excess of available sick and/or parental leave, must obtain approval for a leave of absence without stipend continuation. Approval for such leave must be requested and approved by the mentor in advance.

Obligations and Responsibilities

Obligations of Mentors

Mentors’ responsibilities include: (i) developing in consultation with the PDT a mutually satisfactory research project or scholarly program; (ii) encouraging PDTs to present their work and to publish their results in a timely fashion; (iii) encouraging PDTs to acquire and enhance their knowledge and technical skills as dictated by their current and future needs; (iv) arrangement and oversight of teaching opportunities as appropriate; (v) meeting regularly with the PDT a mutually satisfactory research project or scholarly program; (vi) arranging and oversight of teaching opportunities as appropriate; (vii) encouraging PDTs to present their work and to publish their results in a timely fashion; (viii) training in a timely fashion; (ix) conflict of interest; and (x) compliance with existing Federal and University policies.

Obligations of Postdoctoral Fellows

PDTs have certain obligations to their mentor, the group in which they are working, the Department with which they are associated, the sponsor whose funds support them, and the University. These obligations include but are not limited to: (i) the conscientious discharge of their research, scholarly, and teaching responsibilities, as applicable; (ii) conformity with ethical standards in research and scholarship; (iii) compliance with good scholarly practice including the maintenance of adequate research records; (iv) observation of appropriate guidelines regarding human subjects and due observation of University standards regarding use of isotopes, chemicals, infectious agents, animals, and the like, if applicable; (v) open and timely discussion with their mentor regarding possession or distribution of tangible property such as materials, reagents, and the like; (vi) discussion of laboratory records or scholarly materials, if relevant; (vii) prior disclosure of appropriate scholarly information, findings or techniques proposed for dissemination privately, at scholarly meetings, or in publications; (viii) collegial conduct toward all members of the University community; (ix) compliance with all applicable University policies.

Research Records

Primary research records created by PDTs during the tenure of their training at the University of Pennsylvania are the property of the University and are retained by the University when the PDT leaves. Although PDTs may photocopy such records, they must first review with their mentors the records they propose to copy.

Exceptions to this practice may be granted, subject to written prior approval of the Provost’s office, in fields where it can be convincingly demonstrated that there is a well-established practice that individual scholars retain ownership of data generated through their research efforts. In such cases the PDTs will be permitted to retain notes and records associated with their research and publish their findings subsequent to leaving the University, provided an appropriate acknowledgement is made of the University’s contribution to the work (e.g. in the form of funding).

Training

Orientation

A compendium of information should be given to each PDT upon arrival at the University. This compendium should be available on an appropriate University website and could include a registration form to be completed by the PDT; a copy of these guidelines; conflict of interest and financial disclosure policies; intellectual property policies; Procedures Regarding Misconduct in Research; the sexual harassment policy and non-discrimination policies; parking policies; a clear statement about benefits; information regarding taxation; a list of sources of information within the University; and information regarding the Office of the Ombudsman. Preferably, orientation sessions should be provided for all new PDTs. The departments should arrange e-mail accounts for their PDTs.

Training Program Elements

PDTs are considered to be professionals in training. One goal of their professional experience at Penn is to provide training relevant to the responsible conduct of research. Such training should include the following elements, as appropriate to the individual trainee: (i) data management, ownership of intellectual property and tangible research materials; (ii) mentor/trainee responsibilities; (iii) publication practices and responsible authorship; (iv) peer review; (v) rights of collaborators; (vi) human subject research; (vii) research involving animals; (viii) research misconduct; (ix) conflict of interest; and (x) compliance with existing Federal and University policies. When PDTs engage in teaching, appropriate training and didactic experience should also be provided.

Application for Grants

Each School should establish a policy, consistent with section 1.5 of the Sponsored Projects Handbook (online at www.upenn.edu/researchserv-ices/manual/sponsoredprojectshandbook.html#_Toc84300102) regarding whether PDTs may apply for grants as principal investigator. If School policy permits such applications, it is suggested that the School require approval by a knowledgeable member of the standing faculty as well as the appropriate department chair’s and dean’s endorsement and chair’s acceptance of responsibility.

Office of the Ombudsman

It is recognized that from time to time disagreements may arise between a PDT and a mentor. PDTs should be clearly informed about the options they can exercise under such circumstances. In particular, they should be made aware of services available through any ombudsmen in individual Schools, and through the University’s Office of the Ombudsman.
Penn’s Business Services Division (BSD) provides the leadership, business practices, facilities, and services needed to develop and maintain a hospitable, fiscally responsible, customer-friendly campus environment. Our mission is to provide high-quality service in a fiscally responsible manner and our vision is to continually set the standard within each of our operating units. Please take note of the following updates to some of our services and promotions benefiting the Penn community in the upcoming year.

—Marie Witt, Vice President, Business Services

### Parking: Rates for 2010-2011

Effective September 1, 2010, the following rates are available to faculty and staff of the University and Health System. Parking fees include the City of Philadelphia’s 20% parking lot tax and cover the continuing rising costs of garage and surface lot improvements and other deferred maintenance. University permit rates remain lower than comparable lots and garages located in University City. Regular Campus Parking rates average $7.21 per working day. University and Health System faculty and staff have the option to pay their parking fees through automatic payroll deduction on a pre-tax basis. Daily parking rates in Penn’s lots or garages are fixed at $15/$17 per day, or at variable rates. Visit www.upenn.edu/parking and click on the “visitor” tab.

Please keep your parking profile updated by visiting Penn Parking Online at www.upenn.edu/parking. All communications with information directly affecting your lot or garage will be sent to your e-mail address in Penn Parking Online. For campus traffic advisories, subscribe to the Public Safety website, www.publicsafety.upenn.edu.

<table>
<thead>
<tr>
<th>Penn Monthly</th>
<th>Penn Weekly</th>
<th>HUP Bi-weekly</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>$150.25</td>
<td>$37.56</td>
<td>$75.13</td>
<td>Campus Parking</td>
</tr>
<tr>
<td>$97.67</td>
<td>$24.42</td>
<td>$48.83</td>
<td>Remote Parking</td>
</tr>
<tr>
<td>$58.33</td>
<td>$14.58</td>
<td>$29.17</td>
<td>Evening/Weekends</td>
</tr>
<tr>
<td>$42.69</td>
<td>$10.69</td>
<td>$21.38</td>
<td>Motorcycle/Moped/Segway</td>
</tr>
</tbody>
</table>

Penn encourages the use of public transportation providing SEPTA monthly TransPasses and TrailPasses at a 10% discount through payroll deduction, with pre-tax up to $230 per month. Full-time Penn faculty and staff are eligible. There are two types of commuter passes. A TransPass allows you to travel and transfer with no limit on city buses, trolleys, and subways. A TrailPass is zone specific: it offers you unlimited travel up to the applicable zone (indicated on the face of the pass) on bus routes, regional high-speed train routes, and transit routes within the city. The following rates reflect SEPTA’s 9% increase which was effective July 1, 2010, the first increase since 2007.

<table>
<thead>
<tr>
<th>Zone</th>
<th>SEPTA Monthly Pass</th>
<th>Penn Monthly</th>
<th>Penn Weekly</th>
</tr>
</thead>
<tbody>
<tr>
<td>City</td>
<td>$83.00</td>
<td>$74.70</td>
<td>$18.68</td>
</tr>
<tr>
<td>Zone 1</td>
<td>$91.00</td>
<td>$81.90</td>
<td>$20.48</td>
</tr>
<tr>
<td>Zone 2</td>
<td>$127.00</td>
<td>$114.30</td>
<td>$28.58</td>
</tr>
<tr>
<td>Zone 3</td>
<td>$155.00</td>
<td>$139.50</td>
<td>$34.88</td>
</tr>
<tr>
<td>Zone 4</td>
<td>$176.00</td>
<td>$158.40</td>
<td>$39.60</td>
</tr>
<tr>
<td>Zone 5</td>
<td>$191.00</td>
<td>$171.90</td>
<td>$42.98</td>
</tr>
</tbody>
</table>

For information, visit the Compass Program’s website: www.upenn.edu/transportation and click on Partnership Programs. Compass applications are available at the Transportation and Parking Office: Suite 447A, 3401 Walnut St.

### TransitChek®

Full-time Penn faculty and staff of the University of Pennsylvania who are not participating in the parking permit program are eligible to purchase TransitCheks® up to $230 through payroll deduction on a pre-tax basis. The following regional transit providers participate in the TransitChek® program: SEPTA, DART, NJ Transit, Amtrak, and PATCO. Parking also offers up to $230 through payroll deduction on a pre-tax basis through the PATCO Freedom Card. For questions or additional information send e-mail to parking@exchange.upenn.edu.

### Penn’s Children’s Center: Rates for 2010-2011

Penn Children’s Center (PCC) accepts applications year-round for infants, toddlers and children of preschool age. Enrollment for all ages is subject to space availability. PCC, located in the Left Bank complex at 3160 Chestnut Street, serves children ages 12 weeks through 5 years. PCC has been re-accredited with the National Association for the Education of Young Children (NAEYC) and has earned the highest quality rating of 4-STARS, under the State’s Keystone Stars Child Care Quality Initiative. Assisted rates are available to regular University employees who meet eligibility requirements, subject to space availability and funding. (These rates are not available to UPHS employees.) Part-time slots and sibling discounts are also available. Please contact Penn Children’s Center at (215) 898-5268 for additional information or to arrange a tour. You can also visit the Center’s web page at www.upenn.edu/childcare.

#### 5 days 4 days 3 days 2 days

| Infants—Penn | $357 | $315 | $261 | $179 |
| Infants—Regular | $378 | $331 | $274 | $195 |
| Toddlers—Penn | $310 | $279 | $239 | $167 |
| Toddlers—Regular | $332 | $297 | $264 | $179 |
| Preschool—Penn | $255 | $223 | $189 | $143 |
| Preschool—Regular | $273 | $240 | $195 | $146 |

<table>
<thead>
<tr>
<th>Drop In</th>
<th>Toddlers</th>
<th>Preschool</th>
</tr>
</thead>
<tbody>
<tr>
<td>$95/day</td>
<td>$95/day</td>
<td>$75/day</td>
</tr>
</tbody>
</table>

### Penn Transit Well Equipped to Meet New State Biofuel Regulations

On May 1, the State mandated the use of 2% biodiesel component in all on-road diesel fuel sales. This regulation makes Pennsylvania the most highly populated state yet to move to a bio component, with plans to eventually increase the bio component to 20%. The Penn Transit fleet was already equipped to meet this mandate. Buses purchased in 2008 and several special access vans can run on both ultra low sulfur diesel and biodiesel. In June 2010, four shuttle vans were added to the Penn Transit fleet and will be easily recognizable by their “Green themed” graphics wrapping. The vans not only improve access and comfort for our riders, but are also equipped to run on liquid propane which creates 50% less tailpipe emissions than regular gasoline and also costs less.

### Event Parking Arrangements

If you plan to host an event on campus and will need parking for your guests, please send e-mail to the Parking Office, parking@exchange.upenn.edu to make arrangements in advance to ensure that parking will be available.

### Computer Connection Sale

Penn faculty, staff and students are eligible to take advantage of significant educational discounts on Apple, Dell, Adobe, Lenovo and Microsoft products during Penn Computer Connection’s Back-to-School Sale, happening throughout the summer. Details of the sale can be found in the sale brochure mailed to the Penn community in early June. For more information, visit the Computer Connection showroom at 3610 Sansom Street or view the online catalog at www.upenn.edu/computerstore/bts2010.

### Penn Home Ownership Services: Trident Group a Banking Partner

The Trident Group has joined Advance Bank, Bank of America, Gateway Funding and Wells Fargo to help eligible University and Health System employees save on closing costs when purchasing a home in West Philadelphia within Penn’s boundary area. The Closing Cost Reduction Program (CCR) offers mortgage financing options with discounted closing costs to the University community for the purchase and refinancing of homes and can be used with the $7,500 Enhanced Forgivable Loan Program (EFLP). Individuals who are interested in taking advantage of the CCR must apply through Penn Home Ownership Services. For more information on the CCR, EFLP or any of PHOS’ other home ownership services call (215) 898-7422 or visit our website at www.upenn.edu/homeownership.

### Penn Hotel Rates for FY2011

The Penn Rate as of July 1, 2010 is:

- Hilton Inn at Penn: $215
- Sheraton Philadelphia University City: $189
Summer Wonder Children's Programs: Music, Dancing & More, On Wednesday Mornings

This year’s Summer Wonder series at the University of Pennsylvania Museum of Archaeology and Anthropology will have children and their families hula dancing, listening to music spanning Brazil to the Middle East, joining a Roman gladiator’s journey, and traveling along the ancient Spice Route.

Summer Wonder 2010 programs run Wednesday mornings through August 11, from 10:30 to 11:30 a.m. The programs are free with Museum admission donation. Pre-registration is required for groups of 10 or more. For more information or to pre-register groups (no pre-registration necessary for individuals and families), contact the Education Department at (215) 746-6774 or education@museum.upenn.edu

The 2010 schedule follows:

July 14: Tom Lee—Storyteller Tom Lee enchants audiences with his carefully researched and highly engaging folktales from Thailand and Southeast Asia.

July 21: Spice Route Ensemble—The Spice Route Ensemble takes visitors on a journey into the diverse and complex music of the Middle East through the songs and dances of Egypt, Greece, Israel, Lebanon.

July 28: Roman Army Military and Gladiatorial Demonstration—Audience members witness gladiatorial bouts from Ludus Magnus Gladiatorium, “the great school of the gladiator,” and have the opportunity to try on helmets and shields, re-enact battle formations, and engage in a testudo (“turtle”) formation with Legion XXIV Media Atlanta Roman legionnaire re-enactors.

August 4: Rainbow Child International—Rainbow Child International presents a fun-filled hour of surprising and fantastic stories from around the world about flight, water and water creatures, and the source of Earth’s energy—the sun. The performance is sprinkled with catchy songs, and the audience takes part in simple Tai Chi movements.

August 11: Mock Turtle Marionette Theater Presents “The Dancing Granny: Tales of African Origin”—Attendees of all ages behold marionettes, shadow puppets, masked puppets, and the great Bird of Mali tumbling out onto the stage alongside live music and dance. Guests enjoy tales from familiar characters like Anansi the Spider, Brer Rabbit, Boss Lion, and others. (Please note: Performance is limited to 250 guests.) Please call the Education Department at (215) 746-6774 to ensure seating availability.

Following each Summer Wonder presentation, children and their families are invited to explore the Penn Museum’s three floors of galleries featuring artifacts from Egypt, Asia, the Mediterranean, the Near East, North and South America, and Africa.

Both Museum Shops are participating in the Summer Wonder 2010 program. In addition to the Museum Shop’s regular hours, the Pyramid Shop for children opens on Summer Wonder Wednesdays from 10 a.m. to 3 p.m. featuring games, toys, books, crafts, and jewelry geared to young visitors.

Silk Road Summer Nights Music, On Wednesday Evenings

The sounds of summer in West Philadelphia, on Penn’s campus, just got sweeter. Penn Museum’s Silk Road Summer Nights music series offers city residents, commuters, and happy hour denizens an introduction to the music of the Silk Road. The Silk Road theme is offered to herald the coming of a new major exhibition from China, Secrets of the Silk Road, making its East Coast stop at the Penn Museum February 5, 2011 through June 5, 2011.

Silk Road Summer Nights music series takes place every Wednesday through August 25, from 5 to 8 p.m., in the Penn Museum’s Warden Garden and includes diverse musical groups performing music fused with jazz, rock, and more. Silk Road Summer Nights gives respite from the heat with the opportunity to sip drinks, enjoy light fare, explore the garden, and listen to live music inspired by ancient stops along the famed Silk Road trading route that brought east and west together.

This Penn Museum program provides a diverse happy hour destination with a verdant outdoor, wifi space to unwind in after work. Select Museum galleries will be open. Event occurs rain or shine. Admission is pay-what-you-want.

The new summer music series features a mix of artists:

July 14: Philadelphia Mandolin Ensemble

The Ensemble plays an eclectic repertoire of music from the 16th to 21st century and features a range of instruments including mandolins, mandolas, a mandocello, and guitars.

July 21: Animus

Bill Koutsouros and his team of musicians create an exiting fusion of ancient and modern music featuring traditional elements of Greek, Rock, Middle Eastern, Blues, Indian, Jazz, Latin, Jewish Klezmer, African, and more. Audience members experience a variety of grooves and tribal rhythms from this internationally acclaimed ensemble. www.animusmusic.com

July 28: Barakka

Baris Kaya and his band, Barakka, fuse Middle Eastern, Turkish folk and Western rock music together to create a large rock sound with traditional instruments and accented beats. www.myspace.com/barakka

August 4: David’s Harp

Joseph Alpar and his ensemble, David’s Harp, present the rich musical traditions of the countries along the Silk Road. Drawing from a diverse repertoire of Turkish, Greek, Sephardic, Balkan, Arabic, and Central Asian music, David’s Harp creates a vibrant tapestry of sound blending dynamic rhythms and soulful melodies.

August 11: Peter Tang’s Chinese Ensemble

Peter Tang performed extensively in China before moving to Philadelphia in 2000 and founding the Peter Tang Chinese Ensemble. His acclaimed musical group offers an aural and visual performance of classical Chinese music featuring instruments such as the erhu (Chinese violin) and the guzheng (zither).

August 18: Aravod

Aravod Ensemble took its name from the Armenian word for “morning” or “dawn” and pulls their diverse repertoire of music from traditional and modern Armenian, Greek and Arab influences.

August 25: Mid East Ensemble featuring Joseph Tayoun, Roger Mgrdichian, Elias Sarkar & William Tayoun

Accomplished Middle Eastern percussionist and second generation Lebanese-American Joe Tayoun has been performing since he was 8-years-old. His Mid East Ensemble features acclaimed local, regional and international musicians who often played at his family’s restaurant, The Middle East Restaurant, which was a landmark for Middle Eastern music, dance, food and culture in Philadelphia for 40 years. The Ensemble performs a lively arrangement of classical and folk Arabic, Turkish, and Armenian music.
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/coursescatalog or by contacting Learning and Development at (215) 898-8400.

Teams: Who, What, When, Why & How; August 11-12; 9 a.m.-4:30 p.m.; $75. Teams are more than simply a group of people working together. They can be an enormously effective way to create synergy and produce outstanding results. Or they can be a colossal mess of an individual’s time. The difference is in the planning, and the planning consists of answering some very basic questions: What is a team? Why use a team? When is it appropriate? Who should belong to the team? How will we accomplish our objective? This program will provide answers to these questions and more.

Unlocking the Secrets of the Penn Library; August 12; noon–1:30 p.m.; free. Discover the ways the library can work for you. Learn how to access 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 Library. You’re welcome to attend just the informational session.

Brown Bag Matinee—Whale Done!; August 18; noon–1 p.m.; free. This program is designed to teach people how to improve their relationships at work in order to become more productive and achieve better results. It will teach you how to build an environment of trust, how to accentuate the positive, and how to redirect energy for a more productive outcome when a mistake occurs. It provides a clear, easy-to-use approach that will help you discover the power of positive relationships and enable you to make more effective choices when you interact with fellow colleagues.

Career Focus Brown Bag—Negotiation Skills: The Sluggers Come Home...; August 24; noon–1 p.m.; free. Learn the key principles, strategies and tactics of negotiation—a process which many find challenging. This video tells the story of negotiations between a baseball club owner and the brothers who own a nearby baseball stadium. How they come to terms illustrates the three major steps in negotiations: preparation, bargaining and settlement.

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? Which color groupings (blue/purple, green, white, yellow/orange, and red) and why having a variety of these types of foods in your diet each day can make a big difference to your health. You’ll also learn about food preparation tips and receive menu ideas to help you easily incorporate what you learn into your daily diet. This workshop will be led by Suzanne Smith, health promotion specialist, Quality of WorkLife Department, Human Resources.

Set Money Aside for Retirement with the Roth 403(b) Option

“Did You Know?” is a monthly series that includes valuable tips to help you get the most out of the benefits and services offered by the Division of Human Resources.

It’s never too early to start saving for retirement. That’s why Penn is offering another way for you to meet your retirement goals. As of July 1, the Roth 403(b) is another option under Penn’s Tax Deferred Retirement (TDR) Plan and the Supplemental Retirement Annuity (SRA) Plan.

• What are Roth contributions?
  Roth contributions allow you to save on an after-tax basis. Money set aside in a Roth 403(b) is taxed as it is distributed during retirement are generally tax-free.

• How do I ensure that my withdrawals will be tax-free?
  All earnings are tax-free if the rare part of a “qualified distribution” that your Roth account must be held for a minimum of five years (e.g., if you begin making contributions to your Roth account in April 2011, you can begin taking tax-free distributions at any time during the year 2016) and you must be age 59 1/2, die or become disabled.

• What are the advantages of the Roth option?
  Roth 403(b) accounts are beneficial to younger individuals who have a long time until retirement and thus more time to accumulate tax-free savings under a Roth. Those nearing retirement age who want to maximize the flexibility in withdrawing from your retirement accounts might also have an interest in this option.

Participating in the Roth 403(b) is easy—just use Penn’s online enrollment system at www.hr.upenn.edu/Retirement. If you have questions about the Roth 403(b) option, Penn’s retirement vendors—Vanguard and TIAA-CREF—have licensed professionals who can meet with you one-on-one to discuss any questions you may have. Visit the Human Resources website at www.hr.upenn.edu/Retirement/RothCounseling.aspx to set up an appointment. For more information, visit the Human Resource website at www.hr.upenn.edu/Benefits/Retirement/Roth.aspx, or contact Penn’s Retirement Call Center at 1-877-PENN-RET.

—Division of Human Resources

Annual Dining Days: July 15-29

Twenty-nine of University City’s most popular restaurants have begun to offer dining specials during this six-day period. Members of the Penn community continue to work towards being good neighbors in our shared community. We thank you for your overwhelming support and for your generosity.

The University community continues to work to improve the quality of services available (for both child and adult care) and how to make arrangements, visit the Division of Human Resources website at www.hr.upenn.edu/Quality/WorkLife/BackupCare.aspx, or contact Human Resources at (215) 573-2471.

Volunteer Opportunities

Dear Penn Community,

Thank you for your spirit of volunteerism. Your continued support of the many volunteer opportunities offered is unprecedented. Many benefits from your willingness to volunteer include: receive many expressions of gratitude from community members and agencies we have partnered with. The University community continues to work towards being good neighbors in our shared community. We thank you for your overwhelming support and for your generous spirit.

Following is a list of volunteer activities for your convenience. For more information contact Isabel Mapp at (215) 898-2020 or send an e-mail: smapp@pobox.upenn.edu

—Isabel Mapp, Associate Director, Nett Center for Community Partnerships

Teach a class at the Nonprofit Institute

Nonprofit Institute provides free high-impact training to help individuals, nonprofits and communities of faith improve the quality of services to their constituency. Attendees take a series of classes that average three hours in length over a six-day period. Members of the Penn community teach classes in their area of expertise.

Through the Nonprofit Institute, attendees learn how to build organizational and program capacity through the study of funding, technology, HR principles, strategic planning and grant writing.

Help Students Improve Their Academics

Tutors are needed every Friday, 4-6 p.m. for the NCCP/Penn Medicine program with rising seniors. Program takes place at West Philadelphia High School.

Become a Mentor/Tutor

Mentors and tutors are needed at the Student Success Centers at West Philadelphia High School, Sayre High School and University City High School during the school year beginning in September, after school 3-6 p.m.

Struggling to Find Summer Time Child Care?

For many people, summer is a time of sunny days, warm temperatures and plenty of fun. But for working parents with school-aged children, the start of summer vacation can be challenging, especially if you’re struggling to find child care to fill the gap when school is not in session. For these reasons and more, Penn provides faculty and staff with access to temporary backup child care—so you can get to work and be sure that your children are in good hands.

Through a partnership with Parents in a Pinch, Inc., you can rely on expert caregivers seven days a week, day or night, to provide child care when you have work priorities to meet. Regular full-time faculty and staff members are eligible for up to ten days of in-home backup child care per calendar year, including weekends and holidays. Child care is available for children up to 17 years of age who reside in your household.

Arranging backup care is easy—just contact Parents in a Pinch during their call center hours to request services, preferably at least 24 hours in advance. Keep in mind that Penn partially offsets the cost of care, which can be expensive, through a subsidy program that depends on your income.

For information, including cost structures, types of services available (for both child and adult care) and how to make arrangements, visit the Division of Human Resources website at www.hr.upenn.edu/Quality/WorkLife/BackupCare.aspx, or contact Human Resources at (215) 573-2471.

Student Success Centers at West Philadelphia High School

Mentors and tutors are needed at the Student Success Centers at West Philadelphia High School, Sayre High School and University City High School during the school year beginning in September, after school 3-6 p.m.

14 www.upenn.edu/almanac

ALMANAC July 13, 2010
Update

Summer AT PENN

FILMS

7/20 Free Family Film Festival; featuring family-oriented films (PG & PG rated) on Tuesdays and Wednesdays; 10 a.m.; The Rave University City 6 (formerly The Bridge Cinema), at 230 S. 40th Street. Admission is free and a special treat, the “movie meal” will be discounted by $1.

The schedule is as follows:

7/20 & 7/21: Cloudy with a Chance of Meatballs
7/27 & 7/28: Monsters vs. Aliens
8/3 & 8/4: Hotel for Dogs
8/10 & 8/11: Shorts

MUSIC

7/16 Friday Farmers’ Market @ The Radian, noon-2 p.m.; local and fresh foods as well as live musical performances by a variety of ensembles (UCD). Through July.

7/16 West Philadelphia Orchestra
7/23 Big Spoon Funk Brass Band
7/30 Ron Kravitz
7/24 Sun Ra Arkestra; 6 p.m.; behind Walnut Street Free Library, 40th St., between Walnut and Locust Sts.; free (UCD; The Rotunda).

8/28 Project Capeiro and Rennie Harris RHAW; 6 p.m.; behind Walnut Street Free Library, 40th St.; free (UCD; The Rotunda).

READING

7/28 Penn Bookstore Monthly Book Club Meeting: Unaccommodated Earth by Jhumpa Lahiri; noon; Penn Bookstore Café.

AT PENN Deadlines

The deadline for the September AT PENN is Monday, August 16. For 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 Summer AT PENN is online, www.upenn.edu/almanac.

At the Burrison Gallery: Nature and Neurons

Nature and Neurons by Greg Dunn is on exhibit at the Burrison Gallery through August 6. Mr. Dunn is a graduate student in neuroscience at Penn who enjoys Asian art, particularly minimalist scrolls and screen painting from the Muro-machi, Edo, and Meiji periods in Japan. He felt compelled when two of his passions came together upon the realization that the elegant forms of neurons (the cells that comprise your brain) can be perfected expressively in the Asian sumi-e style. Neurons may be tiny in scale, but they possess the same beauty seen in traditional forms of the medium (trees, flowers, and animals). He admires the Japanese, Chinese, and Korean masters because of their confidence in simplicity, and he tries to emulate these ideas in his work.

The University of Pennsylvania Police Department

Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus from June 28-July 4, 2010. Also reported were 17 crimes against property (including 13 thefts, 1 auto theft and 3 acts of vandalism). Full reports are available at: www.upenn.edu/almanac/volumes/V57/N1/crime.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 June 28-July 4, 2010. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 34th 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.

06/28/10 2:07 PM 4040 Chestnut St Officer assaulted by male/Arrest
07/03/10 2:24 AM 3900 Spruce St Intoxicated driver arrested
07/03/10 6:28 PM 110 S 36th St Male arrested for defiant trespass
07/03/10 9:53 PM 4228 Walnut St 2 arrested for disorderly conduct

18th District Report

9 incidents with 3 arrests (including 6 robberies and 3 aggravated assaults) were reported between June 28-July 4, 2010 by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

06/28/10 9:32 AM 100 S 43rd St Robbery
06/29/10 12:00 AM 4300 Chester Ave Robbery
06/29/10 12:32 AM 4500 Walnut St Aggravated Assault/Arrest
06/30/10 11:06 PM 4513 Spruce St Robbery/Arrest
07/01/10 4:30 AM 4900 Cedar Ave Robbery
07/02/10 12:00 AM 4200 Baltimore Ave Aggravated Assault
07/02/10 5:20 AM 5100 Market St Robbery
07/04/10 3:09 AM 5100 Osage Ave Robbery
07/04/10 11:55 AM 4833 Woodland Ave Aggravated Assault/Arrest

Note: When not publishing, the crime reports will be posted weekly in Almanac Between Issues online, www.upenn.edu/almanac/between/between.html.

www.makinghistory.upenn.edu

The University of Pennsylvania’s journal of record, opinion and news.

At the High School Student Blog, Jamie Hall

The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds.

Please contact Terry Scattergood RN, MSN at (215) 898-5274 or visit www.upenn.edu/almanac/faqs.html#ad.

Almanac is not responsible for contents of classified ad material.

The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds.

Please contact Terry Scattergood RN, MSN at (215) 898-5274 or visit www.upenn.edu/almanac/faqs.html#ad.

Almanac is not responsible for contents of classified ad material.

www.upenn.edu/almanac

For more information call (215) 898-5274 or visit www.upenn.edu/almanac/.

The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds.

Please contact Terry Scattergood RN, MSN at (215) 898-5274 or visit www.upenn.edu/almanac/faqs.html#ad.

Almanac is not responsible for contents of classified ad material.
Shoemaker Green: The Red and Blue Turn Grey into A Green Sustainable Site

A University of Pennsylvania project designed to turn a set of aging tennis courts into an urban park called Shoemaker Green has been selected as a pilot for the nation’s first rating system for green landscape design, construction and maintenance.

The Sustainable Sites Initiative will pilot more than 150 projects in the United States, Canada, Iceland and Spain to evaluate its new rating system for sustainable landscapes, anticipated to be analogous to the US Green Building Council’s LEED Green Building ratings. The Initiative is a partnership of the American Society of Landscape Architects, the Lady Bird Johnson Wildflower Center at The University of Texas at Austin and the United States Botanic Garden.

Shoemaker Green was chosen as a pilot project based on its numerous environmentally friendly elements. Plans by Andropogon Associates, a Philadelphia-based landscape architecture design firm, call for green space to replace the paved tennis courts that now lie in a 3.75-acre site off 33rd Street surrounded by the Palestra, Franklin Field and the David Rittenhouse Laboratories. The site is classified as a grey field—previously urbanized land—where storm water drainage is a major issue. This project, while creating a new open space for the campus, will also improve water quality, minimize runoff, restore biomass to the site and increase local biodiversity with habitat planting and use of living soils. By replacing paved surfaces with landscaping, it will also reduce the urban heat island effect.

The proposed design demonstrates the Penn’s commitment to sustainable site management as one of the goals of its Climate Action Plan (Almanac September 29, 2009). It establishes the framework for introducing sustainable practices into Penn’s campus and tying these practices into the living and learning environment.

Penn will construct a new tennis complex with even more courts as part of the 24-acre Penn Park project expansion eastward towards Center City. Shoemaker Green, as one of the campus’s open spaces, will provide a key link between the University’s core and Penn Park (Almanac November 11, 2009).

The Sustainable Sites Initiative plans to use feedback from the pilot phase of these selected projects to revise its final rating system and reference guide by early 2013. The US Green Building Council, a stakeholder in the Initiative, anticipates incorporating the guidelines and performance benchmarks into future iterations of its LEED Green Building Rating System.

In the Campus Master Plan (Almanac February 27, 2001), this space was initially referred to as Palestra Green, however, in October 2008, as Alvin V. Shoemaker, W’60, became an emeritus trustee after decades of service to Penn, the University named the space Shoemaker Green in his honor. During his tenure as Penn’s Trustee chair (1986-1994), he co-chaired the record-breaking $1.4 billion Campaign for Penn and chaired the search that resulted in the appointment of Judith Rodin as Penn’s president. Considered a legendary figure who has made a lasting impact across the campus, Mr. Shoemaker has donated $2 million for athletic strategic priorities in addition to gifts of scholarships, a chair in anthropology, and a gift for the creation of Huntsman Hall, among other gifts to his alma mater.

A Winter Training Home for Penn Athletics to Rise in Penn Park

Penn Park, which is scheduled for completion in mid-fall of 2011, will feature Dunning-Cohen Champions’ Field and Air Structure as its centerpiece. The Champions’ Field will include a seasonal dome-like air structure covering a synthetic turf field the size of a women’s lacrosse field, the largest field of all sports sanctioned by the NCAA. Its size will make it suitable for all outdoor athletic teams, including soccer, football, baseball and even golf, to practice comfortably in the winter months.

The “bubble,” which will be located adjacent to the softball stadium, can be taken down and stored during the spring and summer in the interest of maintenance, efficiency and aesthetics.

The field and air structure—a fabric dome supported by air and tethered to a metal frame—will be named for it’s two donors, James Cohen and James Dunning, Jr.

James S. Cohen, W’80, made his gift in 2007 and has been on the Athletics Board of Overseers since October of 2009. His $3 million gift for the Dunning-Cohen Champions’ Field and Air Structure was given in honor of his late sister, Claudia Cohen, who graduated from Penn in 1972 and for whom Claudia Cohen Hall is named. Mr. Cohen has since donated an additional $2 million for Penn Park and the Palestra/Hutchinson Gymnasium Renovations.

James Dunning, Jr., W’70, the co-chair of the Campaign for Penn Athletics, pledged $3.1 million toward the project in 2007. He was also the donor behind the James D. Dunning Coachess’ Center, which houses the coaching offices of Penn Rowing and 15 other intercollegiate sports programs. Mr. Dunning served on the Board of Trustees for ten years and remains a member of the Athletics Board of Overseers.

The Campaign for Penn Athletics has raised more than $85 million.