Penn Medicine’s Abramson Cancer Center Director: Chi Van Dang

Chi Van Dang, a renowned cancer biologist and hematologist-oncologist, has been appointed director of the Abramson Cancer Center of the University of Pennsylvania, effective September 1. Dr. Dang was a professor at The Johns Hopkins University School of Medicine in the departments of medicine, cell biology, oncology, pathology, and molecular biology & genetics. He also served as vice dean for research and executive director of The Johns Hopkins Institute for Cell Engineering. He is a member of the Institute of Medicine of the National Academies and a fellow of the American Academy of Arts & Sciences.

“Dr. Dang brings to Penn Medicine a rich combination of experience as a physician-researcher, educator and innovator in the biomedical sciences,” said outgoing dean and EVP for UPHS Dr. Arthur D. Rubenstein in late June when this appointment was initially announced. “A true interdisciplinary investigator, he is perfectly positioned to lead us into a new era of collaborative research that will cement our role as an international leader in novel therapies—and cures—for cancers of all kinds.”

Dr. Dang points to Penn Medicine’s efforts to harness academic rigor to improve the health and well-being of patients as a key factor in his decision to join the Abramson Cancer Center. “I feel very privileged and excited for the opportunity to lead the Abramson Cancer Center into an era of innovative personalized cancer care through the establishment of disease-specific translational centers of excellence in partnership with outstanding leadership and the biomedical community elsewhere at Penn,” Dr. Dang said. “The culture of collaboration and the collegiality is palpable at Penn, making my goal of harnessing Penn’s scientific power to bring new hope for cancer patients an invigorating challenge.”

Dr. Dang’s laboratory has contributed to the understanding of the function of the MYC cancer gene, which has emerged as a central transcription factor, or gene switch, in many different human cancers. His group documented the function of MYC in regulating microRNAs that have been implicated in tumorigenesis, and his laboratory established the first mechanistic link between the MYC cancer gene and cellular energy metabolism, contributing to the concept that genetic alterations re-program tumors to render them addicted to certain fuel sources. His laboratory was exploiting these concepts for therapeutic targeting of cancer cell metabolism as a new way to treat cancer. Most recently, he was the principal investigator for Johns Hopkins in a Stand Up to Cancer grant awarded to Penn Medicine from the American Association for Cancer Research to investigate how to “cut off the fuel supply” for pancreatic cancer. He also holds grants from the National Institutes of Health (NIH) and the Leukemia & Lymphoma Society to study MYC function, hypoxia, and effectiveness.

$2.5 Million for Faculty and Program Support in Fine Arts

The University of Pennsylvania announced a $2.5 million gift for faculty and program support in the School of Design from alumni Keith L. Sachs and his wife, Katherine Stein Sachs. The gift will enable the School to increase the impact of the visual arts across the University and throughout the arts community, as well as encourage collaborative interaction among departments and centers at Penn.

“Keith and Kathy Sachs have chosen to support two of the highest priorities for Penn Design—faculty support and programming—in a critically important department, Fine Arts, and we are grateful for their generosity,” Penn President Amy Gutmann said. “Their gift highlights the importance of integration across the University, strengthening ties across schools and raising the visibility of the visual arts. It is especially fitting that they have done so in a way that highlights the importance of interdisciplinary scholarship, which is one of Penn’s unique strengths.”

The Sachs gift will create a visiting professorship in the fine arts and will fund fine arts programming across the University.

The Keith L. and Katherine S. Sachs Endowed Visiting Professorship in the Fine Arts

Katherine and Keith Sachs

$12.5 Million from NIH to Speed Discovery to Patient Care

Three labs from the University of Pennsylvania have received a total of $12.5 million from the National Institutes of Health (NIH) as part of its $143.8 million national grant program to challenge the scientific status quo with innovative ideas that have the potential to speed the translation of medical research into improved health for the American public.

These awards are granted under three innovative research programs supported by the NIH Common Fund: the NIH Director’s Pioneer, New Innovator, and Transformative Research Projects Awards. The Common Fund, enacted into law by Congress through the 2006 NIH Reform Act, supports trans-NIH programs with a particular emphasis on innovation and risk taking.

Penn has recipients in each of the three categories.

Pioneer Award

The key investigators on the Pioneer Award are Jean Bennett, Principal Investigator of the study, Luk Vandenberghe, and Albert M. Maguire, all at the F.M. Kirby Center for Molecular Ophthalmology, Scheie Eye Institute, Perelman School of Medicine. They have been awarded $4 million over the next five years to use gene therapy to treat inherited forms of blindness, which can be caused by mutations in any of hundreds of different genes. The researchers plan to develop a small number of therapeutics that could restore vision to millions of patients who are blind due to a diverse set of retinal disorders. They propose re-sensitizing the blind eye by delivering light-sensitive molecules to the remaining retinal cells. This “optogenetic therapy” approach takes advantage of circuitry between the retina and the brain that remains intact in many individuals long after they have become blind. Preclinical studies in blind animals have demonstrated that this strategy is effective. This study aims ultimately to test the safety and efficacy of this approach in blind patients in the clinic. The results from this project could lead to a significant improvement in the quality of life for millions of individuals, and could also pave the way for development of novel gene therapy approaches for the treatment of other devastating sensory diseases.

New Innovator Award

Arjun Raj, assistant professor of bioengineering, School of Engineering and Applied Science, received the New Innovator Award for $1.5 million over five years. His research involves the development and application of high-throughput screening systems that will allow the high-throughput screening of large libraries of proteins.

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Deaths

Dr. Alman, Psychiatry

Dr. Arthur I. Alman, faculty member in the department of psychiatry and the Center for Studies of Addiction in the Perelman School of Medicine since 1984, passed away October 5 at age 72. A native of Philadelphia, Dr. Alman earned a bachelor’s degree in psychology from Temple University, a master’s in psychology from Brown University and a PhD in experimental psychology from the University of Washington in 1970.

Dr. Alman was a continuously funded VA scientist from 1971-1994 and a VA career scientist from 1992-1994. He was appointed professor of psychiatry in 1988. He served as the associate scientific director of the Center for Studies of Addiction from 1987-1992 and as the scientific director from 1992-2000 where he was most recently a senior scientist.

Prior to coming to Penn, he was on staff at the Coatesville VAMC and at Highland Drive VAMC. His primary research interests included characterization of risk factors for substance abuse; delineation of antisociality in substance abusers and the relation of antisociality and other personality disorders to treatment response; and comparison of the effectiveness and cost effectiveness of treatments for cocaine dependence, alcohol dependence, and nicotine dependence. He authored approximately 250 publications.

Dr. Alman is survived by his wife, Joan; and son, David.

Donations may be made to Jewish Family and Children’s Service of Greater Philadelphia, 2100 Arch St., Fifth Floor, Philadelphia, PA 19103.

Dr. Birdsall, Presbyterian Medical Center

Dr. Thomas M. Birdsall, former chief of urology at the Presbyterian Medical Center, passed away September 27 at age 87.

Raised in Philadelphia, Dr. Birdsall earned his bachelor’s degree from Haverford College and his medical degree from Penn in 1948.

After being discharged from the Korean War, Dr. Birdsall joined the staff at Presbyterian Hospital, now Penn Presbyterian Medical Center. He was appointed a clinical associate in urology in 1976. Dr. Birdsall was also on staff at Riddle Memorial Hospital in Media and Delaware County Memorial Hospital. He retired in 1989 but remained on staff at the Delaware County Memorial Hospital until the mid-1990s.

Dr. Birdsall had been a member of the American Urologic Association and past president of the Doctors Golf Association.

Dr. Birdsall is survived by his wife, Elizabeth; daughters, Mary Raiken, Elizabeth Johnson, Sandra Atteberry and Susan Dingle; sons, Thomas Jr. and Christopher; 12 grandchildren; and 10 great-grandchildren.

Contributions may be made to either the Memorial Fund of the First Presbyterian Church of Ardmore, 5 W. Montgomery Ave., Ardmore, PA 19003 or Main Line Meals on Wheels, 235 Lancaster Ave., Devon, PA 19333.

To Report A Death

Almanac appreciates being informed of the deaths of current and former faculty and staff members, students and other members of the University community. Call (215) 898-5274 or email 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 email record@ben.dev.upenn.edu

Dr. Possehl, Anthropology

Dr. Gregory L. Possehl, professor emeritus of anthropology in the School of Arts and Sciences and curator emeritus of the Asian collections at the University of Pennsylvania Museum of Archaeology and Anthropology, passed away on October 8 at age 70.

Dr. Possehl received his BA from the University of Washington in 1964, his MA from the University of Washington in 1967, and his PhD from the University of Chicago in 1974, all in anthropology.

He joined the South Asian regional studies department at Penn in 1973. He served as associate director of the University Museum from 1981 to 1992. In 1993, he transferred to the department of anthropology and served as chair from 1994 to 2001. He was an Overseas Fellow at Churchill College, University of Cambridge. In 2004, Dr. Possehl was named an Honorary Fellow of the Indian Archaeological Society in recognition of his life-long contribution to Indian archaeology. Since its inception, Dr. Possehl was a member of the Committee on Manufacturer Responsibility, serving as chair for several years. He retired in 2007 but continued to teach.

Dr. Possehl was a leading expert on the rise of the Indus civilization in India and Pakistan. His research projects included the exploration of the Ghelod and Kalubhar Valleys in the state of Gujarat and the excavations of the Sorath Harappan sites of Oriyo Timbo, Babar Kot and Rojdi. The excavations at Rojdi resulted in the definition of the Sorath Harappan as a distinct regional manifestation of the Harappan civilization and advanced understanding of its transformation at the beginning of the second millennium BC. In 2003 he received the Outstanding Academic Book Award from Choice magazine for Indus Civilization: A Contemporary Perspective.

Dr. Possehl and his collaborator Dr. Vasant Shinde of Deccan College conducted four seasons of excavations at Gilund in Rajasthan beginning in 1999. In the 2002-2003 field season, he discovered a bin filled with more than 100 seal impressions dating to 2,100-1,700 BC. The existence of these seals, and their particular styles, offered surprising new evidence for the apparent complexity of this non-literate, late and post-Indus culture.

In January 2007, Dr. Possehl initiated new excavations at the UNESCO World Heritage site of Bat in the Sultanate of Oman. The site consists of the largest and best preserved Bronze Age cemetery in the region as well as a series of 3rd millennium habitation areas centered around large, circular structures or “towers.”

The project involves both the archaeological survey of Bronze Age settlement areas and focused excavations at Bronze Age sites to understand their relationship to the Bat urban center. This work is being carried on by the Deputy Director, Dr. Christopher Thornton, one of his recent doctoral students.

Dr. Possehl is survived by his son, Michael; his daughter, Christine; his grandchildren, Lisa, Grant and Quinton; his brother, Jim; and his sister, Barbara.

The department of anthropology is planning a memorial service. Details will be published in Almanac.

Additional information on Making History: the Campaign for Penn is available at www.makinghistory.upenn.edu.

Sachs Gift for Fine Arts

(continued from page 1)

Arts Program Fund will help attract excellent visiting faculty by enhancing the resources available to develop innovative programming which will be appealing to a wide audience. It will provide incentive to collaborate with Design, the department of the history of art and the ICA and to raise the profile of visual arts.

“We were happy to support the School of Design in expanding the impact of fine arts through world-class faculty and interdisciplinary collaboration so that students from many fields of study may benefit from exposure to the fine arts,” Mr. Sachs said.

“Furthermore, we saw it as being important to assure that the School of Design can serve as an incubator for fine arts collaboration in the region and that they were able to continue to attract world-class faculty,” Mr. Sachs said.

“As avid supporters of the fine arts at the University, the Sachsces previously established the Sachs Professorship in Contemporary Art in the department of the history of art and the ICA. Mr. Sachs Curator Program at the ICA. This new gift to Penn Design of a visiting professorship in the fine arts and funding for fine arts programming supports their philanthropic vision to make arts more accessible across the University and throughout the region.

“This gift will greatly contribute to expanding the scope and impact of fine arts across the Penn campus, enhance the value of a Penn fine arts education, introduce a generation of students in other disciplines to the fine arts and strengthen interdisciplinary partnerships across University departments,” said Dean of Penn Design Marilyn Jordan Taylor.

Mr. Sachs is CEO of Saxco International LLC, a principal distributor of packaging material to the producers of alcoholic beverages in North America. At Penn, he serves as chairman of the School of Design Board of Overseers.

Mrs. Sachs is a member of the University Board of Trustees and the ICA Board of Overseers.
Abramson Cancer Center Seed Money Grants: December 5

The Abramson Cancer Center of the University of Pennsylvania announces the availability of two types of seed money grants for faculty to conduct cancer-related research projects:

In addition, investigators may submit applications for consideration by the PENN TREC Survivor Center and the Center for Molecular Studies in Liver and Digestive Disease (if applicable).

American Cancer Society Institutional Research Grant (ACS IRG)

- Cancer Center Pilot Projects Program
- American Cancer Society Institutional Research Grant (ACS IRG)

Application materials are available at www.penn cancercenter.org/grants. The deadline is December 5.

Questions concerning application submission can be directed to: Aprille McCoy, scientific coordinator, Abramson Cancer Center of the University of Pennsylvania, (215) 662-3912, admccoy@exchange.upenn.edu

American Cancer Society Institutional Research Grants

Through an Institutional Research Grant from the American Cancer Society (ACS IRG), the Abramson Cancer Center of the University of Pennsylvania will provide seed money grants to up to 30,000 to University faculty members at any faculty level for innovative cancer research projects that have the potential for national peer-reviewed grant funding. Investigators who have already received peer-reviewed funding for their proposed projects will be eligible for this award. However, investigators with new grants submitted to the NCI requiring a second submission (A1) are encouraged to apply for a pilot award. Investigators whose projects use Abramson Cancer Center Cores, involve significant new collaborations, and/or relate to the strategic priorities of the ACC are also encouraged to apply.

The Scientific Strategic Priorities are:

• Identification of factors in the tumor microenvironment that promote carcinogenesis and tumor growth
• Identification and characterization of cancer stem cells in solid tumors, and/or of understanding their interactions with the tumor microenvironment
• Evaluation of novel compounds that target pathways required for tumor maintenance in investigator-initiated human trials that validate target effects
• Identification of host genetic signatures and gene-environment interactions that predict cancer susceptibility and cancer outcomes
• Elucidation of the mechanisms underlying key behavioral cancer risk factors (e.g., obesity, tobacco use, and physical inactivity) and/or development of novel interventions to modify these factors and prevent cancer
• Translation of evidence-based strategies for personalized risk assessment, prevention, and early detection into improved population health

Covered costs include faculty salaries, laboratory personnel costs, data management or research nursing support, laboratory supplies, animals, and small equipment; no travel or patient costs are allowed.

Applicants must identify a mentor at the time the application is submitted along with the mentor’s NIH Biosketch and brief statement describing mentors’ supervisory experience. Projects must have all necessary human subject and animal certifications to be eligible.

The award period for the ACS IRG grant is from February 1, 2012 to December 31, 2012.

Cancer Center Pilot Project Grants

The Abramson Cancer Center of the University of Pennsylvania will provide seed money grants up to $30,000 to University faculty members at any faculty level for innovative cancer research projects that have the potential for national peer-reviewed grant funding. Investigators who have already received peer-reviewed funding for their proposed projects will be eligible for this award. However, investigators with new grants submitted to the NCI requiring a second submission (A1) are encouraged to apply for a pilot award. Investigators whose projects use Abramson Cancer Center Cores, involve significant new collaborations, and/or relate to the strategic priorities of the ACC are also encouraged to apply.

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The award period for the Pilot Project grant is from February 1, 2012 to November 30, 2012.

Abramson Cancer Center Director

(continued from page 1)

the development of novel cancer therapeutics that target metabolism. He is the author of more than 200 scientific publications.

Born in Saigon, Vietnam, Dr. Dang arrived in the United States in 1967 and earned a BS in chemistry from the University of Michigan in 1975. In 1978, he earned his PhD in chemistry from Georgetown University. Four years later, he received his MD degree from The Johns Hopkins University. Following his internship and residency in medicine at Johns Hopkins Hospital, Dr. Dang completed a fellowship in hematology-oncology at the Cancer Research Institute of the University of California at San Francisco. In 1987, he was appointed assistant professor of medicine at Johns Hopkins, where he remained until joining Penn Medicine. During his tenure there, he has served as chief of the division of hematology, deputy director of research for the department of medicine. Since 2000, he served as vice dean for research for the entire school, overseeing research administration, policy coordination, and technology transfer.

Abramson Cancer Center Director

(continued from page 1)

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

Penn’s responsibility to these expectations are further outlined in the University’s Sexual Harassment Policy which is reprinted below or can be accessed at www.upenn.edu/almanac/volumes/v58/n08/policy.html. In addition to reminding us of our rights and responsibilities, the policy describes the resources available for information, support and addressing concerns and complaints. The Offices of Affirmative Action and Equal Opportunity Programs, the Ombudsman, Staff and Labor Relations and Student Conduct are among those available to respond to questions or provide additional information.

—Amy Gutmann
President

— Vincent Price
Provost

—Craig Carnaroli
Executive Vice President

—J. Larry Jameson
Executive Vice President of the University of Pennsylvania
Health System and Dean of the Perelman School of Medicine

Sexual Harassment Policy

I. Conduct

Our community depends on trust and civility. A willingness to recognize the dignity and worth of each person at the University is essential to our mission. It is the responsibility of each person on campus to respect the personal dignity of others. We expect members of our University community to demonstrate a basic generosity of spirit that precludes expressions of bigotry. Penn properly celebrates the diversity of its community. We come to Penn from many different backgrounds and include different races, religions, sexual orientations, and ethnic ancestries. Learning to understand the differences among us, as well as the similarities, is an important dimension of education, one that continues for a lifetime. Tolerance alone, however, is not enough. Respect and understanding also are needed. We should delight in our differences, and should seek to appreciate the richness and personal growth which our diversity provides to us as members of this community.

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

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

II. Purposes and Definitions

A. Purposes

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

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

B. Definitions

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

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

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

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

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

III. Resources

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

A. Information, Counseling and Support

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

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

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

B. Informal Mechanisms for Mediation and Resolution

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

(continued on next page)
C. Formal Mechanisms for Resolution and Adjudication

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

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

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

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

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

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

D. Central Reporting of Sexual Harassment

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

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

E. Education and Prevention

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

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

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

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

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

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

F. Exit Interviews

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

G. Implementation

Deans and administrative directors will be responsible for the implementation of this policy. The Provost and President will oversee the performance of deans and directors in the implementation of this policy.
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 register for programs by visiting the online course catalog at www.hr.upenn.edu/coursecatalog or by contacting Learning and Education at (215) 898-3400.

**Essentials of Management:** begins November 1; multiple dates with multiple times; $250. If you’re a Penn manager, this program is for you. Learn the management skills as well as the Penn policies necessary for a successful and productive workplace. You’ll be part of a cohort of fellow managers and have the opportunity to complete a 360-degree assessment instrument (and interpret them yourself) as well as learn new strategies to help turn bad meetings into more productive and useful sessions.

Emotional Intelligence: Understanding and Managing Your Emotions: Benefits and Implications for Your Personal and Professional Life; November 10; noon–1 p.m.; free. Emotions can play a powerful role in your life, and we’ll show you how to take advantage of them to generate positive results in your personal and professional life. You’ll discover how they affect your perspective and contribute to your decision-making process in and out of the workplace.

Microsoft Office Excel 2007 Techniques; November 12; 3:00–4:30 p.m.; $40. Microsoft Excel is chock full of features that can help support your work objectives. This workshop will teach you how to leverage the power of these two important features in Excel.

Critical Thinking Essentials: Applying Critical Thinking Skills; November 9; 1:30–4:30 p.m.; $50. Good decision-making starts with critical thinking, and we’ll show you how to do it! This workshop will teach you the skills you need to make more critical and effective decisions.

Career Focus Brown Bag—Interview Skills; November 16; 12:30–2 p.m.; $40. You already know how to enter data into Excel, but do you know how to manipulate and present data in a more effective way? This workshop will teach you how to create tables and charts, and how to make your data stand out.

Microsoft Office Excel Pivot Table and Macros Crash Course; November 22; 2:30–4:30 p.m.; $40. You already know how to enter data into Excel. But what about using pivot tables and macros to present your data in new and creative ways? This workshop will teach you how to leverage the power of these two important features in Excel.

Healthy Living

Get the tools you need to live well year-round. From expert nutrition and weight loss advice to exercise and disease prevention strategies, we can help you kick-start your body and embrace a healthy lifestyle. These free workshops are sponsored by Human Resources. For complete details and to register, visit www.hr.upenn.edu/quality/wellnessworkshops.aspx or contact Human Resources at (215) 898-5116 or szuzsmith@upenn.edu.

Weight Loss: What’s the Best Approach for Me?; November 9; noon–1 p.m.; free. You’ve decided you want to win your battle with the bulge. So what’s the next step? Come to this workshop to learn about various weight loss possibilities, including bariatric surgery and other non-surgical options. This workshop will be led by Amy Cha, assistant professor of surgery, Penn Presbyterian Medical Center.

Q&A with a Nutrition Expert; November 30; noon–1 p.m.; free. Discover how nutrition and exercise can help you boost your energy and build muscle.

Quality of Worklife Workshops

Dealing with the demands of work and your personal life can be challenging. These free workshops, sponsored by Human Resources and led by experts from Penn’s Employee Assistance Program and Quality of Worklife Department, offer information and support for your personal and professional life challenges. For details and to register, visit www.hr.upenn.edu/coursecatalog or contact HR (215) 898-2471 or quality@upenn.edu.

Making Your Emotions Work for You in Your Professional and Personal Life; November 10; noon–1 p.m.; free. Emotions can play a powerful role in your life, and we’ll show you how to take advantage of them to generate positive results in your personal and professional life. You’ll discover how they affect your perspective and contribute to your decision-making process in and out of the workplace.

PowerPoint. Learn the latest tools and techniques right from your own desktop. You can register for programs by visiting the Human Resources online course catalog at www.hr.upenn.edu/coursecatalog and selecting “webinars” from the Browse by Category menu. Or contact Learning and Education at (215) 898-3400 for more details.

**Overcoming Email Overload;** November 3; 2:10–2:50 p.m.; $40. Is your email inbox bursting at the seams? Get fast and easy tips that’ll cut down on your email volume and help you organize your messages in a more effective way.

Microsoft Office Excel 2007 Techniques; November 12; 3:00–4:30 p.m.; $40. Microsoft Excel is chock full of features that can help support your work objectives. This workshop will teach you how to leverage the power of these two important features in Excel.

Critical Thinking Essentials: Applying Critical Thinking Skills; November 9; 1:30–4:30 p.m.; $50. Good decision-making starts with critical thinking, and we’ll show you how to do it! This workshop will teach you the skills you need to make more critical and effective decisions.

Career Focus Brown Bag—Interview Skills; November 16; noon–1 p.m.; free. Wondering how to set yourself apart from other job applicants? Discover the elements of effective interviews and how to successfully market yourself and your skills in order to ace your next interview.

Diversity Brown Bag—Americans with Disabilities Act (ADA); November 17; noon–1 p.m.; free. The Americans with Disabilities Act of 1990 (ADA) provides protection from discrimination on the basis of disability. This workshop will give you an overview of the ADA and how to apply it to Penn. You’ll learn about relevant Penn policies, the best ways to identify reasonable accommodations, how to incorporate people with disabilities into the workplace, and more.

Meeting Management; November 21; 10–11 a.m. or by call-in for $50. Are your meetings dull and uninspiring? Do you want to make meetings more valuable for your team? If so, this workshop is for you. Learn how to plan meetings that’ll engage your team and meet your objectives. You’ll also discover strategies to help turn bad meetings into more productive and useful sessions.

Technical Tips…at Your Fingertips

Improve your technical skills with these online workshops. Human Resources is offering a series of workshops to help you get the most out of your favorite tools and short-cuts for programs like Microsoft Word, Excel and PowerPoint. Learn the latest tools and techniques right from your own desktop. You can register for programs by visiting the Human Resources online course catalog at www.hr.upenn.edu/coursecatalog and selecting “webinars” from the Browse by Category menu. Or contact Learning and Education at (215) 898-3400 for more details.

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

Juggling the needs of your personal and professional life can be challenging. From family obligations to workplace responsibilities to personal goals, managing all facets of your life is demanding at times. That’s why we offer guidance on setting up flexible work arrangements that can help you balance your needs at work and at home.

Flexible work options offer creative approaches to managing your own needs as well as the needs of your department. Whether it’s non-traditional work hours, a compressed job schedule or an off-campus worksite, flexibility in your work schedule can help you meet your goals in and out of the workplace while still meeting the business demands of the University.

If you’re considering flexible work options for yourself or your department, join us for a Flexible Work Options workshop on October 25. You’ll learn about a variety of options, how they work, and how to create a plan that’s right for you as well as the business needs of your department. Visit www.hr.upenn.edu/coursecatalog to register. Or visit www.hr.upenn.edu/quality/worklife/flexoptions to learn more about flexible work options at Penn.

—Division of Human Resources

Manage Your Life Better with Penn’s Flexible Work Options

At The Burisson Gallery: Kathleen Shaver’s Abstracts

The Burisson Gallery presents Abstractions, an exhibition of painted works by Philadelphia-based artist Kathleen Shaver, N’76, from October 22 through December 2.

Abstractions features nine of Ms. Shaver’s recent large-scale abstract paintings, including Pock- et, oil on canvas, 46 x 54 (above), all of which explore various facets of human interrelation, from typology and gesture to sexuality.

Ms. Shaver studied at Moore College of Art and Design, and the Pennsylvania Academy of Fine Arts. She produces large-scale oil paintings on canvas and mixed media works on paper.

The work varies from abstraction to gestural realism and is characterized by an exploration of concept formation relating to language, symbols, and sexuality.

She has exhibited extensively throughout Philadelphia, and earlier this semester, she completed a permanent installation of 27 paintings commissioned by the HUP Alumni Association for Penn’s School of Nursing: The History of Nursing as Seen Through the Lens of Art (Almanac: September 27, 2011).
Update October AT PENN

CONFERENCE

24 Networks in Telecommunications: Economics and Law; 4:30 p.m.; rm. 144, Silverman Hall (Law).

FILMS

20 Opening Night Screening, Like Crazy, 8 p.m.; Zellerbach Theatre, Annenberg Center; Opening Night Party, 10 p.m.; Annenberg Public Policy Center, tickets: www.filmadelphia.org (20th Philadelphia Film Festival).

ON STAGE

19 Mario Brothers, Where Art Thou?: 8 p.m.; Iron Gate Theatre, Also October 20, 8 p.m., October 21 & 22; 7 and 9:30 p.m.; locust Walk and www.maskandwig.com (Mask and Wig).

20 ROPE by Patrick Hamilton; 8 p.m.; Class of ’49 Auditorium, Houston Hall; Also October 21, 8 p.m. and October 22, 7 p.m.; $10, $8/PennCard (Front Row Theatre Co).

TALKS

18 Bloomberg’s New York: Class and Governance in the Luxury City; Julian Brash, author; 5:30 p.m.; rm. 205, College Hall (IUR).

19 Architectural and Urbanism; Keess Chanyasa; Swiss Federal Institute of Technology, Zurich; 6 p.m.; Lower Gallery, Meyerson Hall (Design; IUR).

20 Anime Art!; Jennifer Levonian, filmmaker; 6:30 p.m.; ICA; with live performance by artist and singer Rachel Mason (ICA).

25 Put On Your Red Dress and Let Your Weave Down: Must ‘Rashida’ = ‘Becky’ In Order to be Beautiful?; Erik Crimes, educator; noon; Fireside Lounge, ARCH Building (WOCAP; AARC).

AT PENN Deadlines

The October AT PENN calendar is online at www.upenn.edu/almanac. The deadline for the December AT PENN calendar is Tuesday, November 8. During the academic year, the deadline for the weekly Update is each Monday for the following week’s issue. Events are subject to change.

Information is on the sponsoring department's website. Sponsors are in parentheses. For locations, call (215) 898-5000 or see www.facilities.upenn.edu.

Engaging Students through Technology: October 28

Engaging Students through Technology 2011, a symposium for faculty and instructors will be held on Friday, October 28, from 10 a.m. to 2:30 p.m. It is hosted by the Penn Libraries’ David B. Weigel Information Commons in conjunction with the School of Arts and Sciences. The 2011 symposium tackles two broad questions:

- How should I use technology, in my classroom and outside my classroom, to engage my students?
- How should I manage the technology (laptops, smart phones, tablets, etc.) that my students bring to my classroom?

The symposium includes a faculty panel, a student panel, lunch, discussion and hands-on sessions.

10 to 11 a.m.—Cohen Hall Room 402

A group of Penn faculty, including Paul Heiney, Lisa Mitchell and Thandura Nopper (SAS) and Carolyn Cassimicco (Medicine), will describe how they engage students through strategic use of new technologies such as clickers, voiceover PowerPoint, phone documentation and virtual guest presenters.

11 a.m. to noon—Cohen Hall Room 402

Peter Decherney (SAS) will facilitate a panel of several undergraduate students who will share their perspectives on the two questions.

Noon-2:30 p.m.—Van Pelt-Dietrich Library Center

Lunch with symposium presenters in the Weigel Information Commons followed by four concurrent sessions. Hands-on and discussion sessions will focus on assessment of technology projects, moving from ideas to reality, Prezi for presentations and iPads in the classroom (see the symposium website for details).

For more information and to register visit wic.library.upenn.edu.

Registration is open for Penn faculty and instructors. Interested graduate students can email wic10.poesx.upenn.edu to be included on a space-available basis.

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for October 3-9, 2011. Also reported were 15 crimes against property (including 14 thefts and 1 burglary). Full reports are available at: www.upenn.edu/almanac/volumes/v58n08/creport.html. Prior weeks’ reports are also online.—Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of October 3-9, 2011. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any questions or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

10/04/11 10:45 PM 3900 Chestnut St Aggravated Assault

10/04/11 2:00 PM 4300 Walnut St Intoxicated driver arrested

10/05/11 11:59 PM 3900 Chestnut St Male acting in disorderly manner/Arrest

10/07/11 12:30 AM 3900 Chestnut St Compliant struck by known offender

18th District Report

Below are all Crimes Against Persons from the 18th District: 7 incidents with 1 arrest (including 4 robberies and 3 aggravated assaults) were reported between October 3-9, 2011 by the 18th District including the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

10/06/11 10:45 PM 3900 Chestnut St Aggravated Assault

10/06/11 3:55 PM 3700 Spruce St Aggravated Assault/Arrest

10/07/11 8:45 PM 4800 Warrington Ave Robbery

10/07/11 6:30 PM Farragut/Walnut Sts Robbery

10/08/11 9:25 PM 4800 Chester Ave Aggravated Assault

10/08/11 9:50 PM 4900 Baltimore Ave Robbery

10/08/11 10:00 PM 5000 Larchwood Ave Robbery

Penn's Way A Workplace Charitable Campaign

See www.upenn.edu/pennsway

Penn's Way 2012 Raffle Drawings

Week Three: October 24 Drawing (for week of October 17-21)

Business Services/Hilton Inn at Penn: $100 Gift Certificate to Penn Restaurant & Wine Bar D’Angelo’s Restaurant: $35 gift certificate

Lamberti Restaurants: $25 gift certificate

A.T. Chadwick & Co: $25 Starbucks Gift Card

Eastern State Penitentiary: Two (2) tickets for historic prison tour

Business Services: Penn Photography Book

Business Services/Penn Ice Rink: Coupon book for 10 free admissions

Business Services/Bon Appetit: Lunch (up to $20) for two (2) at Houston Market

Business Services/Bon Appetit: Lunch (up to $20) for two (2) at Houston Market

Week One Winners

(For week of October 3-7)

Ardent Theatre Company: Two tickets for 2011-2012 Season—Gloriadean Matthys, HUP

Helium Comedy Club: Admission for six—Marc Treger, HUP

A.T. Chadwick & Co: $25 Starbucks Gift Card—Noreen Caden, Perelman School of Medicine

Business Services/Bon Appetit: Lunch (up to $20) for two at Houston Market—Veronica Holway, School of Nursing

Business Services/Bon Appetit: Lunch (up to $20) for two at Houston Market—Kevin McBride, Ryan Veterinary Hospital

Business Services/Morris Arboretum: Four one-time use guest passes—John J. Leddy, Division of Public Safety

Business Services: Penn Photography Book—Michelle O’Toole, HUP

Business Services/Penn Ice Rink: Coupon book for 10 free admissions—Adam Bagg, Perelman School of Medicine

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

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The Final Research Paper: Practical Steps for Students as They Generate Ideas, Conduct Research, and Produce Publishable Work

by Heather J. Sharkey

“Choose a topic that you will enjoy pursuing.” Life is too short to waste on boring stuff. Second, understand that any topic is valid—even, impossible disseminating it, too.

Halfway through the semester, I distribute guidelines for choosing a final paper topic and initiating research. There are three starting rules. First, “Choose a topic that you will enjoy pursuing.” Life is too short to waste on boring stuff. Second, understand that any topic is valid—even, impossible disseminating it, too.

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