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Acquiring the Vermont Marble Company Archives

The University of Pennsylvania Libraries and the School of Design (PennDesign) have announced the acquisition of the Vermont Marble Company Archives. Comprising business records and a stone sample collection, the archives document the firm's activities from its beginning in 1869 as the Sutherland Falls Marble Company to its final years in the 1970s.

The purchase has been made possible by the generosity of the B. H. Breslauer Foundation, Lisa Sardegna, and the G. Holmes Perkins Fund. Dr. Bernard H. Breslauer, one of the great antiquarian booksellers of the 20th century, established the Foundation, which provides timely support for the purchase of important primary sources by rare book and manuscript repositories. Ms. Sardegna, GFA'05, serves on the Board of PennDesign. The Perkins Fund was created by G. Holmes Perkins, former dean of the School, and founder of the School's Architectural Archives.

The University of Pennsylvania is collaborating with the Preservation Trust of Vermont, which has acquired the Vermont Marble Museum, in Proctor, Vermont, the original home of the Vermont Marble Company. Collaborative projects may range from updated exhibitions and student workshops to educational courses and publications. In addition, a merit-based scholarship will be established for a student from the State of Vermont who wishes to study at PennDesign. Funded in part by Marsha and Martin Hemm, the scholarship may be awarded to students of historic preservation, architecture or landscape architecture, with preference being given to students of historic preservation.

The Vermont Marble Company was one

of a handful of businesses that characterized America's rapid growth in the country's commercial transition to global prominence at the end of the 19th century. Vermont Marble produced the stuff of monumental America from everyday memorials to commercial and domestic palaces to national monuments. As supplier, designer, fabricator and seller, the company encompassed the very nature of American ingenuity and resourcefulness and quickly became a global competitor in the European-dominated world of building and ornamental stonework. If a country's national heritage is a true reflection of its ethos, then the history of Vermont Marble is part of the history of America.

The business records begin with Redfield Proctor's consolidation of many of the existing smaller stone yards near Rutland, Vermont. Included are correspondence, purchase orders, payrolls, job books, individual project files, drawings (linens, blueprints, pencil sketches and original watercolor designs), photographs, printed trade catalogs with illustrations and salesmen's kits. The photographic record is particularly complete with thousands of negatives documenting the company's many quarries, stone yards, trimming rooms, construction sites and finished projects, including the Lincoln Memorial, the National Gallery of Art, the United Nations and the Tomb of the Unknown Soldier. Using the collection, researchers will be able to make critical assessments about many iconic building statements of the later 20th century, e.g., Yale's Beinecke Rare Book & Manuscript Library (Gordon Bunshaft of Skidmore, Owings & Merrill; 1961-63) and the Governor Nelson A. Rockefeller Empire State Plaza, Al-

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Wharton Public Policy Initiative Executive Director: Monica Medina



Monica Medina

The Wharton School announced that Monica Medina has been named Executive Director of the Wharton Public Policy Initiative. Ms. Medina, who currently serves in the US Department of Defense (DOD) as Special Assistant to the Secretary of Defense, will be the first Executive Director of the Initiative. She will assume this Washington, DC-based position on April 12.

"The Wharton Public Policy Initiative will forge strong connections between Washington policymakers and our nation's oldest and most esteemed school of business—the University of Pennsylvania's Wharton School," said Penn President Amy Gutmann. "By providing expert, nonpartisan research and disseminating knowledge, the WPPI will help government leaders and key decision makers make more informed decisions, particularly on issues relating to economics and business. Having someone with the breadth of Monica Medina's experience as Executive Director of the WPPI will help ensure that the WPPI's impact is immediate and long-lasting."

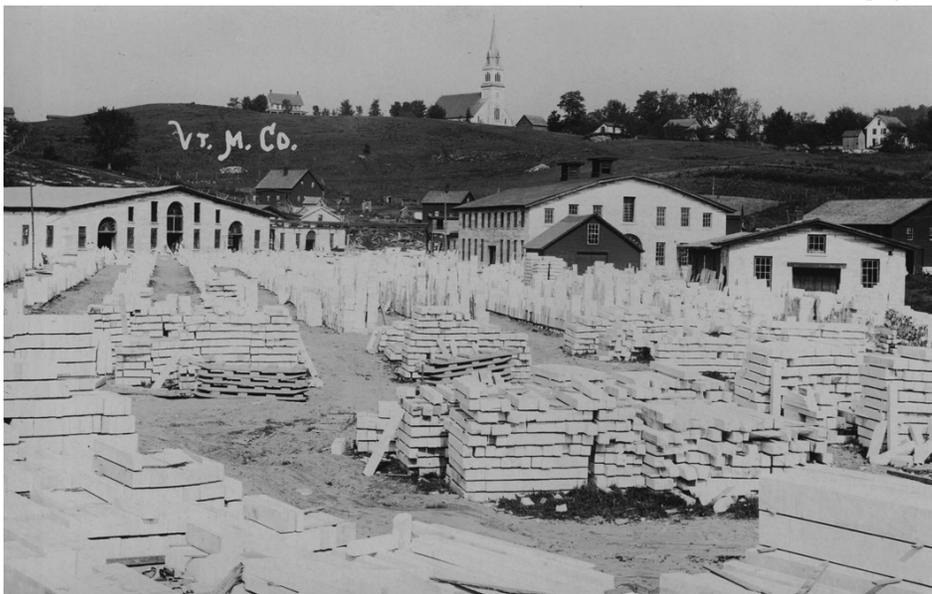
Launched last fall (*Almanac* September 18, 2012), WPPI offers independent, practical, timely, nonpartisan research and resources to government policymakers and key decision-makers. Forging this strong connection between Wharton and Washington's policymakers, the WPPI seeks to bridge the intellectual divide that currently exists between policymakers and the business community. In addition, the Initiative aims to expand opportunities for students to explore careers in public policy and to engage Penn alumni who are interested or involved in public policy.

"It is vital for business to understand government and for government to understand business. This Initiative will serve as a conduit to provide knowledge and analysis of important and timely issues to government and policy leaders. With offices on campus and in DC, Wharton will provide the foundation for a new and productive dialog between policymakers and business executives. I am pleased to welcome Monica to Wharton. Her experience and enthusiasm for policy work will serve the Initiative well," said

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Marble yard at West Rutland, Vermont, early 20th century; this is one of the thousands of images from the Vermont Marble Company's photo collection that Penn has recently acquired.

Salary Guidelines for 2013-2014

The University of Pennsylvania's merit increase program is designed to recognize and reward the valuable contributions of faculty and staff to the University's commitment to the highest levels of excellence in teaching, research and administration by paying market competitive salaries in a fiscally responsible manner. The merit increase pool for fiscal year 2014 is based on market trends and economic conditions. With this in mind, the following guidelines are recommended.

Faculty Increase Guidelines

Presented below are the standards for faculty increases that the deans are asked to follow. The deans will give the department chairs their own guidelines at the school level regarding available resources.

- The minimum academic salary for new assistant professors will be \$62,000.
- Merit increases for faculty should be based solely on performance as evidenced by scholarship, research, teaching and service to the University and the profession. As in previous years, there will be no cost of living increase for continuing faculty.
- The aggregated merit increase pool for faculty will be 3.0 percent, except as noted in the bullet below. Salary increase recommendations that are below 1.0 percent for non-meritorious performance, as contrasted with general limits applied to an entire class of faculty, must be made in consultation with the Provost. Likewise, salary increases that exceed 5.0 percent due to market conditions must also be made in consultation with the Provost. Deans may wish to give careful consideration to salary adjustments for faculty who have a strong performance record but whose salaries may have lagged behind the market.
- Some schools and centers have financial constraints that can only support budget growth of less than 3.0 percent. These financial constraints will affect the salary increase percentage that can be awarded and may, in some cases, require holding salaries at current levels. Some schools may announce limits on salary increases for an entire class of faculty; for example, a decision to provide no increase, or capped increases, to faculty members earning more than a certain income. This information will be communicated separately by the school or center's administration, after consultation with the Provost.

Staff Increase Guidelines

Presented below are the merit increase guidelines for July 1, 2013.

- This year, the University has set an aggregate merit salary increase pool of 3.0 percent with a range for individual increases of zero to 5.0 percent. Merit increases should not exceed 5.0 percent. Some schools and centers may have financial constraints that affect the salary increase percentage that can be awarded, resulting in a merit increase pool of less than 3.0 percent. Administrators of these schools or centers will communicate this information separately, after consultation with the Provost and the Executive Vice President.
- Monthly, weekly and hourly paid staff members are eligible for a merit increase if they are regular full-time, regular part-time or limited service status employees and are employed by the University on or before February 28, 2013. The following groups are not covered under these guidelines: student workers, interns, residents, occasional and temporary workers, staff on unpaid leave of absence, staff on long-term disability and staff who are covered by collective bargaining agreements.
- The merit increase program is designed to recognize and reward performance. The foundation of this program is the Performance and Staff Development Plan. Salary increases should be based on performance contributions within the parameters of the merit increase budget. The performance appraisal system documents each employee's performance and contributions and establishes performance goals for the new fiscal year. All employees must receive a Performance and Staff Development Plan for the next review cycle whether or not they receive a merit increase. Schools and centers are requested to submit performance appraisals by *June 3, 2013*. The Division of Human Resources' Staff and Labor Relations team is available to discuss performance management issues.
- Merit increases should average no more than 3.0 percent and may average less if a school or center establishes a lower percentage merit pool based on financial considerations. The aggregated salary pool within a school or center may not exceed 3.0 percent regardless of performance rating distributions. Performance expectations should be raised each year as employees grow in experience and job mastery. Performance ratings and raises should reflect a normal distribution for all employees. Employees with unacceptable performance are not eligible for a merit increase.
- The University's salary ranges have been increased, effective *April 1, 2013*. All staff salaries must be at or above the minimum of their respective grades as of April 1, 2013.
- There will be no bonuses, in keeping with the elimination of discretionary bonuses announced in prior years.

The Division of Human Resources' Compensation office is available to discuss specific merit increase parameters with schools and centers. Staff and Labor Relations team members are available to discuss performance management issues.

—Amy Gutmann, President

—Vincent Price, Provost

—Craig Carnaroli, Executive Vice President

SENATE

From the Senate Office

Senate Executive Committee Actions

Wednesday March 20, 2013

The Faculty Senate Executive Committee invited all members of the Penn community to their March 20 SEC meeting which featured a Faculty Forum: *The Future of Research-Intensive Institutions of Higher Learning*. Faculty Senate Chair Susan Margulies welcomed the participants and introduced Provost Vincent Price. He then introduced the two speakers: Ronald G. Ehrenberg, the Irving M. Ives Professor of Industrial and Labor Relations and Economics at Cornell University and a Stephen H. Weiss Presidential Fellow; and Andrew Delbanco, the Mendelson Family Professor of American Studies at Columbia University and the Julian Clarence Levi Professor in the Humanities. Dr. Ehrenberg spoke about the economics of higher education in his lecture: *Is the Golden Age of the Private Research University Over?* Dr. Delbanco's lecture addressed: *What and How Should Students Learn?* The two lectures were followed by a robust question and answer session. The event can be viewed on the Senate's webpage: www.upenn.edu/faculty_senate/announcements.html

Vermont Marble Archives



Demonstration of the pointing technique by a Vermont Marble Company carver, Proctor, Vermont, 1930s.

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bany (Wallace Harrison; 1959-76).

All of these records are further extended and complemented by perhaps the most unusual aspect of the archives—a carefully assembled and cataloged collection of over 1,000 stone reference samples from quarries throughout the world. Few American enterprises have lasted so long and intact, continuing in the tradition of their founders. The result is a distinctive research collection that not only documents the rise of this important company, but also American industry in general and specifically how the business of building in America radically changed from the Victorian era to Beaux Arts to post-war Modernism. The records will enable scholars and researchers to build interpretation of the development of the urban environment with a perspective previously unavailable on this scale. In addition, there is potential to shed light on architect-client decisions pertaining to particular buildings. Other topics could include 20th-century business practice, the architecture of the Public Works Administration, the place of stone in the history of the City Beautiful movement and public history and state sponsorship of architecture.

Memorials

Dr. Robin Hochstrasser: April 4

A memorial will be held on Thursday, April 4 at 4 p.m. in Harrison Auditorium in the Penn Museum for Dr. Robin Hochstrasser, Donner Professor of Physical Sciences in the chemistry department of SAS. He passed away February 27 at the age of 82 (*Almanac* March 12, 2013).

Dr. Robert Engs: April 19

The Penn history department will hold a memorial service for professor emeritus Robert F. Engs on Friday, April 19 from 3-5 p.m. in College Hall 200. Dr. Engs passed away on January 14 at the age of 69 (*Almanac* January 22, 2013).

Dr. Malcolm Campbell: April 20

A memorial service for Dr. Malcolm Campbell, professor emeritus in the history of art department of SAS, will be held Saturday, April 20, at 3 p.m. in the Penn Museum's Lower Egyptian Gallery. Dr. Campbell passed away January 27 at the age of 78 (*Almanac* February 26, 2013).

Dr. Kershbaum, Medicine

Dr. Kenneth L. Kershbaum, former clinical associate professor of medicine in the Perelman School of Medicine, died at the age of 70 on March 19 at his home in Philadelphia.

Dr. Kershbaum graduated from the Penn Charter School in 1959, Cornell University in 1963 and earned his medical degree from Thomas Jefferson Medical College in 1967.

He practiced internal medicine and cardiology for more than 40 years at Pennsylvania Hospital where he served twice on its executive committee and was on the board of the hospital's Cardiology Foundation for more than 20 years. In 1974, he was appointed assistant clinical professor of medicine in what is now the Perelman School of Medicine and promoted to clinical associate professor of medicine in the associated faculty in 2005. In 1986, he was awarded the Viner Teaching Award from Pennsylvania Hospital.

Dr. Kershbaum is survived by his wife, Susan; daughters, Sharon and Kathy Evans; four grandchildren; his mother, Judith Kershbaum Jacobs; and two sisters.

Donations may be made to the Joan Karnell Cancer Center of Pennsylvania Hospital, 230 Washington Square, Suite 102, Philadelphia, PA 19106, or the Abramson Cancer Center, 3535 Market St., Suite 750, Philadelphia, PA 19104.

Dr. Shoemaker, Dean Emerita of the School of Social Work

Dr. Louise P. Shoemaker, dean emerita of the School of Social Work (SP2) died on March 19 at the age of 87.

Born in 1925, Dr. Shoemaker graduated from the University of Illinois in 1945 and earned an MSW in 1947 and DSW in 1965, both at Penn.

She joined the University faculty as assistant professor in 1965 and was named associate professor in 1968.

Dr. Shoemaker became acting dean of the then School of Social Work in 1971 and was appointed dean of the School by then President Martin Meyerson in 1973. As Acting Dean, she led the development of a new master of social work degree curriculum and coordinated the establishment of a postdoctoral social work research program. "Louise Shoemaker has demonstrated her wisdom, fairness and devotion to the school and to the University," President Meyerson said when appointing her Dean in April of 1973. She held that position until 1985 when she became dean emerita. Dr. Shoemaker was the second woman to be dean of Social Work and the fifth woman to be named an academic dean at Penn.

Early in her career, Dr. Shoemaker taught and studied at University of Edinburgh and in Philadelphia, where she worked with public schools to bring social work into classrooms for "problem" children. A substantial part of her earlier experience in social work was in the development of group counseling patterns and procedures for public welfare clients, hospital patients and prison inmates. She worked in settlement houses in Minneapolis, New York City and Bremen, Germany and served as director of a home for emotionally disturbed children in St. Paul, MN. She also headed the staff of the training division of the Baltimore Department of Public Welfare.

While at Penn, she initiated an on-campus day-care center, a faculty/staff assistance program and a campaign called the Family Maintenance Organization (FMO), which informed individuals and groups in the community of the availability of social, legal and health care services.

"A voice of social consciousness among the deans... [She] has kept all of us aware of our responsibilities as part of a larger community," said then President Sheldon Hackney at the School's 75th Anniversary celebration in 1985.

As part of her legacy, a grant was created in



Louise Shoemaker

2008 in her honor to encourage activism in Africa. The Open Mind grant for Africa awards funding to undergraduates or social work students to pursue studies or projects that further social justice in Africa and raise awareness of African issues, a passion of Dr. Shoemaker's.

An active member of the Penn community, she was a member of *Almanac's* Advisory Board for the Faculty Senate, chosen as Chair-Elect of Faculty Senate for 1990-1991 and became Chair, 1991-1992. She served as president of Penn's American Association of University Professors (AAUP) chapter in 1970 and in 1973 served on the University Council's Committee on Open Expression. She was a member of the Faculty Senate Committee on Academic Freedom and Responsibility and of the President's Task Force on Women. She was also Chair of the Christian Association's Board of Directors.

Dr. Shoemaker conducted and wrote over 300 lectures and papers given in the US, Europe, Africa and Asia. She was a charter member of the National Association of Social Workers (NASW) and authored two books. She was awarded an honorary doctorate of humane letters from Uppsala College in East Orange, NJ in 1975.

She is survived by her children, Paul (Susanne), Caroline P. Niemczyk, and Lisa Louise; her grandchildren Dr. Laura P., Anne C., Stephen G., Meredith S. Niemczyk, Elisabeth M.L. Niemczyk and Peter Niemczyk; her foster children, Cam Van Vuong, John Yak (Mary) and Malual Monyok Deng Duot (Martha), her foster grandchildren; her nephew, Peter Paulsen, and his children Madeline, Amelia and Spencer (Margaret); and nephews, Steve, Peter, David and Jon Proehl; her sister-in-law, Virginia Treen Proehl; and her housemates John Jok and Kristen Meyer.

A memorial will be held on June 15 at 2 p.m. at University Lutheran Church, 3637 Chestnut St.

Wharton Public Policy Initiative Executive Director: Monica Medina (continued from page 1)

Wharton Dean Thomas S. Robertson.

Ms. Medina will be a key leader for pursuing these goals and strategically developing the Initiative's presence in Washington, DC. She brings to this role a long career of public service and a wealth of experience in DC, in capacities spanning government, business, non-profits, and the law. "I am thrilled to join the Wharton team, and look forward to bringing all that the faculty, students and alumni have to offer to help policymakers in Washington address today's most pressing challenges," said Ms. Medina.

"Monica brings to the Wharton Public Policy Initiative both incredible breadth and depth of experience in the federal government. As a result, she will be able to advance the mission of the Initiative on many different fronts. Besides giving research by our faculty greater visibility among policymakers, her commitment to the Initiative will yield tremendous benefits for students. She will be instrumental in bringing government leaders and other public policy profes-

sionals to campus for guest lectures, developing new summer internships for undergraduate and graduate students in DC, and expanding students' appreciation of the impact of government policy on key sectors of the economy," said Professor Mark Duggan, Faculty Director of the Initiative.

During her tenure at the DOD, Ms. Medina has been a principal advisor on all defense policy matters involving personnel, energy and environmental issues, including veterans' employment and transition to civilian life, military health care and health care IT, women in the military, the repeal of "Don't Ask Don't Tell," as well as energy policy, real estate matters, installation management, response to natural disasters such as Hurricane Sandy, and adaptation to climate change. She has travelled with the Secretary of Defense on diplomatic visits to Japan, China, New Zealand and Afghanistan.

Previously, Ms. Medina was the Principal Deputy Undersecretary for Oceans and Atmosphere and Principal Deputy Administrator of the National Oceanic and Atmospheric Administration at

the Department of Commerce where she advised Secretary Gary Locke and Acting Secretary Rebecca Blank on climate change, satellite procurement, ports and infrastructure modernization, oil and gas development, cleanup of the Gulf of Mexico following the Deepwater Horizon oil spill, development in the Arctic and tourism. Prior to joining the Obama Administration, Ms. Medina served as a Senior Officer in the Pew Environment Group and opened the US office of the International Fund for Animal Welfare. Ms. Medina also served as a Deputy General Counsel at Fannie Mae, where she managed the Board of Directors and worked extensively with the Business Roundtable.

From 1992-1999, she held a number of positions in the Clinton Administration at the Justice and Commerce Departments, and on Capitol Hill, where she worked for Senator Max Baucus.

Ms. Medina is an honors graduate of Columbia Law School and Georgetown. She began her career on active duty in the US Army, having received an Army ROTC scholarship to attend college.

PennCard to Move to Contactless Technology

The University of Pennsylvania has announced that it is introducing new contactless technology that will transition from the magnetic stripe currently used on the PennCard, the University's identification card, to a contactless chip. A contactless card has an embedded chip and antenna which transmits the Penn ID when it is held within a few inches of the card reader.

This technology will offer a number of benefits to the Penn community including:

- Improved security of access & card technology on campus;
- Faster transaction speed eases access;
- The ability to integrate the PennCard for use in other systems; and
- Enhanced operational efficiency by standardizing card technology.

In addition, the transition to contactless allows Penn to better position itself for future developments and applications in card technology such as integration with SEPTA's plans for its new payment technology.

The contactless technology will be piloted in the new Krishna P. Singh Center for Nanotechnology, which is scheduled to open in fall 2013. Following that opening, the transition will occur in a phased manner to best meet operational requirements and reduce financial impact. Cards and readers will also have dual technology for some period of time.

The contactless project is jointly sponsored by the Business Services Division, Division of Public Safety, and Information Systems & Computing. Please address any questions about the project to penncard@exchange.upenn.edu

Penn Travel Card

As part of the Penn Travel and Expense Management (TEM) project, the University of Pennsylvania is introducing the new Penn Travel Card.



Provided by Bank of America, the card has been developed based on community feedback received from Penn travelers' experiences obtained through surveys and focus groups. There are many features that make the card convenient to use wherever your business travels take you and easy to reconcile your expenses. The card integrates with Concur Expense, part of Concur's online Travel and Expense Management application. Charges automatically flow into the application, reducing manual entry and facilitating automatic payment of approved travel and business related expenses.

Cardholders will enjoy benefits such as:

- Use of the Penn Travel Card helps to keep work-related travel and entertainment expenses separate from personal expenses;
- Widespread merchant acceptance anywhere Visa is accepted;
- Chip and PIN technology available for international travel;
- Penn Travel Card transactions are automatically loaded into your Concur expense account, making them easily available to place in an expense report without any need for manual entry;
- Unique Penn branding on the card;
- Reduced fees on international transactions;
- No annual fee; and
- Best-in-class fraud protection and other special benefits such as lost luggage and AD&D insurance.

Importantly, the University has worked with Bank of America to ensure that the credit card is easy to obtain. Per Bank of America, applying for the card will not impact your credit or credit score. And, once established, the account, along with the corresponding credit limit and/or usage of the card, should not appear on your credit report when it is requested by others.

The Penn Travel Card is for faculty and staff who are required to or anticipate traveling on University business or conducting approved University business entertainment. The new travel card program, along with Concur Expense, is currently being piloted with the School of Dental Medicine, the Graduate School of Education, Development and Alumni Relations and the Divisions of Business Services and Finance. Full introduction and availability of the Penn Travel Card will coincide with the University-wide rollout of the expense report submission module of the Concur Travel and Expense Management application, scheduled for FY14 First Quarter.

The Penn Travel Card is sponsored by the Division of Business Services. For more information, please contact Travel Card Administration at CardAdm@exchange.upenn.edu

—Division of Business Services

OF RECORD

Rules Governing Final Examinations

1. No instructor may hold a final examination nor require the submission of a take-home final exam except during the period in which final examinations are scheduled; when necessary, exceptions to this policy may be granted for postponed examinations (see 3 and 4 below). No final examinations may be scheduled during the last week of classes or on reading days.

2. No student may be required to take more than two final examinations on any calendar day during the period in which final examinations are scheduled. If more than two are scheduled, the student may postpone the middle exam. If a take-home final exam is due on a day when two final examinations are scheduled, the take-home exam shall be postponed by one day.

3. Examinations that are postponed because of conflicts with other examinations, or because more than two examinations are scheduled on the same day, may be taken at another time during the final examinations period if the faculty member and student can agree on that time. Otherwise, they must be taken during the official period for postponed examinations.

4. Examinations that are postponed because of illness, a death in the family, for religious observance or some other unusual event, may be taken only during the official periods: the first week of the spring and fall semesters. Students must obtain permission from their Dean's office to take a postponed exam. Instructors in all courses must be willing to offer a make-up examination to all students who are excused from the final examination.

5. No instructor may change the time or date of a final exam without permission from the appropriate dean.

6. No instructor may increase the time allowed for a final exam beyond the scheduled two hours without permission from the appropriate dean.

7. No classes or required class activities may be held during the reading period.

8. The first examination of the day begins at 9 a.m. and the last examination concludes by 8 p.m. There will be one hour between exam time blocks.

9. All students must be allowed to see their final examination. Exams should be available as soon as possible after being graded with access ensured for a period of at least one regular semester after the exam has been given. To help protect student privacy, a student should have access only to his or her own exam and not the exams of other students. Therefore, for example, it is not permissible to leave student exams (or grades or papers) in publicly accessible areas.

10. Students may not be asked for their Social Security Numbers. Instructors may not publicly display a student's Penn ID or any portion of the Social Security Number, nor use name, initials, or any personally identifiable information to post grades. Even when an identifier is masked or absent, grades may not be posted in alphabetical order, to protect student privacy.

11. Final exams for the College of Liberal and Professional Studies (LPS) courses must be given on the regular class meeting night during the week of final examinations. No change in scheduling is permitted without unanimous consent of all students in the class and the director of LPS. LPS final exams may not be administered during the last week of class or on a reading day.

In all matters relating to final exams, students with questions should first consult with their Dean's offices. Faculty wishing to seek exceptions to the rules also should consult with their Dean's offices. Finally, the Council of Undergraduate Deans and SCUE urge instructors to see that all examinations are actively proctored.

—Vincent Price, Provost

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Honors & Other Things

2013 ITMAT-TBIC Recipients

The Translational Biomedical Imaging Center (TBIC) of the Institute for Translational Medicine and Therapeutics (ITMAT) has announced its third round of successful applications for Pilot Grants.

The mission of these grants is to help catalyze collaborations between primary imaging scientists and primary biomedical/clinical researchers who integrate novel imaging approaches to enhance translational science and medicine and thus assist investigators in obtaining key data to seek extramural funding.

The recipients and their projects are from the Perelman School of Medicine (unless otherwise noted):

Imaging phospholipases as indicators of COX-2 activation in breast cancer; James Delikatny, radiology; Emer Smyth, pharmacology.

Integrating Imaging with Genomic Biomarkers for Breast Cancer Prognostication; Despina Kontos, radiology; Carolyn Mies, pathology and laboratory medicine; Michael Feldman, pathology and laboratory medicine; Jinbo Chen, biostatistics & epidemiology; Emily Conant, radiology.

Imaging metabolic effects of kinase inhibitors in lymphoma patients; Seung Lee, radiology; Jerry Glickson, radiology; Stephen Schuster, medicine-hematology/oncology.

Ultra-high resolution BOLD fMRI of medial temporal lobe at 7 Tesla; Sandhitsu Das, radiology; David Wolk, neurology; Jongho Lee, radiology; Paul Yushkevich, radiology.

Imaging Tumor pH using Cerenkov Specific Contrast Agents; James Delikatny, radiology; Lewis Chodosh, cancer biology; Joel Karp, radiology.

In Vivo Magnetic Resonance Spectroscopy of Metabolic Stress Response Mediated Changes in Tumor Metabolism; Terence Gade, radiology; M. Celeste Simon, cell and developmental biology; Mitch Schnall, radiology.

Probing Right Ventricular Metabolic Abnormalities in Pulmonary Arterial Hypertension; Yuchi Han, cardiology; Richard Freifelder, radiology; Joel Karp, radiology.

Enhancing Thermal Effects by Tunable Microbubbles for Antivascular Ultrasound; Daeyeon Lee, chemical and biomolecular engineering, School of Engineering & Applied Sciences; Chandra Sehgal, radiology.

Development of microdosimetry for alpha particle therapy; Daniel Pryma, radiology; John Maris, pediatrics-oncology.

Functional Connectivity and Persistent Dysfunction in Mild Traumatic Brain Injury; Doug Smith, neurology; John Detre, neurology.

Implications of Obstructive Sleep Apnea on Neurovascular Reactivity Assessed by Time-Resolved MRI Oximetry; Felix Wehrli, radiology; Richard Schwab, sleep medicine.

Almanac on Penn Mobile Website

Almanac is available on Penn's mobile website, in addition to Almanac's other familiar paper-free options such as the website, RSS Feed and weekly Express Almanac email. Users can access the complete issue of Almanac—the University's official journal of record, opinion and news—from their mobile devices by choosing "Almanac" under the category of "News" from the mobile site's homepage, <http://m.upenn.edu>

Penn Urban Leadership Awards

Since 2005, The Penn Institute for Urban Research (Penn IUR) has recognized innovators in urban affairs through the Urban Leadership Award. This year the award was presented to three individuals for their exceptional leadership at the 9th Annual Urban Leadership Forum held on March 13, 2013.

Dr. Joan Clos, executive director, UN-Habitat, took office at the Program's headquarters in Nairobi, Kenya on October 18, 2010. Prior to joining UN-Habitat, Dr. Clos was twice elected mayor of Barcelona, serving two terms during the years 1997–2006. He was appointed Minister of Industry, Tourism, and Trade of Spain in 2006 to 2008. In this role, he helped rationalize the Iberian Energy Market in line with European Union Policies.

Ms. Yael Lehmann (SP2), executive director, The Food Trust, heads the nonprofit founded in 1992 that strives to make healthy food available to all. The Food Trust's work has been recognized by First Lady Michelle Obama and described by *Time* magazine as being a "remarkable success." The Food Trust has been the recipient of many national and local awards including the Human Rights Award for a Non-profit Organization from the Philadelphia Commission on Human Relations for fostering intergroup harmony and cultural understanding among communities.

Mr. Ridwan Kamil, founder and principal, Urbane Indonesia, is committed to grassroots urban design that empowers urban poor populations, and he has been a pioneer in the "Indonesia Berkebun" movement to build amateur gardens in cities across Indonesia. As of 2011, the community project is established in 14 cities in Indonesia, with membership approaching 4,000.

Penn-made President: Dr. Byerly

Dr. Alison R. Byerly, G'84, Gr'89, was named the 17th president of Lafayette College, the first woman ever chosen to run the College. She begins July 1. For additional Penn-made presidents, see www.upenn.edu/almanac/pennpres.html

Penn-made Provost: Dr. Pollack

Dr. Martha Pollack, Gr'86, was named provost of the University of Michigan, effective May 6 of this year.

Student Paper Award: Ms. Huang

Jessie Huang (BE'13) is a recipient of the 2013 Undergraduate Student Paper Award granted by the Philadelphia Engineering Foundation and the Engineers' Club of Philadelphia. As part of the 2013 Delaware Valley Engineers Week (DVEW), local engineers and educators gathered for an awards luncheon on February 15, 2013, to recognize outstanding math and science teachers, high school students, college students, and professional engineers. This year, Ms. Huang was one of three Penn Engineering students to receive a DVEW award.

Ms. Huang's paper, *Rat Precision-Cut Lung Slices as a Model for Deformation-Induced Lung Injury Studies*, was the result of her junior-year research experience in the Injury Biomechanics Lab led by *Dr. Susan Margulies*, George H. Stephenson Term Chair and professor in bioengineering. Ms. Huang's project involved creating a new model for studying ventilator-induced lung injury, which occurs in 5 to 15 percent of venti-

lated patients in intensive care units and is associated with a high morbidity rate. Throughout her project, she gained experience in performing animal and cell culture experiments, as well as running data analysis.

Association of Program Directors: Dr. Morris

Dr. Jon B. Morris, professor and vice chair of education, department of surgery and associate dean for student affairs, Perelman School of Medicine, has been named president-elect of the Association of Program Directors in Surgery. Founded in 1977, the Association of Program Directors in Surgery is an organization that provides a forum for discussion on post-graduate surgical education, promotes high standards of surgical residency training, supports program directors in the areas of educational research and accreditation and represents the interest of program directors to other organizations, governmental agencies and regulatory bodies.

Gates Cambridge Scholar: Ms. Boettcher

Evelyn Boettcher (COL'10) has been named a Gates Cambridge Scholar, and will pursue a PhD in politics and international studies at the University of Cambridge. Ms. Boettcher is currently pursuing an MA in East Asia Studies as a Harvard Traveling Scholar via the David L. Boren National Security Fellowship in Inner Mongolia, where she is studying advanced Mandarin Chinese and beginner Mongolian. At Penn, Ms. Boettcher rowed for the women's crew team, wrote for *The Daily Pennsylvanian*, and was a member of the Kite and Key society. She is among 40 US students awarded Gates Cambridge Scholarships this year, and is the 23rd Gates Cambridge Scholar from the University of Pennsylvania since the beginning of the program in 2001.

ASIS International: Penn Police

Four University of Pennsylvania Police Department detectives and one officer were honored for their work in catching a serial burglar.

The ASIS International Greater Philadelphia Chapter spotlighted police officer *Jason Squadroni* and detectives *Phillip Lydon*, *William McCullough*, *Paul Sawicki* and *Leo Spaeder* for investigating and arresting a career criminal who is awaiting trial on five counts of burglary, six counts of criminal trespassing, five counts of theft, one count of attempted theft and five counts of receiving stolen property.

ASIS International is an organization for security professionals with more than 38,000 members worldwide.

ECAC Awards: Strausbaugh, Zillges

Two Penn gymnasts received honors from the ECAC. *Kirsten Strausbaugh* was named co-ECAC Athlete of the Year and *Haleigh Zillges* was selected as an ECAC Scholar Athlete of the Year.

Ms. Strausbaugh, a senior in communications, became the fifth Quaker in program history to earn the award. The senior co-captain also earned her third consecutive invitation to the NCAA regional championships, becoming just the second gymnast in Penn history to do so.

Ms. Zillges, a senior majoring in anthropology, was selected as one of four ECAC Scholar Athletes of the Year in her fourth and final year at Penn. She becomes the seventh Quaker to win the honor in program history.

Benefits Open Enrollment: April 15-April 26

Your annual opportunity to make changes to your healthcare elections is less than two weeks away.

The 2013-2014 Open Enrollment period will run from April 15-26. Read on so you have all the information you need to make changes to your healthcare benefits for the new plan year beginning July 1.

Making Changes During Open Enrollment

During Open Enrollment you need to determine if your current benefits still meet your needs or if you need to make a change, such as:

- Enrolling in a health care plan for the first time, or dropping an existing plan.
- Switching to a different medical, dental or vision plan.
- Increasing or decreasing your life insurance coverage.
- Changing how much you contribute to a flexible spending account.
- Adding or dropping a dependent from your benefits coverage.*

**If you add a new dependent, you'll receive a letter requesting that you provide verification of that dependent's eligibility under Penn's plan rules. You'll also need to provide verification if you re-enroll a spouse/partner who had previously been covered.*

How to Enroll

From *Monday, April 15 through Friday, April 26*, make changes to your benefits coverage online at www.pennbenefits.upenn.edu using your PennKey and password.

If you don't have internet access, go to one of the following locations on campus to enroll online, or contact the Penn Benefits Center at 1-888-PENN-BEN (1-888-736-6236), Monday through Friday, between 8 a.m. and 6 p.m. EST and complete your enrollment over the phone.

Locations	Hours
Goldstein Undergraduate Study Center 3420 Walnut Street (ground level of Van Pelt-Dietrich Library)	Monday-Thursday: 24 hours daily Friday: closes 12 midnight Saturday: 10 a.m.-2 a.m. Sunday: opens 10a.m.
Human Resources 3401 Walnut Street, 5th Floor	Monday-Friday: 8:30 a.m.-5 p.m.
Unique Advantage 3624 Market Street, Suite 1SD	Monday-Friday: 8 a.m.-5 p.m.

When Changes Are Effective

Changes made during Open Enrollment will be effective as of *July 1, 2013*. New rates for all plans will be reflected in your July 2013 paycheck.

If You Don't Enroll

If you don't make changes during Open Enrollment, you'll receive the same coverage you had last year.

Making Changes after Enrollment

The choices you make during Benefits Open Enrollment will remain in effect through June 30, 2014, unless you experience a qualifying event. Qualifying events include the birth or adoption of a child, marriage or domestic partnership, divorce or separation, death of a dependent and change in your dependent's eligibility for benefits. Keep in mind that the IRS limits the types of changes you can make for qualifying events. If you experience a qualifying event, please contact the Penn Benefits Center within 30 days at 1-888-PENN-BEN (1-888-736-6236), Monday through Friday, between 8 a.m. and 6 p.m. EST.

More Information

Learn more about the 2013-2014 Open Enrollment period from the following resources:

- Review the Open Enrollment materials that will be mailed to your home address shortly.
- Visit www.hr.upenn.edu/myhr/benefits/health/openenrollment where you can access benefit comparison charts, contribution charts and online provider directories.
- Contact the Penn Benefits Center at 1-888-PENN-BEN (1-888-736-6236), Monday through Friday, between 8 a.m. and 6 p.m. EST.
- Contact Human Resources at benefits@hr.upenn.edu

Models of Excellence Awards: Join the Celebration

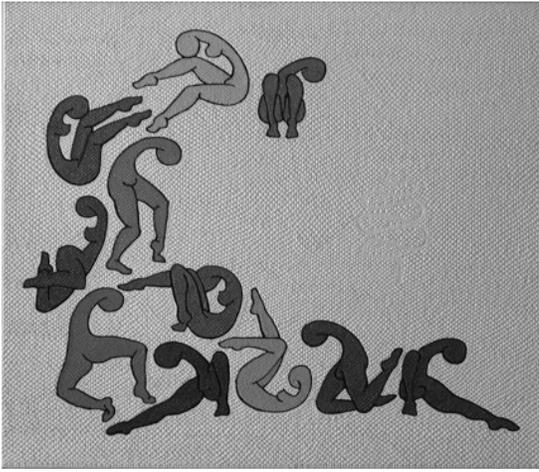
Now's your chance to celebrate outstanding staff member achievements at Penn. Join us as we applaud the extraordinary leadership, talent and innovation of the 2013 Models of Excellence honorees.

The 2013 Models of Excellence Awards Ceremony will take place on Tuesday, April 9, at 4 p.m. in Irvine Auditorium. Take part in the excitement as this year's award winners are announced. You'll also get to see President Gutmann reveal the Model Supervisor Award winner live on stage.

RSVP today to join the celebration. If you'd like an invitation to the ceremony, contact Human Resources at qowl@hr.upenn.edu or (215) 898-1012.

Healthcare Rates for 2013-2014

	Full-Time Weekly-Paid				Full-Time Monthly-Paid			
	Employee	Employee + Child(ren)	Employee + Spouse/ Partner	Employee + Family	Employee	Employee + Child(ren)	Employee + Spouse/ Partner	Employee + Family
Medical								
PennCare Personal Choice	\$41.31	\$69.23	\$98.54	\$122.31	\$179.00	\$300.00	\$427.00	\$530.00
Aetna Choice-POS II	\$26.77	\$45.00	\$63.92	\$79.38	\$116.00	\$195.00	\$277.00	\$344.00
Aetna HDHP	\$13.85	\$23.31	\$33.23	\$41.31	\$60.00	\$101.00	\$144.00	\$179.00
Keystone HMO	\$16.62	\$27.92	\$39.92	\$49.38	\$72.00	\$121.00	\$173.00	\$214.00
Dental								
Penn Faculty Practice Plan	\$7.56	\$16.73	\$14.83	\$23.60	\$32.77	\$72.48	\$64.28	\$102.25
MetLife Dental	\$5.57	\$12.25	\$11.13	\$16.70	\$24.12	\$53.07	\$48.23	\$72.36
Vision								
Davis Vision	\$1.02	\$1.64	\$2.19	\$2.79	\$4.40	\$7.11	\$9.50	\$12.10
VSP	\$1.39	\$2.26	\$3.00	\$3.83	\$6.02	\$9.78	\$13.00	\$16.58



Daniel Wilder at the Burrison Gallery

From April 6 through May 17, the Burrison Gallery will be exhibiting *In Waves: A Neighborhood In Transition*, a new series of paintings by Daniel Wilder. Mr. Wilder, a professional artist and pioneer of Multi-Sensory Art/Media since the early 1990s, will also present his *Manifesto Concerning Das (Dimension and Space)*. Says Mr. Wilder of his work, "unlike works found under the umbrella of Abstract Art, the Das approach to the studio arts, painting in particular, stems from a multi-dimensional perspective." A reception for the exhibit will take place at the Burrison Gallery in the University Club at the Inn at Penn on Thursday, April 11, at 5 p.m.

Community Wellness Day at LIFE: April 6

Young and old are invited to the third annual West Philadelphia Wellness Day at LIFE, the Living Independently for Elders practice of the University of Pennsylvania School of Nursing.

Wellness Day, on Saturday, April 6, will feature health checks, mini-massages, food, live music, children's activities and zumba from 11 a.m.-3 p.m. at 4508 Chestnut Street.

Along with LIFE and Penn Nursing's Healthy in Philadelphia, Wellness Day is hosted by Philadelphia Councilwoman Jannie L. Blackwell, the community outreach nursing programs of Penn Presbyterian Medical Center, the Hospital of the University of Pennsylvania and Penn's Office of Government and Community Affairs. To learn more, contact Becky Snyder Phillips, at (215) 898-4998 or rebeccap@nursing.upenn.edu

LIFE, the first and only such program to be owned and operated by a school of nursing, is internationally recognized for helping seniors lead independent lives in their own communities and homes while receiving healthcare and having social opportunities at the LIFE center.

The University of Pennsylvania School of Nursing is one of the premier research institutions in nursing, producing new knowledge in geriatrics, pediatrics, oncology, quality-of-life choices and other areas. Researchers at Penn Nursing consistently receive more research funding from the National Institutes of Health than any other private nursing school, and many Master's programs are ranked first in the country.

Penn Public Safety Kicks Off Share the Road Campaign: April 4

The University of Pennsylvania Division of Public Safety will kick off its annual *Share the Road* bicycle-safety campaign on Thursday, April 4, at 11 a.m. in front of the Penn Bookstore, 36th and Walnut streets, concluding with a press conference at 11:30 a.m.

Share the Road educates the Penn community about local laws, traffic violations, fines and basic safety practices. The event features the Penn Police Department, the Drexel University Police Department, the University City District, Allied Barton, PennCycle, the Bicycle Coalition of Philadelphia, Neighborhood Bike Works, Eastern Mountain Sports and Penn's Medical Emergency Response Team. Representatives will be available to answer questions about bike safety and provide information for pedestrians, motorists and cyclists. In addition, officers from the Penn Police will assist people in registering their bicycles with the division of Public Safety through the Campus Express webpage, raffle off bike lights and other prizes and demonstrate how to properly secure a bicycle.

"The annual *Share the Road* campaign is one of the ways we try to engage with members of the community and to share information about bike safety, both on- and off-campus. We stress the importance of sharing the safety responsibilities of all partners on the road—pedestrians, motorists and bicyclists," Maureen S. Rush, Penn's vice president for public safety, said.

From April 4 to 5, Penn Police and Allied Barton bicycle-security officers will be posted around campus to highlight adherence to safe bicycle practices and laws.

The Division of Public Safety's *Driving and Cycling Safety on Penn's Campus* brochure is available at www.publicsafety.upenn.edu/bicycle-safety-information

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 **March 18-24, 2013**. Also reported were 15 Crimes Against Property (12 thefts and 3 other offenses). Full reports are available at: www.upenn.edu/almanac/volumes/v59/n27/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 **March 18-24, 2013**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

03/19/13	9:15 AM	3800 Locust Walk	Unknown male exposed himself
03/21/13	11:37 AM	3800 Walnut St	Complainant bitten by defendant
03/21/13	1:22 PM	3700 Walnut St	Complainant struck by offender
03/22/13	3:58 AM	3744 Spruce St	Male arrested after fleeing from police
03/24/13	2:49 PM	51 North 39th St	Complainant assaulted by boyfriend/Male fled area

18th District Report

The Crimes Against Persons from the 18th District for **March 18-24, 2013** were not available at press time. They will be posted to the online version of *Almanac* at www.upenn.edu/almanac/volumes/v59/n27/creport.html

Update

April AT PENN

TALKS

2 *Knowledge by the Slice: Thinking Differently: The Upside and Downside of Cognitive Control*; Sharon Thompson-Schill, center for cognitive neuroscience; 6 p.m.; World Cafe Live (SAS).

5 *The Tribalization of African Violence and Making Sense of Africa's Push-back*; Kamari Clarke, Yale University; noon; rm. 639, Williams Hall (African Studies Center).

AT PENN Deadlines

The April AT PENN calendar is online at www.upenn.edu/almanac The deadline for the weekly Update is each Monday for the following week's issue. The deadline for the May AT PENN calendar is *April 16*.

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

Creating Canopy Tree Giveaway

We are spreading roots for a greener region. This spring, Penn is partnering with Philadelphia Parks and Recreation for the third annual Creating Canopy tree giveaway. Approximately 100 trees, one per address, will be given away on a first-come, first-served basis to interested Penn staff and faculty who live within the city limits and who pre-register for the giveaway. These Penn employees will join with Philadelphia Parks and Recreation to help 'TreePhilly' by planting and maintaining the free tree in their yard. Registration opens on *April 5* via Penn's Green Campus partnership website www.upenn.edu/sustainability/programs/creating-canopy

Tree pick-up dates are May 16 and May 21 from 3-6 p.m. in the parking lot at Penn Park.

—Facilities & Real Estate Services

Almanac

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The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the Penn website) 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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It's a groundswell, and it's building momentum—Philadelphia's cultural community is putting the spotlight on reading, literacy and community engagement. Reading opens up worlds of opportunity—and books, like the many cultural treasures in the city, bring so many worlds vividly to life.

Penn Museum, in cooperation with the Greater Philadelphia Cultural Alliance's GroundSwell initiative, opens its doors Wednesday, April 10, from 5 to 8 p.m. for a free *Philadelphia Reads!* Community Night and the official kick-off of a month-long children's book drive to benefit the teachers, the children and ultimately, the community of Philadelphia.

The free event is an invitation for people young and old to explore the world through the Penn Museum's many-cultured galleries—filled on this evening with a host of special activities and a literary twist. Guests are welcome to bring a gently used or a new children's book—suitable for pre-kindergarten through elementary school—to contribute to *Philadelphia Reads*, a program that provides books and literacy resources to educators in the City of Philadelphia.

Philadelphia Reads provides volunteer opportunities for individuals and groups to help put children on the path to academic success. The *Philadelphia Reads* Book Bank provides children's books for classroom libraries and school supplies for students—free of charge—to Philadelphia educators who teach in under-resourced public, charter and parochial schools, day care centers, after school programs and other educational sites. In the 2011–2012 school year, 91,000 books were supplied to under-resourced classroom libraries.

A Night to Celebrate Reading

Penn Museum curators, collections keepers and graduate students join in the celebration with gallery storytelling and hands-on activities.

The Museum has the world's largest collection of ancient clay cuneiform tablets with Sumerian literature—featuring some of the earliest storytelling in the world.

- Irene Plantholt, a graduate student in Near Eastern Languages and Civilizations, teaches guests how to write in ancient Sumerian on clay tablets in a “first day of school” workshop at 5, 5:30 and 6 p.m.

- Ancient Egyptian Hieroglyphs workshops, where everyone can learn to write his or her own name in hieroglyphs, are offered by Allison Hedges, recent Penn MLA graduate in Ancient Studies, at 6:30 and 7:15 p.m.



- Guests can enjoy favorite stories from diverse cultures, presented by curators, keepers and staff in the Museum's related galleries:
- International Classroom Program Manager Prema Deshmukh at 5 p.m.;
- Egyptian Section Associate Curator Jennifer Wegner at 5:30 p.m.;
- Near Eastern Section Assistant Curator Lauren Ristvet at 6 p.m.;
- Mediterranean Section Associate Curator Ann Brownlee at 6:30 p.m.;
- Physical Anthropology Curator Janet Monge at 7 p.m.; and
- Executive Director, *Philadelphia Reads*, Adrienne Jacoby, at 7:30 p.m.

Community presenters and performers will join in the evening. Teaching artist, actor and storyteller Jan Michener of Arts Holding Hands & Hearts leads an interactive program using newspaper headlines to create and perform poetry. Youth poets from ArtWell will perform throughout the evening.

The West Philadelphia Alliance for Children (WePAC) joins the night too. WePAC opens and staffs elementary school libraries with screened and trained volunteers, making a difference for more than 5,000 students. They will provide information on ways to volunteer in their effort to promote literacy.

Do Something Good for a Change! GroundSwell, an initiative of the Greater Philadelphia Cultural Alliance, is building a movement of residents who take action to make Philadelphia a world-class place to live, work and play and who speak out on behalf of the region's cultural assets.

Guests are invited to sign up in advance and share the invitation with friends: <http://philadelphiareadscommunitynight.eventbrite.com/>

Walk-ins are welcome, too.

Additional Book Drop-Off Points

The *GroundSwell Philadelphia Reads* Book Drive is supported by multiple locations and books are being collected through Mother's Day, Sunday, May 12, 2013. Check hours at individual organizations before dropping off donations.

On the Penn campus:

- Penn Museum, 3260 South Street, www.penn.museum
- Annenberg Center for the Performing Arts, 3860 Walnut Street, www.pennpresents.org
- Arthur Ross Gallery, 220 South 34th Street, www.upenn.edu/ARG
- Institute of Contemporary Art, 118 South 36th Street, www.icaphila.org
- Office of Community and Public Affairs, 133 South 36th Street, 5 fl, www.upenn.edu/ogca

In Center City:

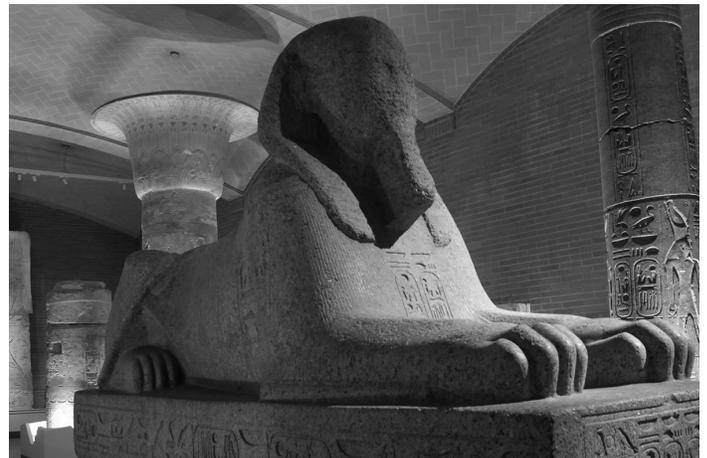
- Greater Philadelphia Cultural Alliance, The Philadelphia Building, Lobby 1315 Walnut Street, www.philaculture.org/

(At left) A young visitor looks into the eyes of history. This gilded mask originally covered the head of a mummy, Ptolemaic-Roman Period (after 300 BCE). The deceased, in a long wig, is shown in an idealized fashion. The golden flesh may represent the skin of the immortal Egyptian gods. At *Philadelphia Reads!* Community Night, stories come to life as Museum curators, keepers, staff, and graduate students tell their favorite stories in the galleries.



Photos: Penn Museum

The Museum's rich collection of art and artifacts from around the world provides the setting for a night of stories and a celebration of literacy. Pictured here, a Museum docent tells stories in a related gallery. At *Philadelphia Reads!* Community Night, guests can hear stories from around the world, selected and told by the Penn Museum keepers, curators, staff and graduate students.



Year-round, students and families come face to face with world cultures and genuine art and artifacts, including this 12-ton Sphinx, which dominates the Egypt (Sphinx) gallery. At *Philadelphia Reads!* Community Night, guests can learn to write their name in Egyptian hieroglyphs and then hear a fable told by Egyptian section curator Jennifer Wegner.