

# UNIVERSITY OF PENNSYLVANIA *Almanac*

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## 2014 Lindback Awards for Distinguished Teaching

### Non-Health Schools



Charles Kane



Katherine Kuchenbecker



Heather Love

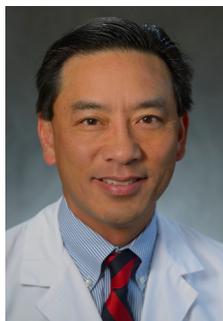


Philip Rea

### Health Schools



Lisa Bellini



Grant Liu



Rose Nolen-Walston



Barbara Riegel

## Provost's Awards

### For Teaching Excellence by Non-Standing Faculty



Amy Jordan



Richard Summers



Russell Composto



Rogers Smith

### For Distinguished PhD Teaching and Mentoring

## Interim Dean of Penn Law School: Wendell E. Pritchett

Wendell E. Pritchett has been named interim dean of the University of Pennsylvania Law School for the 2014-2015 academic year. Currently the chancellor of Rutgers University-Camden (*Almanac* April 7, 2009), Dr. Pritchett is returning to Penn this summer where he was previously professor of law and an associate dean of Penn Law, to become a Presidential Term Professor (*Almanac* February 25, 2014). As interim dean, he succeeds Michael A. Fitts, who will leave June 30 to become president of Tulane University (*Almanac* February 11, 2014).



Wendell Pritchett

The announcement of Dr. Pritchett's appointment was made by Penn President Amy Gutmann and Provost Vincent Price. A search for a new dean will begin later this spring and continue into 2014-2015. As interim dean, Dr. Pritchett will not be a candidate for the permanent position.

Dr. Pritchett is an award-winning urban historian, an accomplished educational leader and administrator and a distinguished legal teacher and scholar. He served on the Penn Law faculty 2001-2009 and earned a PhD in history from Penn in 1997. He earned a JD from Yale in 1991 and a BA in political science from Brown in 1986.

During his time at Penn Law, Dr. Pritchett served as associate dean for academic affairs 2006-2007. In 2008, he served as deputy chief of staff and director of policy for Philadelphia Mayor Michael A. Nutter, who appointed him to the School Reform Commission in 2011. In 2012, Dr. Pritchett was elected president of the Coalition of Urban and Metropolitan Universities, a national consortium of higher education institutions.

"We are honored that Dr. Pritchett has agreed to take on this position," President Gutmann said. "Wendell brings a passionate commitment to academic excellence and civic engagement to help address our society's most pressing problems—urban education, redevelopment, housing, poverty and race relations foremost among them." President Gutmann said.

"Wendell's extensive experience as an academic leader and administrator, his expertise in urban policy and education and his familiarity

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## Teaching Award Reception: April 28

All members of the University community are invited to a reception honoring the 2013-2014 recipients of the Christian R. and Mary F. Lindback Foundation Awards for Distinguished Teaching, the Provost's Awards for Teaching Excellence by Non-Standing Faculty and the Provost's Awards for Distinguished PhD Teaching and Mentoring Monday, April 28, at 5 p.m., Hall of Flags, Houston Hall, 3417 Spruce Street

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- 8 Celebrating William Shakespeare's 450th Birthday

The following agenda is published in accordance with the Faculty Senate Rules. Any member of the standing faculty may attend SEC meetings and observe. Questions may be directed to Vicki Hewitt, executive assistant to the Senate Office either by telephone at (215) 898-6943 or by email at senate@pobox.upenn.edu

## Faculty Senate Executive Committee Agenda

Wednesday, April 23, 2014  
Room 205, College Hall  
3–5 p.m.

1. Approval of the Minutes of March 19, 2014 (5 minutes)
2. Chair's Report (5 minutes)
3. Past-Chair's Report on Academic Planning and Budget & Capital Council (5 minutes)
4. Update from the Office of the President (45 minutes)  
Discussion with Amy Gutmann, President
5. Discussion on the 2012-2013 Economic Status of the Faculty Report (45 minutes)  
Discussion with Erika Holzbaaur, Chair of the Senate Committee on Economic Status of the Faculty
6. New Business (15 minutes)

## Chair of the Department of Medicine at the Perelman School of Medicine: Michael S. Parmacek



Michael Parmacek

Michael S. Parmacek, Herbert C. Rorer Professor of Medical Sciences, has been named Chair of the Department of Medicine at the Perelman School of Medicine at the University of Pennsylvania. Dr. Parmacek has been with Penn for over 15 years, most recently serving as the interim chair of the department and the chief of

the division of cardiovascular medicine.

The department of medicine at Penn is the oldest in the country and includes 12 divisions, with origins dating back to 1765, when Dr. John Morgan assumed leadership as the first department chair in the first medical school in the United States.

"As chair of the department of medicine, Dr. Parmacek will lead the largest department in the Perelman School of Medicine and the University of Pennsylvania Health System," said J. Larry Jameson, Executive Vice President for the Health System and Dean of the Perelman School of Medicine. "His exceptional leadership and strategic vision will be invaluable to the talented clinicians and researchers in the department who work each day to provide exceptional patient care and push medical technology and innovation at Penn to new levels."

Dr. Parmacek had also been the chief of the division of cardiovascular medicine and director of the Penn Cardiovascular Institute. He came to Penn in 1998 as chief of cardiovascular medicine, following successful roles at the University of Michigan and the University of Chicago. A nationally recognized expert in cardiovascular biology and medicine, he has distinguished himself at Penn with significant research advances and at the same time has built one of the nation's leading cardiovascular medicine divisions. Dr. Parmacek has been named to multiple important local, regional and national leadership positions, including the Advisory Council of the National Institutes of Health/Nation-

Heart, Lung and Blood Institute, the Commonwealth of Pennsylvania Health Research Advisory Council and the founding director of Penn's nationally renowned Cardiovascular Institute.

Over the course of his career, he has made multiple seminal discoveries which have impacted the understanding of the molecular and genetic basis of congenital heart disease, atherosclerosis, aortic aneurysm and dissection and heart failure. He has published a substantial body of scholarly work in high-impact journals, including *Science*, the *Proceedings of the National Academy of Science*, *Genes and Development* and *New England Journal of Medicine*. Dr. Parmacek was elected an established investigator by the American Heart Association (AHA), president of the Association of Professors of Cardiology, fellow of the AHA and American College of Cardiology and member of the American Society of Clinical Investigation and the Association of American Physicians.

Dr. Parmacek earned his medical degree from Northwestern University. He completed residency training in internal medicine at the University of Michigan and cardiovascular disease fellowship training at Northwestern University. Following his clinical training, Dr. Parmacek performed a postdoctoral research fellowship in molecular cardiology at the Howard Hughes Medical Institute at the University of Michigan.

In the almost 250 years since it was established, the department of medicine at Penn has been served by 23 Chairs. Today, the department includes 500 full-time faculty members, over 200 associated faculty and over 300 academic support staff. The most recent NIH report ranks the department third in funding among all departments of medicine in US medical schools, with just over \$110,000,000 in grant support.

The department of medicine also has a long history of training the future leaders in American medicine, and Dr. Parmacek will be at the forefront of these highly competitive training programs, which currently include 166 residents and 157 subspecialty fellows. In addition to these rigorous training programs, the department is responsible for more than 430,000 outpatient encounters and more than 25,000 inpatient admissions each year.

# Death

## Russell P. Sebold, Spanish

Russell P. Sebold, who taught Spanish at Penn from 1968 until his retirement in 1998, passed away April 7, in West Chester, following complications from a stroke. He was 86 years old. At the time of his retirement, Dr. Sebold was Edwin R. Williams Professor in the department of Romance languages.



Russell Sebold

Dr. Sebold was an internationally recognized scholar in the areas of 18th and 19th century Hispanic studies. After receiving his PhD at Princeton, he taught at Duke, Wisconsin and Maryland before coming to Penn. At Penn he chaired the department of Romance languages and was general editor of the *Hispanic Review*. Author of 39 books of literary criticism and more than 100 scholarly articles, he was a corresponding member of the Royal Academy of Spain, the Real Acadèmia de Bones Lletres of Catalonia and the Hispanic Society of America.

He received a doctorate honoris causa from the University of Alicante and the International Nebrija Prize for Criticism and History from the Universidad de Salamanca. The Cervantes Virtual Library recognizes him as one of the most influential Hispanists in history and as the most prominent scholar on studies of the 18th century of Spain.

Dr. Sebold is survived by his wife, Jane; and his daughters, Mary and Alice.

## 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](mailto:almanac@upenn.edu) However, notices of alumni deaths should be directed to the Alumni Records Office at Room 517, Franklin Building, (215) 898-8136 or email [record@ben.dev.upenn.edu](mailto:record@ben.dev.upenn.edu)

## Interim Dean of Penn Law

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with the realities and dynamics of government make him the ideal interim leader of Penn Law," Provost Price said. "His leadership will benefit both Penn Law and the entire University."

"I am deeply honored by President Gutmann's confidence in my ability to serve as interim dean for the 2014-2015 school year," Dr. Pritchett said. "Penn Law is one of a small handful of truly great law schools. I very much look forward to working with my colleagues on the faculty, as well as the staff, students, alumni and stakeholders of Penn Law to continue the school's distinction as a national leader in research, teaching and service."

President Gutmann and Provost Price had praise for Dean Fitts and his leadership during a period of serious challenges facing legal education and the legal profession. During his tenure, the Law School's interdisciplinary approach to legal education and its collaborative ethos made it the leader in cross-disciplinary legal studies that integrate knowledge across traditional professional boundaries.

## Principles of Responsible Conduct—A Reminder to the Penn Community

*The Principles of Responsible Conduct promote the highest standards of integrity and ethics at Penn. To remind the Penn community of the basic expectations that should guide our work at Penn, the leadership message and the Principles of Responsible Conduct are published periodically and found below. Everyone at Penn is expected to be familiar with and adhere to the Principles of Responsible Conduct. The Principles of Responsible Conduct link is found on the Office of Audit, Compliance and Privacy website at [www.upenn.edu/audit/oacp\\_principles.htm](http://www.upenn.edu/audit/oacp_principles.htm)*

*Beneath each Principle is a web link containing useful references to specific supporting policies, statements and guidelines.*

The mission of the University of Pennsylvania and its Health System is to offer a world class education to our students, train future leaders of our country, expand and advance research and knowledge, serve our community and society both at home and abroad and provide the most expert and outstanding health care for our patients. In pursuing this mission, and to ensure the continued excellence of the University and its reputation, all members of the University community need to understand and uphold both legal requirements and the highest of ethical standards.

In the following Principles of Responsible Conduct, we articulate the basic expectations that should guide each of us in our work at Penn. These Principles are embedded within many policies and practices identified throughout University and Health System handbooks, manuals, websites and other materials. We have endeavored to distill these policies, rules and guidelines for easy review and access. The Principles are not intended to be a comprehensive catalogue of all applicable rules and policies of the University and the Health System. Rather, these Principles set forth the underlying expectations that we have for the conduct of University and Health System activities with the highest standards of integrity and ethics. Useful sites to relevant policies and resources are included.

We urge you to read these Principles closely and familiarize yourself with both the expectations and the resources provided.

—Amy Gutmann, President

—Vincent Price, Provost

—Craig Carnaroli, Executive Vice President

—J. Larry Jameson, Executive Vice President for the Health System

*Penn has many policies that govern the behavior of all Penn faculty, administration and staff.*

*The ethical expectations contained in these policies are highlighted in the text of the ten principles that follow and supporting policies, statements and guidelines are available for each at the corresponding web link.*

## Principles of Responsible Conduct

**1. Ethical and Responsible Conduct.** Penn's faculty, administration and staff should conduct themselves ethically, with the highest integrity, in compliance with all applicable laws, regulations and University policies, in all aspects of their work. They should be fair and principled in University and Health System business transactions and other related professional activities, acting in good faith when dealing with both internal constituents and external entities. Their conduct should always reflect their positions of trust and loyalty with respect to the University, the Health System and members of these communities.

[www.upenn.edu/audit/oacp\\_principles1.htm](http://www.upenn.edu/audit/oacp_principles1.htm)

**2. Respect for Others in the Workplace.** Penn recognizes that people are the most important resource for achieving eminence in accomplishing our mission in the areas of teaching, research, community service and patient care. Penn is an institution that values academic freedom, diversity and respect for one another. Penn is committed to the principle of non-discrimination and does not tolerate conduct that constitutes harassment on any basis, including sexual, racial, ethnic, religious or gender harassment.

[www.upenn.edu/audit/oacp\\_principles2.htm](http://www.upenn.edu/audit/oacp_principles2.htm)

**3. Avoidance of Conflict of Interest.** As more fully stated in Penn's conflict of interest policies, Penn's faculty, administration and staff should avoid conflicts of interest in work at Penn. As a non-profit institution, it is imperative, for both legal and ethical reasons, that University and Health System employees do not improperly benefit from their positions of trust at Penn. Financial conflicts must be appropriately disclosed in accordance with conflict of interest and conflict of commitment policies, so that they can be reviewed, and as appropriate, managed or eliminated. Faculty, administrators and staff are responsible for identifying potential conflicts and seeking appropriate guidance.

[www.upenn.edu/audit/oacp\\_principles3.htm](http://www.upenn.edu/audit/oacp_principles3.htm)

**4. Responsible Conduct in Research.** As members of a complex research university, Penn faculty, administrators and staff have significant responsibility to ensure that research is conducted with the highest integrity and in compliance with federal, state and local laws and regulations, as well as University and Health System policy.

[www.upenn.edu/audit/oacp\\_principles4.htm](http://www.upenn.edu/audit/oacp_principles4.htm)

**5. Responsible Stewardship and Use of Penn Property, Funds and Technology.** Penn faculty, administration and staff are expected to ensure that Penn property, funds and technology are used appropriately to benefit the institution, consistent with all legal requirements as well as University and Health System policies.

[www.upenn.edu/audit/oacp\\_principles5.htm](http://www.upenn.edu/audit/oacp_principles5.htm)

**6. Environmental Health and Safety.** Penn is committed to the protection of the health and safety of the University community and the

creation of a safe working environment. To accomplish this end, Penn provides training in health and safety regulation and policy, and Penn faculty, administration and staff are expected to comply with sound practices and legal requirements.

[www.upenn.edu/audit/oacp\\_principles6.htm](http://www.upenn.edu/audit/oacp_principles6.htm)

**7. Respect for Privacy and Confidentiality.** In their various roles and positions at Penn, faculty, administration and staff become aware of confidential information of many different types. Such information may relate to students, employees, faculty, staff, alumni, donors, research sponsors, licensing partners, patients and others. Penn faculty, administration and staff are expected to inform themselves about applicable legal, contractual and policy obligations to maintain the confidentiality of such information, so as to protect it from improper disclosure and to protect the privacy interests of members of our community.

[www.upenn.edu/audit/oacp\\_principles7.htm](http://www.upenn.edu/audit/oacp_principles7.htm)

**8. Appropriate Conduct with Respect to Gifts, Travel and Entertainment.** Penn faculty, administration and staff are expected to conduct themselves so as to ensure that their positions are not misused for private gain, with respect to acceptance of gifts and the undertaking of University-related travel and entertainment.

[www.upenn.edu/audit/oacp\\_principles8.htm](http://www.upenn.edu/audit/oacp_principles8.htm)

**9. Appropriate Use of the University Name and Logos.** Penn regulates the use of its name, its shield and related trademarks and logos in order to protect the University's reputation and to ensure that their use is related to the University's educational, research, community service and patient care missions. Faculty, administration and staff are expected to protect the University name and logos from improper use.

[www.upenn.edu/audit/oacp\\_principles9.htm](http://www.upenn.edu/audit/oacp_principles9.htm)

**10. Responsible Reporting of Suspected Violations and Institutional Response.** Penn faculty, administration and staff are expected to report suspected material violations of University and Health System policies, as well as violations of applicable laws and regulations, including laws requiring the reporting of sexual abuse involving minors, to appropriate offices, as set forth in the various policies. Penn faculty, administration and staff may be subject to discipline in accordance with the policies.

[www.upenn.edu/audit/oacp\\_principles10.htm](http://www.upenn.edu/audit/oacp_principles10.htm)

The Office of Institutional Compliance is available to present a training and awareness program on the Principles of Responsible Conduct to Penn employees. In addition, printed versions of the Principles of Responsible Conduct are available for Penn employees. If you are interested in obtaining the brochure or scheduling a presentation, please contact Linda E. Yoder, institutional compliance officer, at (215) 573-4437 or at [elyoder@upenn.edu](mailto:elyoder@upenn.edu)

# Sketches of the 2014 Teaching Award Winners

## 2014 Lindback Awards for Distinguished Teaching

### Non-Health Schools

**Charles Kane**, Class of 1965 Professor of Physics in the School of Arts & Sciences, has taught at Penn since 1991. With an “infectious” enthusiasm and teaching that “has all sorts of subtle flavors and flourishes,” he “always has a smile on his face” and remains “very gentle and approachable” as “he is always available to answer questions” and “consistently makes a great effort to ensure he resolves any confusion a student may have about the material.” A “fantastic lecturer” who “showed us the beauty of electricity and magnetism” and “was always very excited to talk about aspects of statistical mechanics,” he “made [PHYS 171] an absolute blast” even though it “is one of the hardest rated courses here at Penn and is shirked by the vast majority of people.” Writes another student, he is “not only exceptionally brilliant and a fantastic, innovative lecturer but also incredibly approachable, humble and considerate. He never turned down a student’s question or failed to answer that slightly stupid email.” In particular, undergraduate and graduate students both appreciate his “ability to convey hopelessly dense material through approachable and edifying concepts.” Writes a senior colleague, he “is the best teacher we have of the ‘habits of mind’ practiced by working physicists. As an extremely successful scientist himself, he has focused the essence of understanding how to think like a physicist into all of his courses.” For him, in short, “doing the job means nothing more or less than bringing your best thinking to the task for teaching and exploration of new knowledge.”

**Katherine Kuchenbecker**, associate professor of mechanical engineering and applied mechanics in the School of Engineering & Applied Science, has taught at Penn since 2007. “Without a doubt, the most engaging, passionate and fun instructor I have ever had,” writes one student. She “inspires me to be a better student, a better engineer and to try my best to understand the subject matter.” Says another student, “If I could describe Professor Kuchenbecker in a few words, I would say: goes above and beyond. She doesn’t have to write all of her own homework problems ... or provide extra videos on complex topics, or hold countless office hours, or jump up and down with excitement when you get good results, or take the time to explain to you exactly how to use a certain plot and format your first technical paper, but she does. She commits her time to her students and her research with a level of enthusiasm and innovation that inspires people to be better learners, mentors and teachers.” She “is not only an inspiring and incredibly effective instructor,” notes a senior colleague, “she has also been an innovator and a leader in education and in combining education, research and mentoring. This is clearly demonstrated by her undertaking the significant role of Undergraduate Curriculum Chair for MEAM and in co-leading an NSF-supported Research Experience for Undergraduates site, which has had tremendous impact.” As one student sums it up, “I couldn’t ask for anything more of a mentor, teacher and leader than a person who is constantly trying to be a better mentor, teacher and leader. She always looks for ways to improve and learn, and that attitude rubs off on all who get to work with her.”

**Heather Love**, R. Jean Brownlee Associate Professor of English in the School of Arts & Sciences, has taught at Penn since 2003. “In 20 years of teaching at Penn,” writes a colleague, “I have seen no colleague more successful in the classroom ... her teaching has changed the lives of her students, profoundly shaping how they think and often setting them on new intellectual and professional paths.” In particular, both undergraduate and graduate students appreciate the ways in which she encourages “students to consider scholarship as a ... collaborative environment where students contribute their scholarly interests to shape the progress and goals of a course.” Specifically, she “defly manages conversations by encouraging student contribution, serving as a participant facilitator rather than a lecturer. Her classes thus model interdisciplinary inquiry in both content and practice.” Indeed, this spirit extends to her inclusion of other disciplines, as her “interdisciplinary approach pushes her students to think about the world through more than one lens” and make her, in the words of a colleague, “a prime mover of graduate instruction at Penn, not just in the English department but also in interdisciplinary space and programs.” It also characterizes her work organizing a national Queer Method conference in which she “readily gave graduate students ownership over the conference” even as she also “actively guided us through all the steps of putting a large-scale conference together.” As a colleague sums it up, “Many professors are learned and brilliant; many are caring; many are challenging; many are innovative; but few are all of these, all the time, every hour they spend in the classroom and many more of the hours they spend outside it.”

**Philip Rea**, professor of biology in the School of Arts & Sciences and Bellegrum Distinguished Director of the Vagelos Program in Life Sciences and Management, has taught at Penn since 1990. Students, reports a senior colleague, “view classes with Phil as transformative experiences, where they learn to love biochemistry but also master critical thinking skills they will use for the rest of their lives.” Indeed, writes one of those students, “this is the kind of learning seed that Dr. Rea plants—the idea that knowledge is energy.” Indeed, he tangibly conveys that “boundless energy” in class, as he “dances through the audience, engaging, as if in conversation, with students” with “an extraordinarily subtle and charming touch” that “shows how teaching means much more than excellence in lecturing (though he does that) but rather a complete package as an educational experience.” Writes one student, “I’ve never been asked such thought-provoking questions; they made me wrack my brain for everything I knew about biology, and then the answer to the question would slowly crystallize in my head, which was an incredibly satisfying experience.” One student vividly captures this experience: “He would jump around the room animatedly and would assert that he absolutely would not leave until every one of his students understood every point he was trying to make. He would not go home. He refused. He dragged people up to the chalkboard. He’d argue with us and force us indeed to think critically about the fundamentals of a tough discipline. When we got his point through he’d slide on his knees on the floor playing his air guitar amidst raucous laughter from us students. We loved it. He loved it. I love biochem because of him. Love it.”

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### Provost’s Award for Teaching Excellence by Non-Standing Faculty

**Richard Summers**, clinical professor of psychiatry and co-director of the Residency Training Program in the Perelman School of Medicine, has taught at Penn since 1985. “Quite simply,” says a current resident, “he is the heart of psychotherapy training at Penn ... a master clinician and teacher” and there is “consensus among the residents” that his course in psychotherapy is “the highlight of the third and fourth years.” A fourth-year resident concurs: he is “the kind of teacher and physician you remember for years to come,” and “you remember exactly where you sat in his class and which coffee mug you used and then you wish you could take that class over again every fall.” A former student, now a colleague, writes that “Dr. Summers taught me not only what a psychiatrist should know, but how a psychiatrist should think” and adds that he is the person “who most singularly represents the type of psychiatrist that I aspire to become.” Another former student notes that “Dr. Summers enjoys getting to know each of his residents” and maintains an “open door policy in which residents frequently stop by his office unannounced.” A long-time colleague writes that Dr. Summers’ leadership in the residency program has “helped to make our residency a national model for integrating psychotherapy training with general psychiatry training.” A current third year resident says it very well: “I consider myself lucky to train with him and hope that I will come close to approximating even a fraction of his skill as a clinician and educator.”

**Amy Jordan**, adjunct professor of communication in the Annenberg School for Communication, has taught at Penn since 1995. A mentor to generations of undergraduate and graduate students—and currently president-elect of the International Communication Association—she is a master at “seamlessly blending her roles as teacher, mentor and exemplar” while providing students with opportunities “to engage in original research projects (and the training to complete such projects).” Her courses on Children and Media and, recently, the flagship Introduction to Communication Behavior, inspire students to become communication majors and pursue careers in children’s media. “Dr. Jordan’s classroom was an open environment full of discussion and debate. In her class, we were taught to use the knowledge from the lessons and textbooks to critically examine and question the media presented to the most vulnerable members of society.” As a former grad student notes, “you can see and feel her passion for the subject. Her excitement is infectious ... Whether it is a 50 or 150 person class, she has a dialogue with us. She walks around, asking questions and documenting our answers on the board. You can tell how much she wants to get to know each of us, constantly requesting that we share our personal stories that connect with the material and encouraging us to come to her office, where the door is always open.” In the words of a colleague, “This is real teaching—making students feel seen, heard and loved so that they find joy in the hard work of achieving the high standards toward which she gently and firmly guides them.”

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### Health Schools

**Lisa Bellini**, professor of medicine in the Perelman School of Medicine, has taught at Penn since 1991. “She is not just a teacher of students, residents and fellows,” says a colleague, “she is a teacher of teachers,” elevating “the role and importance of medical education across the medical education continuum at Penn.” A graduate student adds that “Dr. Bellini served as an excellent model of professional behavior: she demonstrated not only an extensive knowledge of pulmonary disease, but also a sincere commitment to education and compassionate patient-centered care.” A colleague agrees: “she is truly a luminary in medical education,” further noting that, “I learn something new from every interaction, whether it be a clinical fact, the process of building an educational program or even how to handle myself in a multitude of situations.” A former trainee echoes these sentiments: “she recognizes other people’s passions and ideas and helps nurture and develop them into viable career paths with distinct and valuable niches. She quite frankly changed the course of my medical career, even as early as my second year of training.” At the same time, says another former trainee who is now a junior faculty member, “the autonomy that she gives to her program leadership comes with an expectation to embrace the culture of excellence that she has developed over the years. We are all driven by her support and guidance.” A colleague sums it up very well: “Lisa Bellini is absolutely one of the finest teachers, role models and leaders in this health system.”

### Provost’s Award for Distinguished PhD Teaching and Mentoring

**Russell Composto**, professor of materials science and engineering in the School of Engineering & Applied Science, has taught at Penn since 1990. A “selfless, patient and talented advisor willing to dedicate endless hours to educate, guide and mentor graduate students in his and other research groups,” he “embodies the very essence of a dedicated and committed mentor driven by a desire to help young scientists discover the thrills, challenges and rewards of research,” in the words of a colleague. “In research and teaching,” echoes one of his many former graduate students who are now professors in leading universities around the world, he “would always ... direct our thoughts deeper into the essence of a subject.” Notes another student, “he emphasized preciseness, thoroughness and conciseness. He always challenged me and other fellow students to write a more perfect expression and compose a more logical flow, while he himself appeared never tired of revising.” He mentors students through every stage of their graduate work, offering “personal attention and specific advice” that “recognizes the nature of each person in his group by providing the right personalized balance of direct supervision and freedom,” while believing in “the necessity of making real scientific contributions and being a part of the scientific society” and remaining “truly passionate about the education of PhD students in the area of polymer science and engineering.” His impact and his mentorship last throughout his students’ careers, as they continue to turn to him for career advice. “When I prepare for my class,” writes one them, “I often ponder: ‘What would Russ do? How can I make the class more fun, more engaging and more interactive?’”

**Grant Liu**, professor of neurology and ophthalmology in the Perelman School of Medicine, has taught at Penn since 1993. Students and colleagues alike point to his “local, national and international” reputation as an expert clinical neuro-ophthalmologist—which, adds one admirer, “is probably the most difficult field to learn among ophthalmology subspecialties.” His textbook on neuro-ophthalmology, says a colleague, “is widely considered the standard text in the field.” A former student adds that “it is a testament to Dr. Liu’s mentorship that he allowed his learners to assist him with the text, providing a framework for our own future academic achievements.” Current and former students alike are in awe of what, in their field, is known simply as “the book.” A fourth-year medical student adds “there is no denying that Dr. Liu is brilliant and extremely knowledgeable. However, in medicine these attributes will only take you so far if they are not coupled with the ability to genuinely interact with patients. I witnessed on a daily basis his ability to make patients feel cared for and at the center of his undivided attention.” A current student makes particular note of his patient-centered care: “his pediatric exam is especially impressive... I’ve never seen anyone do anything as fast as Dr. Liu can put three sets of eye drops in a kid.” One student says that “he knows an incredible amount and gave us very structured feedback about ways to improve our presentations.” Summing up, another student adds, “my only regret from this rotation is that it wasn’t longer.”

**Rogers Smith**, Christopher H. Browne Professor of Political Science in the School of Arts & Sciences, has taught at Penn since 2001. “I have never known any colleague,” writes a senior colleague, “who was a more dedicated, caring, effective and successful PhD teacher and mentor—or who was so at any given time for more doctoral candidates, postdoctoral students and former PhD students.” His former students, who now hold successful government, academic or postdoctoral positions across the country, testify to how he “goes far beyond what would be expected of advisors” as he “has always made clear that he prioritizes the intellectual development of his students above all” and therefore “profoundly shaped my intellectual trajectory and my development as a member of a scholarly community.” His colleagues and students testify not only to his remarkable work ethic—“chairing a total of 17 theses over a span of a dozen years is an amazing feat, and no one else in our department even comes close”—but also to his individual attention, as he “does not tell the students what they should say, but rather helps guide them to a clearer articulation of what they want to say.” As another student writes, “he asked incisive and insightful questions that pushed me to make the project even better. It was a type of guidance and support that I didn’t realize I needed. It pushed me to grow into the scholar that I am today.” In the end, he is “undeniably the most attentive, diligent and effective teacher and mentor I have ever encountered in any doctoral program.”

**Rose Nolen-Walston**, assistant professor-clinician educator in the School of Veterinary Medicine, has taught at Penn since 2007. A winner of numerous School teaching awards, she is, in the words of a current student, “an undeniably amazing lecturer.” Another adds that, “when Dr. Nolen-Walston walks up to the podium, it feels like the room is transformed.” A former resident who is now a colleague notes that she is a gifted teacher with “critical talents. She is able to engage students by facilitating a humorous yet safe environment, and she is able to boil concepts down to packages and pieces that veterinary students can understand.” Many current and former students remark on her extraordinary mentorship, with one resident noting that “Rose not only taught me a huge amount about medicine, but also how to be a better clinician and educator.” Another current resident agrees: “she is one of those rare teachers who allows you the right amount of freedom to make your own decisions in the clinic while at the same time providing insight and direction when needed.” Colleagues and students alike cite her dedication to the community, with several noting her volunteer work with animal owner groups and groups associated with economically or socially disadvantaged children. A former student who is now a colleague says it very well: “she remains the teacher whom I most try to emulate in my own work. I aspire to maintain the same level of enthusiasm and creativity that she demonstrates every day in her teaching.”

**Barbara Riegel**, Edith Clemmer Steinbright Professor of Gerontology in the School of Nursing, has taught at Penn since 2002. A former student, now a colleague, writes that “Dr. Riegel is recognized throughout the world for her distinguished program of research focusing on heart failure self-care.” A holder of numerous awards for nursing excellence, she is held in high esteem by students, one of whom notes: “Wow! What a role model! Yet so much work and knowledge is a bit discouraging; the bar is so high!” Another adds that “Dr. Riegel has been instrumental in molding my understandings and aspirations of what it means to be a scholar.” She creates “an intellectually demanding dialogue,” writes an admirer, “which molds and shapes the way students approach their research problems,” while at the same time remaining “accessible,” even while out of the country. “She offered to schedule a Skype meeting!” exclaims one student. This same student adds, “when I expressed a desire to spend more time working directly with patients before junior year clinical rotations, she gave me the opportunity to recruit and interview patients for her study.” A current colleague recalls a recent trip to a conference in Asia. “I was greeted by a full table of recent PhD graduates from all corners of Asia, all excitedly waiting for their mentor: Dr. Riegel. Their overwhelming admiration was palpable.” Writes a student: “I consider Dr. Riegel the greatest example of excellence in teaching and mentorship among all my professors at the University of Pennsylvania, both within and outside of the School of Nursing.”

## Benefits Open Enrollment is Here

Now's your chance to make changes to your healthcare elections. The 2014–2015 Benefits Open Enrollment period has begun.

From now through April 25, make changes to your benefits coverage 24 hours a day, 7 days a week. You can:

- change your medical, dental or vision coverage plan;
- increase or decrease your life insurance coverage;
- change how much you contribute to your Flexible Spending Account (FSA); or
- add and drop dependents from your benefits coverage.

### How to Enroll

Visit the online enrollment system at [www.pennbenefits.upenn.edu](http://www.pennbenefits.upenn.edu) and use your PennKey and password to log on. If you don't have online access, contact the Penn Benefits Center at 1-888-PENNBEN (1-888-736-6236), Monday through Friday, between 8 a.m. and 6 p.m. EST, and complete your enrollment over the phone. Or you can visit a number of convenient campus locations to manage your healthcare benefits online.

You can also use Penn's online enrollment system to review your life insurance beneficiary information. Although you can change your beneficiaries whenever you like (not just during Open Enrollment), now is a great time to review all your benefits information to be sure it's up to date and accurate.

### Attend a Fair

Learn more about your healthcare benefits at this year's Open Enrollment fairs. Penn's healthcare providers will be onsite to share information about medical plans, prescription drug coverage, dental plans, vision coverage, flexible spending accounts and the Penn Benefits Center. You can also get important health information at the Open Enrollment and Health Fair at Houston Hall on April 23.

Date	Time	Location
Wednesday, April 23	10 a.m.-2 p.m.	Houston Hall, Hall of Flags
Thursday, April 24	10 a.m.-2 p.m.	New Bolton Center, Alumni Hall

For complete details on this year's Open Enrollment period, visit [www.hr.upenn.edu/myhr/benefits/health/openenrollment](http://www.hr.upenn.edu/myhr/benefits/health/openenrollment)

## 2014 Performance and Staff Development Program

Open and effective communication is essential when it comes to enhancing performance and achieving goals. The Performance and Staff Development Program (the annual performance appraisal program) provides staff and supervisors with a formal process to open the lines of communication and promote a productive work environment.

The performance appraisal process provides benefits for both the staff member and the supervisor, such as:

- Providing documented feedback on job expectations, performance and accomplishments from the past year
- Offering positive reinforcement as well as developmental feedback
- Allowing staff members to participate in goal-setting
- Setting performance expectations and goals for the upcoming year
- Encouraging open communication between staff and supervisors
- Promoting discussion of professional development opportunities
- Ensuring that job performance and accomplishment information is recorded in each staff member's official personnel file

Performance appraisals for all eligible regular staff should be completed and entered into the Online Performance Appraisal System or Performance Appraisal Database (PAD) by June 2.

Most schools and centers use the Online Performance Appraisal System to complete their appraisals and self-appraisals. For a listing of these online system users, visit the Human Resources website at <https://www.hr.upenn.edu/myhr/payandperform/appraisal/performance>. Here you'll also find a variety of materials to guide you in completing quality appraisals and providing effective performance and professional development feedback.

For more information on the Performance and Staff Development Program, contact your school or center Human Resources professional or the Division of Human Resources at (215) 898-6093.

—Division of Human Resources

## An Easy Way to Start Saving for Retirement

Are you eligible for Penn's retirement plan but not contributing? There's an easy way to get started. Just stop by the "Saving for Retirement" table at the Open Enrollment and Health Fair on Wednesday, April 23. All you have to do is answer a few simple questions on the retirement enrollment form and sign on the dotted line. You'll get started on the road to a secure future—and bring home a free paperweight and bag! For more information about Penn's retirement plans, visit <https://www.hr.upenn.edu/myhr/benefits/retirement>

—Division of Human Resources

## Voter Information

The following are upcoming voter registration deadlines and voting information for the campus community. For more information contact the Office of Government and Community Affairs, [ogca@exchange.upenn.edu](mailto:ogca@exchange.upenn.edu)

April 21:

Pennsylvania Voter Registration Deadline

May 13:

Pennsylvania Absentee Ballot Application Deadline

May 16:

Pennsylvania Absentee Ballot Submission Deadline

May 20:

Pennsylvania Gubernatorial Primary Election Day: Polls open 7 a.m.-8 p.m.

## One Step Ahead

Security & Privacy  
Made Simple

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

### Security and Privacy Tips for World Travelers

International travel introduces new risks to your data and devices. Below are a few key tips to keep you safe while going global.

#### Before You Go

- Identify your Local Support Provider (LSP), and let them know you will be traveling.

- Ask your LSP if a sanitized "loaner" computer is available. If not, work with them to conduct a full backup of your system and all its data. Also ask your LSP to confirm that all software is up to date and appropriate security tools (such as disk/device encryption, password locking, location services and remote wiping) are functional.

- Avoid taking sensitive data unless absolutely necessary.

- Encrypt data if it is essential that you take it with you. Users intending to travel to Cuba, Libya, North Korea, Syria, Sudan, Iran or Iraq should contact the Office of Research Services for assistance before exporting Penn-owned equipment.

- Be sensitive to local privacy laws. Contact the Office of Audit, Compliance and Privacy ([privacy@upenn.edu](mailto:privacy@upenn.edu)) for advice regarding the applicability of international privacy regulations if you will be working with other people's personally identifiable data.

#### While You're Away

- Select WiFi connections that encrypt traffic, are restricted with a password and are provided by a trusted source (University, colleague, hotel, etc.) whenever possible. Use encrypted services whenever in doubt (e.g., HTTPS over HTTP) when web-browsing.

- Avoid accessing sensitive websites from public computers, such as at Internet cafes, as their security is highly unreliable.

- Keep mobile devices on your person or in a locked safe whenever possible. If your device is stolen, notify your LSP immediately. See Penn's Top 10 Security Tips for Smartphones & Tablets for other key measures: [www.upenn.edu/computing/security/checklists/Top10/](http://www.upenn.edu/computing/security/checklists/Top10/)

#### When You Return

- Work with your LSP to securely transfer any data, and scan your system for malware.

- Consider changing any passwords (e.g., your PennKey) that were used while you were abroad.

- Please note that some software and data may be subject to Export Control Regulations. See [www.upenn.edu/researchservices/exportcontrols.html](http://www.upenn.edu/researchservices/exportcontrols.html)

- Contact your Local Support Provider (LSP) or ISC Information Security at [security@isc.upenn.edu](mailto:security@isc.upenn.edu) for additional assistance. Safe travels.

For additional tips, please see this guidance available on the Information Security website: [www.upenn.edu/computing/security/advisories/InfoSec\\_Data\\_Security\\_Travel\\_Tips.php](http://www.upenn.edu/computing/security/advisories/InfoSec_Data_Security_Travel_Tips.php)

# Update

April AT PENN

## CONFERENCE

**17 Diasporic Circuits Reconsidered;** bringing together the post-colonial “New World” and post-apartheid South Africa; 3:30-10 p.m.; rm. 500, Annenberg School; register: <http://diasporiccircuits.wordpress.com/> Through April 18, 8:30 a.m.-9 p.m. (Center for Africana Studies; The Africa Center).

## FILM

**16 INFRARED:** *New Visions from the Queer Avant-Garde*; screening/exhibit & discussion; Malic Amalya, curator; 3 p.m.; LGBT Center; register: (215) 898-8740 (Gender, Sexuality and Women’s Studies).

## SPECIAL EVENT

**22 Vittorini Prize Ceremony;** remembering the late John Price, America-Italy Society; 5 p.m.; Amado Hall, Irvine Auditorium (Italian Studies).

## TALK

**15 The Price of Paradise: The Costs of Inequality and a Vision for a More Equitable America;** David Dante Troutt, Rutgers; 5:30 p.m.; Africana Seminar Room, 3rd fl. ste., 3401 Walnut St. (Sociology; Urban Studies; Law).

## AT PENN Deadlines

The April AT PENN calendar is online at [www.upenn.edu/almanac](http://www.upenn.edu/almanac). The deadline for the May AT PENN calendar is today, April 15.

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

### Antiques for Penn Medicine

*The Philadelphia Antiques Show: Antiques & Art through the 20th Century;* benefiting Penn Medicine; begins on April 26, 11 a.m.-8 p.m.; at The Philadelphia Convention Center, 1101 Arch Street. Tickets: [www.thephiladelphiaantiquesshow.org/](http://www.thephiladelphiaantiquesshow.org/) *The Antiques Show continues April 27, 11 a.m.-6 p.m.; April 28, 11 a.m.-8 p.m. and April 29, 11 a.m.-4 p.m.*

### Reminder: Possible Strike of SEPTA’s Philadelphia and Suburban Division

In preparation for a potential strike of SEPTA by its employees in two unions, Penn has developed strike contingency plans for faculty and staff. In the event of a strike, the plan will be posted on the Penn Transit website, [www.upenn.edu/transportation](http://www.upenn.edu/transportation)

## 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 31-April 6, 2014**. Also reported were 12 Crimes Against Property (5 thefts, 3 incidents of vandalism, 3 burglaries and 1 DUI). Full reports are available at: [www.upenn.edu/almanac/volumes/v60/n30/creport.html](http://www.upenn.edu/almanac/volumes/v60/n30/creport.html) Prior weeks’ reports are also online. —Eds.

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 31-April 6, 2014**. 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.

04/05/14 8:02 PM 3800 Market St Complainant forced to give PIN number and money

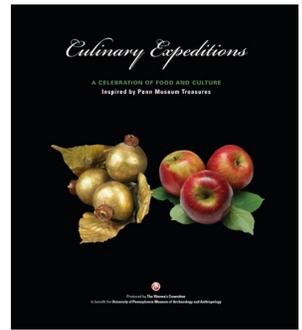
### 18th District Report

Below are the Crimes Against Persons from the 18th District: 7 incidents with 1 arrest (3 aggravated assaults, 3 assaults and 1 robbery) were reported between **March 31-April 6, 2014** by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

03/31/14	12:55 AM	229 S 49th St	Aggravated Assault
03/31/14	6:11 PM	49th & Walnut Sts	Assault
04/03/14	3:05 AM	3908 Market St	Aggravated Assault
04/04/14	9:17 PM	50th & Ludlow Sts	Assault
04/05/14	8:02 PM	38th & Market Sts	Robbery
04/06/14	1:58 AM	4410 Pine St	Assault/Arrest
04/06/14	9:19 PM	4813 Locust St	Aggravated Assault

## Culinary Expeditions Book Launch: May 5

Calling all foodies! On Monday, May 5, the Women’s Committee of the Penn Museum launches a new book, *Culinary Expeditions: A Celebration of Food and Culture Inspired by Penn Museum Treasures*, at a festive—and delectable—luncheon celebration from 10:30 a.m. to 3 p.m. The focus is on foods from around the world at this book launch party organized by the all-volunteer Women’s Committee to benefit the Penn Museum. The result of a two year collaboration between Museum staff and the Women’s Committee, *Culinary Expeditions* is a richly illustrated, full-color publication that brings together recipes and information about foods and food-making techniques with stories about cultures and cuisines of Africa, Egypt, Greece and Rome, Asia and the Middle East, Mesoamerica and Native America.



Penn Museum Director Julian Siggers, will speak about the special links between civilizations and food, and Dr. Jane Hickman, editor of *Culinary Expeditions* and the Museum’s *Expedition* magazine, will share insights into the development of the book.

Tickets to the luncheon program include a copy of *Culinary Expeditions*, special shopping opportunities and complimentary valet parking. To register, visit [www.wcpennmuseum.com](http://www.wcpennmuseum.com) or call (215) 898-9202 or email [ardeth@sas.upenn.edu](mailto:ardeth@sas.upenn.edu) by April 21.

## Penn’s Green Office Certification Program: Version 2.0

In the two years since the introduction of Penn’s Green Office Certification program, 71 offices have been certified, covering more than 1,400 employees. Of these, four offices have achieved Level 4 Green Office—the highest level—meaning they have invested a substantial amount of time, effort and, often, budget, in bringing environmentally sustainable practices into their day-to-day operations.

Penn’s Green Office Certification Program encourages campus offices to adopt environmentally sustainable practices on a daily basis. Offices represent a significant portion of the University’s energy and material use and waste production, so quite a difference can be made if offices cut down paper use, choose reusable dishware, implement composting and recycling of a wide variety of materials and take advantage of natural light, among others.

These actions and others are part of a now updated checklist of environmentally sustainable actions that count towards Green Office Certification. “Actions initially listed as innovations in our first checklist have become more commonplace, and tools once rarely used are now readily available,” said Andrea Kreiner, sustainability consultant to the Green Campus Partnership. She points out how Penn’s Managed Print

program had not existed in 2011 when Green Office was launched, but now it gives offices a way to control paper and printer usage, saving money for every office signed up. As another example, she adds that “zero-waste events were unheard of,” but notes that large programs in Alumni Relations and the Wharton School are now regularly planned to skip the landfill.

Feedback on the existing Green Office Certification Program was gathered from key staff in Purchasing, IT and Transit and from a focus group of sustainability coordinators and lead staff in certified offices.

Improved actions in Green Office 2.0 will be used for new certifications, as well as offices that will apply for re-certification. View and download the new Green Office Application and Checklist from the Green Campus Partnership website, [www.upenn.edu/sustainability/](http://www.upenn.edu/sustainability/)

For those who work in Penn’s labs, green guidelines exist for those environments too. Check out the Green Labs @ Penn Program.

## Almanac

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URL: [www.upenn.edu/almanac](http://www.upenn.edu/almanac)

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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## Celebrating William Shakespeare's 450th Birthday: One for the Books at Penn Libraries

The Kislak Center for Special Collections, Rare Books and Manuscripts will celebrate the Bard's 450th birthday at 5:30 p.m. on April 23. Along with the opening of an exhibition, *Shakespearian Residues*, the birthday party will include refreshments and selected short readings from various Shakespeare plays featuring Penn faculty, library staff and the Underground Shakespeare Company. The exhibit will be on display from April 23 through June 9, 2014, next to the Rittenhouse Orrery on the 6th floor of the Van Pelt-Dietrich Library Center.

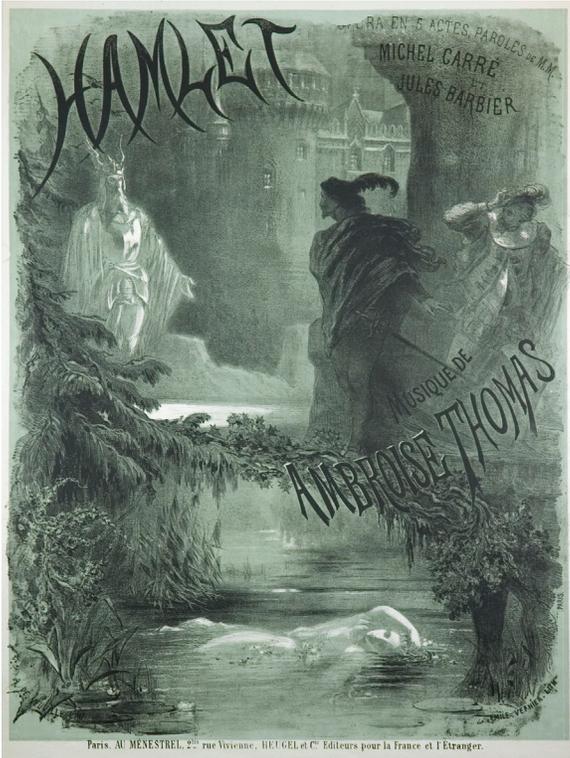
To RSVP for the birthday (appreciated but not required) and for more information visit: [www.library.upenn.edu/exhibits/shakespeare450.html](http://www.library.upenn.edu/exhibits/shakespeare450.html)

For this exhibit, commemorating the 450th anniversary of Shakespeare's birth, the Kislak Center has chosen to honor a selection of "Shakespeariana" from its collection, including early editions, romantic images, quirky artifacts such as Yorick's skull, used in 19th-century productions of *Hamlet*, along with works inspired by the Bard. Shown here are a couple of the items that will be exhibited.



Kislak Center, University of Pennsylvania Libraries

Shakespeare's gloves (*above*) 16th-century leather gloves allegedly owned by Shakespeare, authentic to the time period.



*Hamlet*, lithograph poster for Ambroise Thomas's Opera (Paris, n.d.).

Penn Libraries holds one of the world's largest Shakespeare collections. Housed in the Horace Howard Furness Memorial Library, which is devoted to the study of Shakespeare and other Tudor and Stuart dramatists, the collection includes most writings about Shakespeare and virtually all English-language editions of his plays and poems, including the first four folios, some early quartos and other editions up to the present time. Also among its holdings are superb examples of scholarship about Shakespeare by former and present Penn students and faculty.

Translations of Shakespeare into many world languages are a special focus of the collection at the H. H. Furness Memorial Library. Promptbooks, biographies, photographs, letters, scrapbooks and playbills offer rich resources for early stage history. In addition, the Library gathers primary and secondary information about the history of the Renaissance, especially in England but also on the Continent, and Shakespeare's predecessors, contemporaries and successors among English Renaissance literary writers, particularly dramatists. It also contains more than 2,000 microfilm dissertations on Shakespeare and English drama from the middle ages through the Restoration.



Photograph by Marguerite F. Miller

Penn's Horace Howard Furness Memorial Library contains a replica (*above*) of London's Globe Theatre, where Shakespeare's theatre company performed.

The H. H. Furness Memorial Library was donated to the University of Pennsylvania in 1931 by Penn Trustee Horace Howard Furness, Jr. (1865-1930) and his wife, Louise Brooks Winsor Furness, after his death. The majority of the expansive collection was amassed by his father, Horace Howard Furness, Sr. during his lifetime (1833-1912); he had been elected a Penn Trustee in 1880.

(*At right*) some of the 16th-century linen-fold paneling from their family's library which had subsequently been in the Furness Building (now the Fisher Fine Arts Library) that housed the University's Library from 1891 until 1962 when Van Pelt was built. The Victorian building was designed by Frank Furness, brother of H.H. Furness Sr. It was enlarged to house the Shakespeare Library; the addition was completed in 1932.

Much of the Furness Memorial Library collection, has been digitized thanks to leadership of Rebecca Bushnell, former dean of SAS, in collaboration with others, making a virtual version accessible to all on the University Libraries' website, [www.library.upenn.edu](http://www.library.upenn.edu)



Photograph by Marguerite F. Miller