

UNIVERSITY OF PENNSYLVANIA *Almanac*

Tuesday
September 30, 2014
Volume 61 Number 7
www.upenn.edu/almanac

The Wistar Institute's New \$100 Million Biomedical Research Facility: The Robert and Penny Fox Tower

The Wistar Institute, an international leader in basic biomedical research, recently opened its new \$100 million research building. The gala for the seven-story Robert and Penny Fox Tower ushered in a new era of team science and solidify Wistar's future at the forefront of cancer research, genetics and vaccine development. Wistar is the nation's first independent biomedical research institute and was Philadelphia's first NCI-designated Cancer Center.

Wistar broke ground on the 89,700-square-foot expansion project in September 2011. The expansion provides five new floors of laboratory space and increases the potential number of labs from 30 to 45.

Each floor is designed as a large, state-of-the-art, open-plan research lab that will enable four Wistar professors and their individual research groups to work collaboratively in scientific teams. This design has been demonstrated to foster greater problem solving and discovery in research.

"No longer is a laboratory simply a room where individual researchers toil at their benches," said Russel E. Kaufman, Wistar president and CEO. "Science today requires space and infrastructure to foster open communication, to provide opportunities for researchers from widely different sets of knowledge and expertise to collaborate in order to tackle the scientific challenges of tomorrow. This 'team science' approach sparks scientific innovation and optimal results."

The new tower is located on Spruce Street in the heart of Philadelphia's University City and

serves to unite the entire Wistar campus. It links to both the original 1894 facility (now known as the East Building) and the newly renovated 1975 Cancer Research Building (now known as the West Building).

Along with the latest testing and screening technologies, Wistar will now have the capacity to take discoveries even further toward providing therapeutic value and saving lives. The expansion will also enable Wistar to recruit new scientists.

"We cannot simply hit an innovation switch to bring about new medicines or discoveries, but what we can do is bring together motivated scientists from multiple fields and allow them to combine their expertise in ways that we cannot even foresee," said Dario C. Altieri, Wistar's chief scientific officer and director of Wistar's Cancer Center.

"That has always been the Wistar way, and this building will enable collaborative science to occur on an even greater scale."

A new public entrance on Spruce Street enhances Wistar's outreach and visibility. Visitors travel through a sun-lit glass atrium to attend scientific lectures and public events in the new 200-seat, high-tech Sarah and Matthew Caplan Auditorium. Open public spaces throughout the building also enhance Wistar's accessibility to the community, serving as a place where non-scientists of all ages can learn about human life and basic scientific research.

The expansion and renovation project also includes upgrades to aging infrastructure with new high-efficiency, energy saving heating, cooling, electrical and data systems.



The seven-story Robert and Penny Fox Tower on Spruce Street expanded the Wistar Institute's space for 'team science' biomedical research and scientific discoveries and added a new entrance.

Planning a Center for Advanced Cellular Therapeutics at Penn

The University of Pennsylvania reached an important milestone in its alliance with Novartis as it unveiled plans for the construction of a first-of-its-kind Center for Advanced Cellular Therapeutics (CACT) on the Penn Medicine campus. The CACT will become the epicenter for research using Chimeric Antigen Receptor technology (CAR), which enables a patient's T cells to be reprogrammed outside of the body so when they are re-infused into the patient, the T cells have the ability to "hunt" and destroy the cancer cells. Clinical trials using this approach have made headlines around the world.

Plans for the 30,000-square foot facility cement the Penn-Novartis alliance, a marquee component of Penn's efforts in translational sciences that expedite the development of novel therapies for diseases of all kinds. The collaboration was announced in August 2012, when the two organizations entered an exclusive global research and licensing agreement to further study and commercialize novel CAR therapies.

The CACT, which will be funded in part through a \$20 million investment from Novartis, will be devoted to the discovery, development and manufacturing of these personalized cellular cancer therapies, through a joint research and development program led by scientists and clinicians from Penn and Novartis.

"The past five years have been a time of explosive, exciting progress in the field of cancer cellular therapy," said Carl H. June, the Richard W. Vague Professor of Immunotherapy in the department of pathology and laboratory medicine in the Perelman School of Medicine and director of translational research in Penn's Abramson Cancer Center. "The results we've seen among the leukemia patients we've treated using our 'hunter' cells have accelerated our expectations for the potential of these new therapies. Today, many of those brave patients are thriving, and through our work in the CACT, we hope to offer that chance to patients with many other types of cancers."

The CACT will be constructed as part of the master building plan for the rear of the Perelman Center for Advanced Medicine on Penn's campus, atop of the 8-story Jordan Medical Education Center and South Pavilion Extension, which

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The following is published in accordance with the Faculty Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments 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 Actions Wednesday, September 24, 2014

Welcome and Introductions: As the first order of business, Faculty Senate Past Chair Dwight Jaggard turned the meeting over and presented the key to the Senate Chair's office to the new Faculty Senate Chair Claire Finkelstein. Professor Finkelstein welcomed the 2014-2015 Faculty Senate Executive Committee and introductions from members in attendance followed.

Chair's Report: Professor Finkelstein gave a brief overview of the Faculty Senate Executive Committee, Senate Committees and University Council. She reminded the committee that the October meeting will have three guests, Provost Vincent Price, and Rebecca Bushnell and Anthony Rostain, co-chairs of the Task Force on Student Psychological Health and Welfare. She asked committee members to contribute suggestions for topics for their presentations. She reminded committee members that the October SEC meeting will be held at the University Club, with a reception following the meeting at 5 p.m. She reported on the Tri-Chairs' summer activities, including meetings with the President, Provost and other University administrators. She asked the committee for ideas for a spring symposium theme. She notified members of the Faculty Award of Merit, sponsored by Penn Alumni and the Office of the Provost. She informed SEC members of the trustees' declining to vote on the tobacco divestment proposal over the summer.

Past Chair's Report: Professor Jaggard reported that he attended an Academic Planning and Budget Committee and a Capital Council meeting.

Discussion and vote on the draft 2014-2015 Senate Committee Charges: Professor Finkelstein asked SEC members for comments concerning the draft 2014-2015 charges. SEC members approved the charges with several revisions.

Discussion on Proposed New Student Disciplinary Protocol for Sexual Assault, Sexual Violence, Relationship Violence and Stalking: Vice Provost for Education Andy Binns, Vice President for Institutional Affairs Joann Mitchell and Senior Vice President and General Counsel Wendy White discussed proposed changes to how the University handles student-on-student sexual misconduct cases. Ms. White noted that the Office of Civil Rights (OCR) and the White House have made the issue of sexual assault on campus a high priority, and that OCR believes that Title IX, which prohibits discrimination based on gender in organizations that receive federal funding, mandates that universities adopt certain procedures for handling such cases. The primary change proposed to the new protocol governing the handling of these cases is to move from an adjudicatory model to an investigative model. The proposal recommends hiring a Sexual Violence Investigative Officer experienced with Title IX issues to manage the disciplinary process for these cases. This office will be separate from the Office of Student Conduct, which handles other student disciplinary cases. The University believes the proposed changes will make the process easier for both the complainant and respondent, result in more fair and consistent sanctions and better comply with federal Title IX requirements. Ms. White stated that the full details of Penn's revised procedures will be shared with the University community in the near future.

SEC members and the guest speakers then discussed the following topics: the different standards of evidence for a University disciplinary case versus a criminal case of sexual misconduct; campus resources for students and how cases will be brought to the attention of the Investigative Officer; ensuring the Investigative Officer and faculty panel members are trained to deal with issues of same-sex sexual assault; oversight and review procedures; the appeal standard and the role of lawyers in the proposed protocol; the training and composition of the faculty pool for the hearing panels; and training for the faculty on these and related issues.

Planning a Center for Advanced Cellular Therapeutics at Penn (continued from page 1)

are currently under construction. The CACT will adjoin the existing cancer therapeutics floor in the Smilow Center for Translational Research, allowing it to be fully integrated with Penn Medicine's research and clinical operations. The Center is expected to employ 100 highly specialized professionals in this burgeoning biomedical field.

The new facility, slated for completion in 2016, will house technologically advanced rooms where patients' own immune cells will be reprogrammed to fight tumors, roughly doubling Penn's capacity to investigate new uses for this cellular therapy technology and treat patients in clinical trials for a broad range of cancers. Functions of the space will include vaccine development, assay development and correlative studies of blood and other biospecimens to examine how trial participants respond to the therapies they receive.

"We are fortunate to live in an era when fundamental discovery rapidly can become a therapeutic. Harnessing of the body's immune system to treat cancers, as so dramatically shown with CAR T cell therapies, is the culmination of years of dedicated research," said Mark Fishman, president of the Novartis Institutes for Biomedical Research. "The number of opportunities to treat heretofore lethal diseases now is legion. This new joint center is testimony to the power that comes from merging academic discovery directly to the generation of new medicines."

In July 2014, the US Food and Drug Administration awarded its Breakthrough Therapy designation to the Penn-developed CTL019, an investigational CAR therapy for the treatment of relapsed and refractory adult and pediatric acute lymphoblastic leukemia (ALL). The designation

GSWS and Alice Paul Center Director: Nancy Hirschmann

The Gender, Sexuality and Women's Studies Program and the Alice Paul Center for Research on Gender, Sexuality and Women have appointed a new director, Nancy J. Hirschmann. She succeeds Christine Poggi, professor of history of art who led the program from 2011 to 2014.

Dr. Hirschmann, formerly the R. Jean Brownlee Endowed Term Chair, a chair designated for faculty working in the area of gender and sexuality and a professor in the political science department, is the author of many monographs, articles and edited volumes in feminist theory ranging from the concept of freedom to domestic violence, welfare and the intersection of disability with gender and sexuality. Her book *The Subject of Liberty: Toward a Feminist Theory of Freedom*, won the Victoria Schuck Award from the American Political Science Association for the best book on women and politics. She has held fellowships from the National Endowment for the Humanities, the American Council of Learned Societies, the Institute for Advanced Study at Princeton and others. Dr. Hirschmann previously served as the graduate chair and the vice chair of the department of political science as well as vice president of the American Political Science Association.

"Penn has many of the country's leading feminist scholars in a variety of departments and schools, and GSWS brings them together for the benefit of the students and the university with creative programming, cross-listed courses and fellowship programs to assist junior faculty and students doing work in gender and sexuality studies," Dr. Hirschmann said. "I'm very excited to be working more actively with these colleagues and our terrific staff Demie Kurz, Melanie Adley and Luz Marin to continue this important work, but also to make its contributions more visible to the rest of the campus, build stronger connections with other programs and departments and to support and promote the hiring of more faculty working in the area of gender, sexuality and women's studies. At a time when diversity has rightfully become an important issue on the Penn campus, GSWS is an important partner and resource for the University to draw on to enhance and support its efforts."



Nancy Hirschmann

Call for Honorary Degree Nominations: November 15

Dear Colleagues,

We invite you to nominate candidates to receive honorary degrees from the University of Pennsylvania at the 2015 Commencement ceremony and beyond. Candidates should exemplify the highest ideals of the University, which seek to educate those who will change the world through innovative scholarship, scientific discovery, artistic creativity and/or societal leadership.

We encourage you to involve your faculty colleagues, within and across departments and schools, in the nomination process. Nominations should explain how nominees meet the criteria for selection and outline the nominees' achievements and contributions. Please include as much biographical and other supporting information as possible, but do not contact the nominees, who should not know that they are being considered. We particularly encourage nominations from departments and schools whose fields have not been recognized by the award of honorary degrees in recent years. Please note that it is University policy not to consider Penn standing faculty, trustees or school and center overseers for Penn honorary degrees.

Nominations are welcome any time, but for consideration by this year's University Council Committee, it would be very helpful to have them in hand by *November 15*. Review is ongoing and candidates may ultimately be selected several years after their initial nominations. The University Council Committee's recommendations are forwarded to the Trustee Committee on Honorary Degrees and Awards, which makes the final selection. A list of previous University of Pennsylvania honorary degree recipients can be found at: <https://secure.www.upenn.edu/secretary/HDhome.html>

Please send signed letters of nomination on your official stationery to: University Council Committee on Honorary Degrees, c/o Office of the University Secretary, 211 College Hall/6303. Nominations may also be faxed to (215) 898-0103. Additional information on the honorary degrees process and an online nomination form can also be found at: <https://secure.www.upenn.edu/secretary/HonoraryDegrees.php> If you have any questions, please contact Lynne Sniffen at sniffen@upenn.edu or (215) 898-7005.

Penn emeritus faculty are eligible to receive honorary degrees through a special nomination process. University deans propose candidates for consideration by the Council of Deans. The Council's nominations are then reviewed by the President and Provost, and final selection is made by the Trustee Committee on Honorary Degrees.

Honorary degrees are important statements of Penn's values and aspirations, and we strongly encourage your participation in this process.

—Amy Gutmann, President

—Larry Gladney, Chair, University Council Committee on Honorary Degrees

Death

Professor Lundgren, Nursing

Miriam V. Lundgren, former faculty member and administrator in the School of Nursing, passed away September 17 at age 91.

Born in Audubon, NJ, Professor Lundgren earned her nursing degree from Cornell University in 1946 and a master's degree in educational administration from Temple University in 1966.

Professor Lundgren was an assistant professor of nursing from 1975-1980, during which time she also served as coordinator and then director of continuing education for the school.

Prior to that she was a nursing administrator at West Jersey Hospital, Camden County Vocational School and Methodist Hospital in Philadelphia.

In her autobiography, *Then Sings My Soul: An Autobiography of My Places*, she wrote that she was the first woman ordained Methodist Elder in the Southern NJ Conference. She pastored at several churches in retirement.

Professor Lundgren is survived by her daughter, Hope Bond; six grandchildren; nine great-grandchildren; and a sister, Hope Draper.

Donations may be made to Interfaith Caregivers, PO Box 186, Haddonfield, NJ 08033.

To Report A Death

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

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

Co-directors of Prevention Research Center: Karen Glanz and Kevin Volpp



Karen Glanz

Kevin Volpp

the use of health behavior theory and promoting collaboration among faculty, fellows and students at the University of Pennsylvania.

Dr. Volpp is the founding director of the Center for Health Incentives and Behavioral Economics at the Leonard Davis Institute of Health Economics (*Almanac* November 1, 2011) and a professor of medicine at the Perelman School of Medicine and Health Care Management at the Wharton School.

Among other initiatives, the PRC will conduct a workplace weight loss study to evaluate environmental change strategies and incentives for decreasing obesity and preventing cardiovascular disease in employees of the City of Philadelphia, Independence Blue Cross and the Southeastern Pennsylvania Transportation Authority.

The PRC will strengthen public and private sector community partnerships; improve understanding of how behavioral economics and public health strategies can reduce health risks and improve health in social-environmental contexts; and extend collaborative training, education and communication in high-risk and underserved populations in Southeastern Pennsylvania.

"This grant is a unique opportunity to create a hub for interdisciplinary chronic disease prevention research, training and dissemination here at Penn," said Dr. Glanz. "This Center greatly extends our commitment at reducing disparities and improving the health of those in our communities."

The PRC team is dedicated to promoting well-being, health equity, research translation and development and evaluation of population-based and sustainable community health and

clinical interventions. Faculty members from the Perelman School of Medicine, School of Nursing, Annenberg School for Communication, the Wharton School and Children's Hospital of Philadelphia are among the leadership of the new Center.

"While using the latest behavioral economics techniques and technologies to target conditions such as high blood pressure, high cholesterol, diabetes and poor diet here in the Philadelphia region, and blending them with accepted public health strategies, we're creating a sustainable model that can be replicated by other institutions," said Dr. Volpp. "Fostering communication, creating valuable connections and sharing tools and research to other communities helps amplify this progress."

The CDC awarded a total of \$19.5 million to 26 academic institutions in 25 states, for the first of five years of funding, to support development and evaluation of practical public health prevention interventions. Further information, a map of all centers and their research description may be found at: www.cdc.gov/prc/center-descriptions/index.htm

Almanac On-the-Go: RSS Feeds

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Since 1956, Penn has celebrated a rite of passage each year for faculty and staff of all ranks who meet only one common requisite: they have been members of the University community for 25 years. Another 220 new members crossed the 25-year mark in 2014 and will be welcomed at the University of Pennsylvania annual 25-Year Club celebration on October 2. New Bolton Center will have a separate celebration on October 15.

At the 25-Year Club Annual Lecture, preceding the dinner, Dr. Adrian Raine, professor of criminology, School of Arts & Sciences, will explain *The Anatomy of Violence: Dissecting the Biological Roots of Crime*. His talk will begin at 3:30 p.m. on the second floor of Houston Hall in the Class of '49 Auditorium and is open to the Penn community. His lecture is sponsored by the Penn Association of Senior and Emeritus Faculty (PASEF).

Twenty-Five Year Club: New Members for 2014

Dr. Geoffrey K. Aguirre, Neurol-
ogy, Perelman School of Medicine
Ms. Ardeth Anderson, Univer-
sity Museum

Ms. Laural Lynn Arthur, Ad-
ministrative Information Technol-
ogies and Communications, ISC

Dr. Janice Asher, Student
Health Services, Student Services

Mr. Tony Atkin, Architecture,
Design

Dr. Frederic G. Barr, Pathology
& Laboratory Medicine, Perelman
School of Medicine

Mr. Kofi Barry, Housekeeping,
Facilities and Real Estate Services
Dr. Paul J. Batastini, Orthodon-
tics, Dental Medicine

Ms. Bridgid Bazemore, House-
keeping, Facilities and Real Estate
Services

Dr. Herman Beavers, English,
SAS

Mr. Kirby Bell, University Li-
braries

Dr. Jeffrey Scott Berns, Ren-
al-Electrolyte and Hypertension,
Perelman School of Medicine

Dr. Mark H. Bernstein, Psychi-
atry, Perelman School of Medicine

Ms. Malekeh T. Bey, External
Dining, Residential and Hospitali-
ty Services

Dr. Gene Beth Bishop, Med-
icine Affiliates Administration,
Perelman School of Medicine

Mr. Donald E. Bogle, Center
for Africana Studies, SAS

Mr. Darryl Thomas Boone, Ex-
ternal Dining, Residential and Hospi-
tality Services

Dr. Robert F. Boruch, GSE
Ms. Robin M. Briley, Pathobi-
ology, Veterinary Medicine

Ms. Diana Harris Broach, Busi-
ness and Public Policy, Wharton

Mr. Frederick E. Brooks,
Housekeeping, Facilities and Real
Estate Services

Mr. Frederick E. Brooks,
Housekeeping, Facilities and Real
Estate Services

Ms. Marlene Bruno, Student
Financial Services, Division of Fi-
nance

Ms. Jacqueline D. Caliman,
Computer and Information Sci-
ence, SEAS

Dr. E. Cabrina Campbell,
Psychiatry-Addictions, Perelman
School of Medicine

Ms. Lisa Joann Campeau, Ad-
ministrative Information Technol-
ogies and Communications, ISC

Ms. Joanna Casella, Student Fi-
nancial Services, Division of Fi-
nance

Mr. Christopher J. Cataldo, Ad-
missions, Registrar, Finance, Design

Ms. Susan Cerrone, SAS Fi-
nance, SAS

Dr. Ching-Li Chai, Mathemat-
ics, SAS

Mr. Tadeusz Citko, Housekeep-
ing, Facilities and Real Estate Ser-
vices

Dr. Guy T. Coby, Orthodontics,
Dental Medicine

Mr. Waverly C. Coleman, Facil-
ities, Perelman School of Medicine

Mr. Bernabe Contreras, Repro-
graphics, Wharton

Ms. Teresa Y. Copeland, House-
keeping, Facilities and Real Estate
Services

Ms. Melissa M. Coring, Wid-
ener Hospital, Veterinary Medicine

Ms. Maria Corsetti, Cancer Cen-
ter, Perelman School of Medicine

Mr. Randall C. Couch, ISC
Communications Group, ISC

Ms. Beverley A. Coulson, Re-
search Data Services, Wharton

Dr. Beverley Ann Crawford,
Preventive and Restorative Scienc-
es, Dental Medicine

Mr. Arcy E. Crute, Housekeep-
ing, Facilities and Real Estate Ser-
vices

Ms. Denise H. Danner, Clini-
cal Studies-Philadelphia, Veteri-
nary Medicine

Dr. Frank M. Dattilio, Psychi-
atry, Perelman School of Medicine

Ms. Christine Davis, Counsel-
ing and Psychological Services,
Student Services

Ms. Diane Davis, PennCAP,
Student Services

Ms. Nichole Davis Moore, Stu-
dent Financial Services, Division
of Finance

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sity Press, Provost's Center

Dr. Janet A. Deatrick, Family
and Community Health, Nursing

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ney, Music, SAS

Mr. David Deifer, Network Op-
erations, ISC

Ms. Gail Delfin, Emergen-
cy Medicine, Perelman School of
Medicine

Dr. Francis X. Diebold, Eco-
nomics, SAS

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chemistry and Biophysics, Perel-
man School of Medicine

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AVP for Principal Gifts, Develop-
ment and Alumni Relations

Ms. Mary Doan, Ophthalmol-
ogy, Perelman School of Medicine

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tration, Facilities and Real Estate
Services

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try, SAS

Mr. Daniel P. Dougherty, Tech-
nology Support Services, ISC

Mr. David Dye, WXP, Presi-
dent's Center

Ms. Darlene P. Dziomba, ISC
Finance and HR, ISC

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macology, Perelman School of
Medicine

Dr. George Ehrlich, Rheumatol-
ogy, Perelman School of Medicine

Dr. Rosalie Elenitsas, Dermatol-
ogy, Perelman School of Medicine

Dr. Jack Ende, General Inter-
nal Medicine, Perelman School of
Medicine

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vis Institute, Wharton

Ms. Orit Even-Shoshan, Pedi-
atrics, Perelman School of Medicine

Ms. Myra Fishburn, Facilities,
Perelman School of Medicine

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Business Services

Dr. John C. Flamma, Emergen-
cy Medicine, Perelman School of
Medicine

Dr. Mark Fogel, Pediatrics,
Perelman School of Medicine

Ms. Diane Foglia, Otorhino-
laryngology, Perelman School of
Medicine

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Studies-Philadelphia, Veterinary
Medicine

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ogy, Perelman School of Medicine

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ical Studies-New Bolton Center,
Veterinary Medicine

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ty Dean's Office, Wharton

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Services

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ogies and Communication, ISC

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Dr. David H. Grossman, Civic
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ogy, Perelman School of Medicine

Dr. Barry G. Grove, Account-
ing, Wharton

Dr. Perry L. Habecker, Pathobi-
ology, Veterinary Medicine

Mr. Robert Hachadoorian, Cen-
ter for Sleep, Perelman School of
Medicine

Ms. Edith T. Hall, External
Dining, Residential and Hospitali-
ty Services

Mr. Daniel W. Harrell, Opera-
tions, Division of Recreation & In-
tercollegiate Athletics

Mr. Stephen Hawkins, Dean's
Office, Veterinary Medicine

Ms. Patricia Heller, Dental
Medicine Library, University Li-
braries

Ms. Carol B. Henderson, Ac-
cess and Achievement Programs,
Student Services

Dr. Meenhard Herlyn, Dermatol-
ogy, Perelman School of Medicine

Dr. Richard L. Hodinka, CHOP
Pathology, Perelman School of
Medicine

Dr. Robert W. Holthausen, Ac-
counting, Wharton

Dr. Arlene Houldin, Nursing

Ms. Karen E. Hughey, Account-
ing and Payroll, Facilities and Real
Estate Services

Dr. Melissa G. Hunt, Psychol-
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ogy, SAS

Dr. Robert W. Hurst, Radiology, Perelman School of Medicine

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Dr. William N. Kelley, Medicine, Perelman School of Medicine

Ms. Wendy Kelly, Emergency Medicine, Perelman School of Medicine

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School of Medicine

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Ms. Hilary M. Lopez, Benefits, HR

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Mr. Cletus Mahalik, Trades, Facilities and Real Estate Services

Ms. Michaela Majoun, WXP, President's Center

Ms. Sandra C. Mancini, Staff and Labor Relations, HR

Ms. Serafina Maniaci, Executive Education, Wharton

Dr. Marylou Manning, Family and Community Health, Nursing

Dr. John Matthew Maris, Pediatrics, Perelman School of Medicine

Mr. Vincent Anthony Marocco, Morris Arboretum

Mr. Edward Marvel, SAS-Computing, SAS

Mr. Godwin M. Mayers, Physics and Astronomy, SAS

Ms. Julie S. Meyer, Administrative Information Technologies and Communication, ISC

Mr. Bradley Midgett, SAS-Computing, SAS

Mr. John D. Mitchell, Biochemistry and Biophysics, Perelman School of Medicine

Ms. Linda P. Mitchell, External Dining, Residential and Hospitality Services

Mr. Chris R. Moscatelli, Trades, Facilities and Real Estate Services

Dr. Michael L. Nance, Surgery CHOP, Perelman School of Medicine

Ms. Cheryl A. Nathaniel, Ophthalmology, Perelman School of Medicine

Mr. Wayne Neal, Housekeeping, Facilities and Real Estate Services

Ms. Kristin E. Nelson, Technology Support Services, ISC

Dr. Cynthia Norris, Pediatrics, Perelman School of Medicine

Ms. Patricia Oglesby, Emergency Medicine, Perelman School of Medicine

Mr. Tyrone Andre O'Neal, Access and Achievement Programs, Student Services

Ms. Susan R. Passante, Research and Research Training, Perelman School of Medicine

Ms. Faye Jeanette Patterson, African Studies Center, SAS

Dr. Brian Peterson, Access and Achievement Programs, Student Services

Ms. Janice T. Petner, Ophthalmology, Perelman School of Medicine

Dr. Holly Pittman, History of Art, SAS

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Ms. Bobbie C. Pugh, Psychiatry Business Office, Perelman School of Medicine

Dr. Ravinder Reddy, Radiology, Perelman School of Medicine

Ms. Adrienne Ricks, Academic Affairs, Nursing

Ms. Suzanne Rizio, Emergency Medicine, Perelman School of Medicine

Dr. Keith Michael Robinson, Rehabilitation Medicine, Perelman School of Medicine

Dr. Sevgi Rodan, Biochemistry, Dental Medicine

Mr. Joseph Rogosky, Ryan Veterinary Hospital, Veterinary Medicine

Dr. Lawrence Rome, Biology, SAS

Dr. David S. Roos, Biology, SAS

Mr. Kyle A. Rosato, Environmental Health and Safety, Provost's Center

Dr. Stephen Pike Rounds, Preventive and Restorative Sciences, Dental Medicine

Dr. Richard M. Rutstein, Pediatrics, Perelman School of Medicine

Dr. Esaul Sanchez, Institutional Real Estate, Facilities and Real Estate Services

Dr. Steven S. Scherer, Neurology, Perelman School of Medicine

Dr. James Schlatter, English, SAS

Dr. Kathleen Schoettle, Ryan Veterinary Hospital, Veterinary Medicine

Dr. Lynn M. Schuchter, Hematology/Oncology, Perelman School of Medicine

Dr. Richard Schwab, Sleep Medicine, Perelman School of Medicine

Dr. Phillip Scott, Pathobiology, Veterinary Medicine

Ms. Mahmonir Shahpari, Finance and HR, ISC

Ms. Quyen Shanahan, WXP, President's Center

Ms. Gail P. Shannon, Moore Business Offices, SEAS

Ms. Michele Sheehan, Ophthalmology, Perelman School of Medicine

Ms. Roberta W. Shell, Knowledge@Wharton, Wharton

Dr. Richard D. Shlansky-Goldberg, Radiology, Perelman School of Medicine

Dr. Michael L. Silverman, Infectious Diseases, Perelman School of Medicine

Dr. Jerome E. Singerman, University Press, Provost's Center

Mr. Ronald Skoczylas, Trades, Facilities and Real Estate Services

Dr. Jonathan Michael Smith, Computer and Information Science, SEAS

Ms. Joanne Spigonardo, Legal Studies & Business Ethics, Wharton

Dr. Sarah A. Spinler, Cardiovascular Medicine, Perelman School of Medicine

Dr. Robert St. George, History, SAS

Dr. Eileen Sullivan-Marx, Nursing

Dr. H. Lee Sweeney, Physiology, Perelman School of Medicine

Mr. James Timberlake, Architecture, Design

Mr. Reth Touch, Dean's Office, Veterinary Medicine

Ms. Symme Trachtenberg, Pediatrics, Perelman School of Medicine

Ms. Iana Mitchell Turner, Morris Arboretum

Ms. Linda Turner, Academic Affairs, Nursing

Dr. Lucy W. Tuton, Center for Clinical Biostatistics, Perelman School of Medicine

Ms. Leslie Tyler, Finance & Administration, Division of Public Safety

Dr. Ritu Verma, Pediatrics, Perelman School of Medicine

Dr. John M. Vohs, Chemical & Biomolecular Engineering, SEAS

Dr. Susan W. Volk, Clinical Studies-Philadelphia, Veterinary Medicine

Mr. George V. Walker, Student Financial Services, Division of Finance

Dr. Ping Wang, Pathobiology, Veterinary Medicine

Ms. Lillian Ward, Staff and Labor Relations, HR

Dr. Steven P. Weinberg, Preventive and Restorative Sciences, Dental Medicine

Dr. Liliane Weissberg, German, SAS

Ms. Theresa M. Welsh, Trustees' Council of Penn Women, Development and Alumni Relations

Dr. Victoria P. Werth, Dermatology, Perelman School of Medicine

Dr. Douglas W. White, Orthodontics, Dental Medicine

Mr. Tusatadeva C. Wijesinghe, Student Financial Services, Division of Finance

Ms. Nita Williams, Student Financial Services, Division of Finance

Ms. Linda E. Wood, University Museum

Ms. Mei-Qi Xu, Orthopaedic Surgery, Perelman School of Medicine

Ms. Artemis N. Yates, Wharton Finance and Administration, Wharton

Ms. Sheri R. Young, Pathobiology, Veterinary Medicine

Ms. Yvonne Young, Vice Dean, Education/Registrar, Perelman School of Medicine

Dr. Eric Zager, Neurosurgery, Perelman School of Medicine

Ms. Renee M. Zawacki, Health Care, Wharton

Honors & Other Things

Innovation Award: Penn Care Home and Hospice

Penn Nursing Professor Mary Naylor's Transitional Care Model (TCM) was cited as the innovative competency that led to *Penn Care Home and Hospice* being awarded the 2014 Home Care LINK Spirit of Innovation Award. By initiating TCM, the home health agency has been able to establish a blueprint for quality in assessing high-risk patients and preventing future episodes of acute care.

TCM, designed by Dr. Naylor and a multi-disciplinary team of Penn colleagues, has been clinically proven to reduce hospital re-admissions by up to 30 percent while producing substantial savings for hospitals and Medicare. The model assigns an advanced practice nurse to support patients and their families through critical transitions, such as hospital to home. An individual nurse can manage as many as 20 patients at a time over a 60-day period.

Dr. Naylor, is the Marian S. Ware Professor in Gerontology and director of the NewCourtland Center for Transitions and Health. She is also the National Program Director for the Robert Wood Johnson Foundation program, Interdisciplinary Nursing Quality Research Initiative, aimed at generating, disseminating and translating research to understand how nurses contribute to quality patient care.

5th Annual Penn Safety Fair Dare to be Aware! Video Challenge

Calling all Penn research labs to a video challenge! *Dare to be Aware* through a short (three minute or less) video creatively presenting how safety is practiced in your lab. Your submission must be uploaded to YouTube no later than *Monday, October 20, 2014*. Submission Form and Photograph Authorization and Release Waiver should be emailed to ehrs@ehrs.upenn.edu. Submissions will then be linked to the EHRS at Penn Facebook page where the Penn community can vote on the best video from October 20-27, 2014.

Complete rules and details, submission form and photograph authorization and release waiver form can be found at www.ehrs.upenn.edu/safetyfair/2013videochallenge.html

The lab of the winning video will receive a pizza party to celebrate.

More information on this year's Safety Fair, which will be held in the lobby of the Hill Pavilion on *October 30, 2014* from 10 a.m. to 1 p.m., is available online. Please check www.ehrs.upenn.edu/safetyfair or contact EHRS at (215) 898-4453 for more information.

Decorate Your Lab Coat Contest

For the 2014 Safety Fair, EHRS is announcing a lab coat decorating contest. Lab coats are important for safety. But they can also be fun, so be creative and show off your fashion statement every day! The rules are simple: decorate your lab coat, put it on, show off your hard work, have someone snap a picture and send that picture to EHRS. A gift card will be presented to the creator of the winning lab coat.

All entries must be received by the day of the Safety Fair: *October 30, 2014*. You are also invited to wear your decorated lab coat to the fair. Please visit the Safety Fair website for more information www.ehrs.upenn.edu/safetyfair

100 Most Inspiring: Dr. Paterson

Yvonne Paterson, associate dean for research and professor in the School of Nursing, has been named as one of the 100 most inspiring people in the life sciences industry by *PharmaVOICE*. She was recognized for her work in developing leading immunotherapies that target women's cancer. Featured in the July/August 2014 issue of *PharmaVOICE*, Dr. Paterson was selected from a group of nominations submitted by industry peers.

Driven by her own diagnosis with breast cancer, Dr. Paterson was one of the early pioneers of tumor immunology through her groundbreaking work involving *Listeria monocytogenes* and CD8+ T-cells. That research has led to the development of cancer immunotherapy technology that targets established macroscopic tumors even in the face of profound immune tolerance to the tumor-associated antigen.

Taylor International Prize in Medicine: Drs. Lee and Trojanowski

Virginia M.-Y. Lee, and *John Q. Trojanowski*, co-directors of the Marian S. Ware Alzheimer Drug Discovery Program at the Perelman School of Medicine, are co-recipients of the 2014 J. Allyn Taylor International Prize in Medicine. They are being recognized for their "tireless work to find ways to understand and treat Alzheimer's and other neurodegenerative diseases." Drs. Lee and Trojanowski are also professors of pathology and laboratory medicine at Penn Medicine.



Yvonne Paterson

Western University's Robarts Research Institute cites them as a collaborative team for the last two decades and among the 10 most cited neuroscientists in the world. The J. Allyn Taylor International Prize in Medicine is named after the founding chair of the Board at Robarts and includes a cash prize of \$25,000 and a medal bearing the likeness of J. Allyn Taylor.

Board of Directors: Professor Shropshire

Kenneth L. Shropshire has been named an independent member of the Board of Directors of the Moelis & Company, a leading global independent investment bank. Professor Shropshire is the David W. Hauck Professor at the Wharton School, teaching legal and business aspects of sports; business law and ethics; negotiation and dispute resolution; and diversity and the law. He is the director and founder of the Wharton Sports Business Initiative.

UNESCO Literacy Prize: ILI

UNESCO awarded the *International Literacy Institute (ILI)*, based at Penn's Graduate School of Education, the Confucius International Literacy Prize for its technology-based program supporting literacy in South Africa.

ILI and the Molteno Institute for Language and Literacy, based in South Africa, partnered together for the Bridges to the Future Initiative. Working in three indigenous African languages and English, the initiative improves access to quality educational materials and also builds on languages that are highly motivating to historically disadvantaged populations in South Africa.

"The initiative provides a self-paced and multi-lingual learning environment with continuous remediation and support opportunities in an exciting and engaging format to learners," said GSE Professor Dan Wagner, UNESCO chair, ILI director and co-founder and head of GSE's International Educational Development Program.

Nominations for the Community Involvement Recognition Awards

To Members of the University and Surrounding Community:

In honor of the late Reverend Dr. Martin Luther King, Jr.'s recognition that local engagement is essential to the struggle for equality, the 2015 Dr. Martin Luther King, Jr. Commemorative Symposium on Social Change Executive Planning Committee of the University of Pennsylvania is pleased to announce the 20th Annual Community Involvement Recognition Awards. The awards honor members of the Philadelphia community whose active service to others best exemplifies the ideals Dr. King espoused.

The Dr. Martin Luther King, Jr. Community Involvement Recognition Awards will be presented to five individuals in the following areas:

1. Staff and students of the Penn community involved in community service and/or working for social justice efforts.
2. Residents (youth and adult) of the broader community involved in community service and/or working for social justice efforts.
3. Staff, students or residents who demonstrate significant contributions in community service and/or working for social justice efforts through the advancement of education and educational opportunities in Philadelphia.

The awards will be presented on *January 22, 2015*, as part of Penn's commemoration of the King holiday.

We seek your help in nominating individuals whose work most merits recognition. Please share this information with others in your families, communities, schools, departments and organizations so that we may identify those most deserving of this award. Nomination forms may be submitted through *November 7, 2014*. Electronic submissions are preferred but not required at: www.upenn.edu/aarc/mlk/award.htm If you prefer sending by mail, please send to the African-American Resource Center, Attn: Robert Carter, 3537 Locust Walk, Suite 200, Philadelphia, PA 19104-6225.

Should you have any questions, please contact the African-American Resource Center at (215) 898-0104 or aarc@pobox.upenn.edu

Thank you in advance for helping to pay special homage to those individuals who have demonstrated extraordinary service and commitment to enhance the University of Pennsylvania and the Philadelphia community.

"Life's most persistent and urgent question is, 'What are you doing for others?'"

—Reverend Dr. Martin Luther King, Jr.

—2015 Dr. Martin Luther King, Jr. Community Involvement Recognition Awards Committee

The newest version of this policy was published on July 5, 2016 and is available here:

<http://www.upenn.edu/almanac/between/2016/070116-of-record.html#harassment>

The University of Pennsylvania is committed to maintaining a diverse, respectful and safe campus environment for all members of our community. The Principles of Responsible Conduct outline the expectations articulated in a variety of University policies, including those related to preventing and responding to sexual harassment, sexual violence, relationship violence and stalking. The Principles of Responsible Conduct may be found at www.upenn.edu/audit/oacp_principles.htm or by contacting the Office of Audit, Compliance and Privacy. In addition to reminding us of our rights and responsibilities, our policies describe the resources available for information, support, and addressing concerns and complaints. The Offices of Affirmative Action and Equal Opportunity Programs, Staff and Labor Relations in the Division of Human Resources and the Vice Provost for Faculty are among those available to respond to questions or provide additional information.

Amy Gutmann
President

Vincent Price
Provost

Craig Carnaroli
Executive Vice President

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

Sexual Harassment Policy

I. Conduct

Our community depends on trust and civility. A willingness to recognize the dignity and worth of each person at the University is essential to our mission.

It is the responsibility of each person on campus to respect the personal dignity of others. We expect members of our University community to demonstrate a basic generosity of spirit that precludes expressions of bigotry.

Penn properly celebrates the diversity of its community. We come to Penn from many different backgrounds and include different races, religions, sexual orientations and ethnic ancestries. Learning to understand the differences among us, as well as the similarities, is an important dimension of education, one that continues for a lifetime. Tolerance alone, however, is not enough. Respect and understanding also are needed. We should delight in our differences, and should seek to appreciate the richness and personal growth which our diversity provides to us as members of this community.

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

The University also has established policies on behaviors that interfere with these freedoms. Foremost among these policies is the University's Statement on Non-Discrimination, which prohibits discrimination on the basis of race, color, sex, sexual preference, religion, national or ethnic origin, handicap or disability.

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

II. Purposes and Definitions

A. Purposes

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

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

B. Definitions

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

1. Involves a stated or implicit threat to the victim's academic or employment status;

2. Has the purpose or effect of interfering with an individual's academic or work performance; and/or;
3. Creates an intimidating or offensive academic, living or work environment.

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

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

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

III. Resources

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

A. Information, Counseling and Support

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

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

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

(continued on page 8)

Sexual Harassment Policy

(continued from page 7)

B. Informal Mechanisms for Mediation and Resolution

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

C. Formal Mechanisms for Resolution and Adjudication

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

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

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

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

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

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

D. Central Reporting of Sexual Harassment

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

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

E. Education and Prevention

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

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

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

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

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

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

F. Exit Interviews

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

G. Implementation

Deans and administrative directors will be responsible for the implementation of this policy. The Provost and President will oversee the performance of deans and directors in the implementation of this policy.

University of Pennsylvania Sexual Violence, Relationship Violence and Stalking Policy

Introduction

This policy, which prohibits behaviors that are more generally addressed by the University's Sexual Harassment Policy, applies to faculty, students, staff and visitors to the University campus and facilities. All forms of sexual violence, relationship violence, domestic violence and stalking and attempts to commit such acts, are considered to be serious misconduct and may result in disciplinary action up to and including expulsion or termination of employment. In addition, such acts violate federal, state and local laws and perpetrators of such acts may be subject to criminal prosecution. Specific guidance for students is provided at www.vpul.upenn.edu/pwc/files/Sexual_Violence_Policy_Guidelines.pdf and for faculty and staff at [\[link to policy guidance to be developed\]*](#).

Definitions

Sexual violence, relationship violence, domestic violence and stalking in any form, including sexual assault and rape, are prohibited by University policy. Sexual violence includes a range of behaviors in which an act of a sexual nature is taken against another individual without the individual's consent or when the individual is unable to consent.

Important definitions appear below.

Sexual assault (including but not limited to rape) is defined as having committed any of the following acts:

- Any physical sexual contact that involves the use or threat of force or violence or any other form of coercion or intimidation;
- Any physical sexual contact with a person who is unable to consent due to incapacity or impairment, mental or physical. "Incapacity" or "impairment" includes but is not limited to being under the influence of alcohol or drugs or being too young to consent.

Rape is defined as sexual assault involving an act of penetration and includes acquaintance rape (assailant and victim know each other).

Non-forcible sex acts include unlawful sex acts where consent is not relevant, such as sexual contact with an individual under the statutory age of consent as defined by Pennsylvania law.

Consent is an affirmative decision to engage in mutually agreed upon sexual activity and is given by clear words or actions. Consent may not be inferred from silence, passivity or lack of resistance alone. Furthermore, consent to one form of sexual activity does not imply consent to other forms of sexual activity, and the existence of a current or previous dating, marital or sexual relationship is not sufficient to constitute consent to additional sexual activity. Assent shall not constitute consent if it is given by a person who because of youth, disability, intoxication or other condition is unable to lawfully give his or her consent.

Relationship Violence, also commonly known as dating violence, is defined as a pattern of abuse committed by a person, past or present, involved in a social, sexual or romantic relationship with the victim. Relationship violence can encompass a broad range of behaviors that may include physical violence, sexual violence, emotional violence and economic violence.

Domestic Violence is defined as abuse committed against an adult who is a spouse or former spouse, cohabitant or someone with whom the abuser has a child, has an existing dating or engagement relationship, or has had a former dating or engagement relationship.

Stalking means engaging in a course directed at specific person(s) that would cause a reasonable person to (a) fear for his or her safety or the safety of others, or (b) suffer substantial emotional distress.

In determining whether the alleged conduct violates this policy, consideration will be given to the totality of circumstances, including the nature of the conduct and the context in which the alleged incident occurred.

Resources

Information, Counseling and Support

Resource offices are available to assist members of the Penn community and visitors to the campus who have been, or know someone who has been, the victim of sexual violence. The staff of these offices are available to provide information regarding options for pursuing a complaint as well as counseling and support. The information provided generally will be held in confidence, consistent with the University's obligation to address complaints of sexual violence, unless the person making the complaint gives his or her consent to the disclosure of that information. The commitment to confidentiality does not preclude the sharing of information among responsible University administrators as needed to address the complaint or to keep members of the University community safe.

- **African-American Resource Center** (staff, faculty or visitors)
- **Office of the Chaplain** (students, staff, faculty or visitors)
- **Counseling and Psychological Services** (students)
- **Employee Assistance Program**, Behavioral Health, Perelman School of Medicine (staff or faculty)
- **LGBT Center** (students, staff or faculty)
- **Office of the Ombudsman** (students, staff or faculty)
- **Penn Women's Center** (students, staff or faculty)
- **Special Services Department**, Division of Public Safety (students, staff, faculty or visitors)
- **Student Health Service** (students)
- **Vice Provost for University Life** (students)

Informal and Formal Complaint Resolution Resources

The University also has resources available to respond to informal and formal complaints of sexual violence. The staff of these resource offices will provide information regarding the process to be used in responding to the complaint, investigate the allegations and ensure that appropriate action is taken.

- **Office of Affirmative Action and Equal Opportunity Programs** (complaints by or regarding students, staff, faculty or visitors)
- **Dean's Offices and Department Chairs** (complaints regarding faculty)
- **Division of Human Resources, Staff and Labor Relations** (complaints by or regarding staff members)
- **Penn Police Department**, Division of Public Safety (complaints by or regarding students, staff, faculty or visitors)
- **Office of the Provost** (complaints by or regarding students or faculty members)
- **Special Services Department**, Division of Public Safety (complaints by or regarding students, staff, faculty or visitors)
- **Office of Student Conduct** (complaints regarding students)
- **Title IX Coordinator/Executive Director**, Office of Affirmative Action and Equal Opportunity Programs (complaints by or regarding staff, students, faculty or visitors).

Rights of Complainants and Respondents

Persons who make a complaint and those who are responding to complaints have the following rights:

- The option to notify law enforcement;
- The option to have another member of the University community present during interviews that are part of a University-initiated investigation;
- To be notified of counseling and support services available;
- To be notified of options to change academic, living or work arrangements.

Policy Against Retaliation

University policy expressly prohibits retaliation against faculty, staff or students who in good faith make reports of violations of this policy. In addition, knowingly and intentionally making a false report of a violation of this policy is prohibited. Members of the Penn community who take adverse action against someone who reports a violation of this policy, intimidates, threatens or otherwise engages in retaliation is subject to disciplinary action, up to and including termination of their employment or expulsion from the University.

* **Ed. Note:** The placeholder will be replaced once the guidance is finalized.

See next page for
Policy on Consensual Sexual Relations Between Faculty and Students

Policy on Consensual Sexual Relations Between Faculty and Students

The relationship between teacher and student is central to the academic mission of the University. No non-academic or personal ties should be allowed to interfere with the integrity of the teacher-student relationship. Consensual sexual relations between teacher and student can adversely affect the academic enterprise, distorting judgments or appearing to do so in the minds of others and providing incentives or disincentives for student-faculty contact that are equally inappropriate.

For these reasons, any sexual relations between a teacher and a student during the period of the teacher-student relationship are prohibited. The prohibition extends to sexual relations between a graduate or professional student and an undergraduate when the graduate or professional student has some supervisory academic responsibility for the undergraduate, to sexual relations between department chairs and students in that department and to sexual relations between graduate group chairs and students in that graduate group. In addition, it includes sexual relations between ac-

ademic advisors, program directors and all others who have supervisory academic responsibility for a student and that student. Teachers and academic supervisors who are sexually involved with students must decline to participate in any evaluative or supervisory academic activity with respect to those students.

The Provost, Deans, Department Chairs and other administrators should respond to reports of prohibited sexual relations that are brought to them by inquiring further and, if such reports appear to be accurate, initiating appropriate disciplinary action or remedial measures against the teacher or supervisor involved.

This policy supplements the University's policy on Sexual Harassment. In addition, although this policy prohibits consensual sexual relations only between a teacher-supervisor and that individual's student, the University strongly discourages any sexual relations between members of the faculty (or administration) and undergraduates.

Human Resources: Upcoming Programs

Professional and Personal Development

Improve your skills and get ahead in your career by taking advantage of the many development opportunities provided by HR. You can register for programs by visiting knowledge@link.upenn.edu or contacting Learning and Education at (215) 898-3400.

Brown Bag Matinee: Giving and Receiving Feedback; 10/1; noon-1 p.m.; free. Successful completion of this course will increase your knowledge and ability to: implement a five-step process for giving effective feedback; choose language that conveys the specific results you want; support your message with appropriate body language; implement the three keys to receiving feedback; avoid defensive reactions when receiving feedback; and evaluate feedback and determine its importance and validity.

Demonstrating Effective Performance Management; 10/2; 9 a.m.-4:30 p.m.; \$75. Of all the things that challenge managers, trying to get the best performance from each employee—every day—can be a tough challenge. Learn faster, easier and more effective approaches to managing daily performance. This goes beyond strategy to show you how to quickly and easily implement performance management in your own organization or department. Gain realistic, tactical techniques and explore eye-opening examples of how the most effective performance managers do it. Gain step-by-step processes that will help minimize the potential for mistakes and build confidence. This program is for supervisors/managers with direct reports only.

Business Email Writing; 10/9; 12:30-2 p.m.; \$40. The workshop is for all business professionals who write email on the job and who want to achieve outstanding results. It teaches how to jump-start your writing, write attention-grabbing subject lines so your emails get opened, plan and organize content to get the results you want (without two or three emails to clarify) and edit for more polish and pizzazz.

Brown Bag Matinee: Skills, Techniques and Strategies for Effective Negotiations; 10/15; 1-2 p.m. Effective negotiations take skill and artfulness. Learn nine practical rules for negotiation success in a video account from a professional mediator. Gain specific methods that sidestep the pitfalls and keep you focused on getting the best deal possible.

Brown Bag Matinee—Buying a Home through Penn's Home Ownership Program; 10/16; noon-1 p.m. The Office of Penn Home Ownership Services offers eligible employees the opportunity to apply for financing for home purchase or for home improvement. They also offers resources for home buyers and educational workshops. If you are interested in living in the greater West Philadelphia neighborhood, join us at this session to learn more about the program and our services.

Career Focus Brown Bag: Building a Great Resume; 10/23; 1-2 p.m. In this competitive job market, it's critical that your resume stands out in the crowd. Your resume represents your professional ac-

complishments and career experience. Join us for this workshop to learn tips on how to take your resume from good to great! Learn how to organize information, highlight important details and describe your role in a way that markets you for future opportunities.

Using the Tuition Benefit for You and Your Family; 10/28; noon-1 p.m. Learn more about one of Penn's most valued benefits. The University provides tuition assistance to encourage employees and their families to advance their personal and professional development. Whether you are using the benefit now or are planning to use it in the future, this session will provide a good overview of the benefit and policies and how you can use the benefit for yourself or your family (dependents, spouse or same-sex domestic partner).

Unpacking the Adoption Process; 10/28; noon-1 p.m. Through adoption, there are quite a few different ways to bring a child into your life, or confirm your legal relationship with one. We'll provide the lowdown on the different ways that adoption can work as well as what to expect in the process and obstacles and emotions you may face.

AMA's Coaching: A Strategic Tool for Effective Leadership 10/29 & 10/30; 9 a.m.-5 p.m.; \$75. During times that would challenge even the most resilient and experienced managers, it's never been more important to have an arsenal of tools, techniques and best practices for coaching employees. This seminar gives them to you—from analyzing the cause of subpar performance to creating a climate for effective employee coaching and learning...from giving corrective feedback to handling difficult responses to coaching. You'll leave this two-day seminar more aware of your personal habits, styles and preferences when you are coaching employees, through assessments, role plays and exercises.

Quality of Worklife Workshops

Dealing with the demands of work and your personal life can be challenging. These free workshops, sponsored by Human Resources and led by experts from Penn's Employee Assistance Program and Quality of Worklife Department, offer information and support for your personal and professional life challenges. For complete details and to register, visit www.hr.upenn.edu/myhr/registration or contact Human Resources at (215) 573-2471 or qowl@hr.upenn.edu

Build Your Confidence to Request a Flexible Work Arrangement; 10/2; noon-1 p.m. Flexible work options offer creative ways to work while managing complex work and life goals. They involve non-traditional work schedules, locations and/or job structures. No matter what you'd like to arrange, you have to make sure that your plan prioritizes the needs of the organization. Come to this workshop and we'll review: what you need to consider, typical ways of working flexibly at Penn, how to make sure you have a successful arrangement proposed and the confidence to ask.

Tips for Working Parents: How to Stay Connected with Your Kids; 10/14; noon-1 p.m. Staying connected is more than being together in the same physical space. This will provide tips for building and strengthening positive relationships with your kids of all ages both during and after work hours.

Last Day to Order Penn Family Day Tickets; 10/14. Visit www.hr.upenn.edu/familyday

Penn Family Day; 10/18; 10 a.m.-7:30 p.m.; free with ticket; Visit www.hr.upenn.edu/familyday

Save More—Investing for Retirement for Early Savers; 10/21; 11 a.m.-noon. The importance of starting early, the power of compounding, handling competing financial goals and catching up if you're starting late.

Planning for Retirement for Those Approaching Retirement; 10/21; 1:30-2:30 p.m. Calculate your retirement savings goals, evaluate your investment strategy, understand the features and benefits of IRAs and more.

Catching Up on Saving for Retirement; 10/22; 2:45-3:45 p.m. Sources of retirement income, saving effectively, tools and action steps.

She's Got it: A Woman's Guide to Savings and Investing; 10/23; 11 a.m.-noon. Learn about building a financial foundation, the basics of investing, the importance of financial independence, goals and strategies, saving for college and retirement, caring for others, life insurance and more.

Tomorrow in Focus: Saving for Your Ideal Retirement; 10/23; 1:30-2:30 p.m. Focused on mid-career workers, retirement saving and planning, the real benefit of time in regards to saving and the essential features of retirement investments.

Healthy Living Workshops

Chair Yoga; 10/1; also 10/15; noon-1 p.m. Interested in trying yoga but don't know where to start? Join us for our chair yoga series! You get the same benefits of a regular yoga workout (like increased strength, flexibility and balance) but don't have to master complex poses. Chair yoga can even better your breathing and teach you how to relax your mind and improve your wellbeing.

Gentle Yoga; 10/9; also 10/23; noon-1 p.m. Let your body reward itself with movement! Join this Gentle Yoga session and explore the natural movements of the spine with slow and fluid moving bends and soft twists. During this session, you will flow into modified sun salutations that loosen those tightened muscles and joints of the lower back, neck, shoulders and wrists. And as an added bonus, you'll get a workout in the process. Mats and props will be provided.

Be in the Know Biometric Screenings; 10/27-10/31; 9 a.m.-3 p.m. Get a free, confidential biometric screening on campus between October 27 and December 5. These convenient screening sessions will be held at more than 15 locations. The screening measures your blood pressure, blood sugar and cholesterol.



Dear Colleagues:

Penn's Way, the University of Pennsylvania and Penn Medicine's workplace charitable giving campaign, continues to be recognized as one of the most successful and generous campaigns in the region. Unprecedented participation levels last year enabled us to exceed our \$1.45 million goal for local charitable organizations. Through the combined strength of both the University and Penn Medicine faculty and staff, we are confident that this year's campaign will reach our goal of \$1.5 million to support the communities in which we live.

The 2015 Penn's Way Campaign runs from *September 29 through November 14*. Please join us in supporting our region by making your tax-deductible gift now. By using the environmentally friendly Penn's Way website at www.upenn.edu/pennsaway to enter your pledge online, you will be supporting your chosen organizations in a secure, quick and convenient way. The website also offers valuable information on our three partner organizations, the Center for Responsible Funding, Penn Medicine and United Way. All three organizations, under the Penn's Way umbrella, utilize their expertise to confront the ever increasing challenges facing our community.

Through our Penn's Way Campaign we can help build stronger neighborhoods, improve the quality of life and provide options for healthier living for all people in our region.

We hope to have your continued support for the Penn's Way campaign this year.

Maureen S. Rush,
Vice President for Public Safety
University of Pennsylvania
Penn's Way 2015 Co-Chair

Reed Pyeritz,
Professor of Medicine and Genetics
Chair-elect Faculty Senate
University of Pennsylvania
Penn's Way 2015 Faculty Advisor

Susan E. Phillips,
Senior Vice President for Public Affairs
University of Pennsylvania Health System
Penn's Way 2015 Co-Chair

Peter D. Quinn,
Vice Dean for Professional Services
Senior Vice President
University of Pennsylvania Health System
Penn's Way 2015 Faculty Advisor

Opening of Penn Engineering's New 3-D Printing Facility: 'The AddLab'

Thanks in part to an anonymous \$250,000 gift, the University of Pennsylvania's School of Engineering & Applied Science is opening the AddLab, a new additive manufacturing facility that will feature a suite of state-of-the-art 3-D printing tools. On *Thursday, October 2, 4-5:30 p.m.* in the Towne Building's Room 187, Robert Carpick, chair of the department of mechanical engineering and applied mechanics, will lead an overview of the facility; other members of the department will demonstrate 3-D printers and the kinds of objects they can make. The event is free and open to the public.

The AddLab is designed to serve several purposes for engineering faculty, staff and students, as well as the Penn community as a whole. Researchers are often in need of highly customized tools and equipment for their experiments—a unique, never-before-made bracket for attaching a sensor to a robot, for example. Additive manufacturing is well suited to making such parts, as inexpensive prototypes can be printed in a matter of minutes and refined during several iterations.

Having this capability is also a boon to students, who can turn their ideas into physical objects faster than ever before.

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 **September 15-21, 2014**. Also reported were 21 Crimes Against Property (15 thefts, 4 other offenses, 1 fraud offense and 1 vandalism offense) were reported. Full reports are available at: www.upenn.edu/almanac/volumes/v61/n07/crreport.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 **September 15-21, 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.

09/15/14	12:26 PM	200 S 38th St	Complainant assaulted by unknown male
09/15/14	6:07 PM	4000 Walnut St	Complainant harassed by known male
09/16/14	11:35 PM	4100 Delancey St	Complainant robbed by unknown males
09/18/14	5:22 PM	200 S 36th St	Confidential Sex Offense
09/21/14	12:41 AM	3925 Walnut St	Male refused to leave establishment/Arrest

18th District Report

Below are the Crimes Against Persons from the 18th District: 6 incidents with 1 arrest (2 assaults, 2 robberies, 1 aggravated assault and 1 indecent assault) were reported between **September 15-21, 2014** by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

09/15/14	12:48 AM	4427 Walnut St	Robbery
09/15/14	1:46 PM	200 S 38th St	Assault
09/15/14	9:37 PM	3400 Civic Center Blvd	Aggravated Assault/Arrest
09/16/14	11:22 PM	S 41st & Delancey St	Robbery
09/18/14	8:31 AM	4040 Market St	Assault
09/18/14	3:29 PM	4701 Locust St	Indecent Assault

GIVING is PENN'S WAY

SEPTEMBER 29 – NOVEMBER 14

Penn's Way 2015—Raffle Week 1 Prizes

(September 29–October 3)

Costco: Gift Card (\$25)

The Sixers: Signed photo, cap and shirt (\$60)

SSM: Gift Basket (\$50)

Arden Theater Company: Two tickets (\$50)

Penne Restaurant & Wine Bar: Gift Certificate (\$100)

Camden Riversharks: Four tickets (\$56)

* Prizes valued at over \$100 are subject to state and federal tax. Winners are offered the option of refusing the prize.

Q: How can I qualify to win raffle prizes?

A: To qualify for the weekly raffle, you must participate by completing an online pledge form by Friday at noon or by returning your completed paper pledge form to your coordinator or captain by his/her weekly deadline. Inaccurate, incomplete or illegible paper pledge forms will not be entered into the raffle. All participants, including weekly raffle winners will be included in the grand prize drawing at the end of the campaign.

See www.upenn.edu/pennsaway for more information about the Penn's Way campaign.

AT PENN Deadlines

The September AT PENN and October calendars are online at www.upenn.edu/almanac. The deadline for the November AT PENN calendar is *Tuesday, October 14*.

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

Almanac

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URL: 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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New Center for the Analysis of Archaeological Materials (CAAM), in Penn Museum's Renovated Conservation and Teaching Labs

This fall, the University of Pennsylvania Museum of Archaeology and Anthropology, in conjunction with Penn Arts & Sciences, launches the Center for the Analysis of Archaeological Materials (CAAM), housed in a newly renovated suite of conservation and teaching laboratories in the Museum's West Wing. The new Center will offer the facilities, materials, equipment and expert personnel to teach and mentor undergraduate and graduate students in a range of scientific techniques crucial to archaeologists and other scholars as they seek to interpret the past. Study will be arranged around eight disciplines: ceramics, digital archaeology, archaeobotany, archaeozoology, human skeletal analysis, lithics, archaeometallurgy and conservation.

"With the teaching of materials examination and analysis—as well as digital archaeology—added to our existing capacity for teaching with collections, extensive and varied fieldwork opportunities, a renowned program in historic preservation and established archaeological coursework across several departments and programs, CAAM sets Penn and its Museum apart as a leading teaching center for archaeology throughout the world," said Julian Siggers, Penn Museum Williams Director. "The new Center will bring together the laboratories, equipment and teaching personnel who will enable exciting learning and discovery to take place at all levels, from introductory courses to PhD theses."

"The Museum is one of Penn's unique assets, and its research agenda and collections integrate powerfully with the research and teaching mission of the School," said Arts & Sciences Dean Steven J. Fluharty. "This Center will create incredible new opportunities for our undergraduates, graduate students and faculty and advance Penn's reputation further in an area where we have long excelled."

New Facilities Made Possible by Visionary Support

The Center is housed in a suite of new laboratories and teaching spaces on the first floor of the Penn Museum's West Wing, renovated this summer in the final phase of an expansive, \$18 million project initiated in 2010. The full project has included renovation of the West Wing's five public galleries, HVAC installation and the restoration of the Widener Lecture Room (which can accommodate up to 140 students for lectures or classes in conjunction with lab-based instruction, and also can be used for a wide range of public events).

A Ceramics lab, completed in 2011, provides a research, teaching and mentoring space that already has been put to use by ceramics expert Dr. Marie-Claude Boileau. The newly renovated teaching spaces include a general-purpose teaching and research lab with a fume hood; a lab designed for the teaching of Human Skeletal Analysis and other specialties, a general-purpose wet lab and a larger classroom. The adjacent Kowalski

Digital Media Center contains a Digitization Lab which will be adapted to house Digital Archaeology courses as CAAM brings its full course roster online over the next several years.

The West Wing renovation has also provided state-of-the-art work spaces for Penn Museum's Conservation Department, which now has a large new laboratory complemented by specialist rooms for x-ray and photography, and a seminar room/library—facilities that will greatly enhance the Department's ability to care for the nearly one million objects in the Museum's Collection. The Department has played a leading role in conservation training, having hosted more than 50 interns and fellows since 1971, and conservation courses will be offered as part of the CAAM curriculum.

The newly renovated laboratories, teaching spaces and amenities are housed in a space of about 8,000 square feet.

Renovation of the Conservation and Teaching Laboratories, which enabled CAAM to go from vision to reality, was made possible by a host of generous donors with a deep commitment to the future of archaeological research. Lead supporters were A. Bruce and Margaret Mainwaring, Charles K. Williams, II., Daniel G. Kamin, Frederick J. Manning, Carrie and Ken Cox, Joseph and Bonnie Lundy, Bayard and Frances Storey and two anonymous donors.

Teaching and Learning Program

Steve Tinney, Museum deputy director, associate curator-in-charge, Babylonian section and Clark Research Associate Professor of Assyriology in the department of Near Eastern languages and civilizations, is the new director of CAAM. Guided by a Faculty Steering Committee, CAAM is the major new initiative in the Museum's Teaching and Learning Program.

Through the Teaching and Learning Program, the Museum offers hands-on collections access to students and faculty for a wide range of research activities in addition to the materials analysis that will be offered by CAAM. Examples of courses enhanced by the study of objects in the Museum's Collections Study Room last spring included *Age of the Samurai*; *Artists, Exhibitions and Museums*; and *Images in Conflict: A Visual History of Violence*. Since its opening in 2012, the Collections Study Room has hosted more than 2,200 Penn students and 56 faculty from 17 departments, providing hands-on, object based learning experiences with the Museum's international collection.

A Penn Faculty Steering Committee drawn from several departments in Arts & Sciences and from the School of Design guided the selection of specialties around which CAAM will be structured. In addition to courses, independent study and research mentoring will be offered from introductory to advanced levels, enabling both undergraduate and graduate students to develop from their first experiences with laboratory-based analysis into independent researchers. CAAM teaching specialists will be available to make contributions to a wide array of courses in a range of departments and will support the research mission and activities of the Museum.

Penn Freshmen who selected to participate in a new seminar course, *Food and Fire: Archaeology in the Laboratory*, will be among the first to explore and learn in the new Center. Taught by Mainwaring Training Specialist Dr. Katherine Moore, an archaeozoology expert experienced both in the laboratory and in the field, the course will make extensive use of the Museum's collections and facilities, introducing students to a range of analytical techniques practiced in CAAM. This introductory course will prepare students to continue to second-tier courses in Organic and Inorganic Analysis and then to intensive laboratory courses in the eight CAAM specialties.

A Public Open House: October 18

The Penn Museum is offering the public a chance to see the new labs and learn more about the kind of work that will take place in CAAM. On *Saturday, October 18*, from 1 to 4 p.m., the Museum celebrates International Archaeology Day with a host of activities designed to interest all ages. Guests can sign up for behind-the-scenes tours of the Conservation and Teaching Labs, where conservators, researchers and students will demonstrate equipment and talk about their work. International Archaeology Day also includes an up-closed look at an ancient mummy at an interactive station, short talks on archaeology, a "What in the World" game show, a family craft station and a kid-friendly obstacle course worthy of Indiana Jones. The afternoon is co-sponsored by the Philadelphia Chapter of the American Institute of Archaeology. This year, Penn Museum is one of more than 100 collaborating organizations nationwide participating in National Archaeology Day. Nearly 200 events have been created with special activities for the public to raise awareness of archaeology locally and nationally.



Dr. Katherine Moore, Mainwaring Teaching Specialist, speaks to students in her "Food and Fire: Archaeology in the Laboratory" seminar for freshmen at the University of Pennsylvania. The class is held in the new classroom in the Center for the Analysis of Archaeological Materials at the Penn Museum.