2009 Lindback Awards for Distinguished Teaching

In the Non-Health Schools

Charles Bernstein  Antonio Merlo  Rogers Smith  Mark Yim

In the Health Schools

Jane Barnsteiner  Louis Bell  Horace DeLisser  Carolyn Gibson

Provost’s Awards

For Teaching Excellence by Non-Standing Faculty

Deborah Burnham  Connie Scanga

For Distinguished PhD Teaching and Mentoring

Kathleen Hall  Phyllis Solomon

See details at right about the April 27 reception honoring the recipients. See pages 4-5 for biographical sketches of the recipients of the Lindback Awards, Provost’s Award for Teaching Excellence by Non-Standing Faculty, and the Provost’s Award for Distinguished PhD Teaching and Mentoring. See www.archives.upenn.edu/people/notables/awards/lindback.html for the previous recipients.

Two More from Penn to Obama Administration

Glenn Cummings, former Speaker of the House in the Maine House of Representatives and current student in Penn GSE’s Executive Doctorate in Higher Education Management, has been selected as Deputy Assistant Secretary for the Office of Vocational & Adult Education, in the Obama administration. He was offered the post, which begins early next month, by Secretary of Education Arne Duncan. Mr. Cummings will help administer and coordinate programs that are related to adult education and literacy, career and technical education, and community colleges. The programs and grants managed by the Office of Vocational and Adult Education support a wide range of activities that help prepare young people and adults for further education and successful careers. These investments total approximately $1.9 billion annually.

“Education is a vital issue at a vital time,” Mr. Cummings said. “I’m excited about helping create

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Two More from Penn to Obama Administration

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pathways and passages for American students to succeed in higher education as it’s central to their own success and success of our country.

As Maine Speaker of the House, Mr. Cummings led a bi-partisan effort to increase higher education appropriations. In his time in the legislature, he also chaired the Maine Legislature’s education committee, sponsored legislation to create the state’s community college system, and advocated for a policy by which every Maine high school graduate must fill out a college application.

He will be leaving his post as dean of advancement at Southern Maine Community College where he also founded the Entrepreneurial Center. He had served as co-chair of the Obama for Maine campaign.

Mr. Cummings holds a BA from Ohio Wesleyan University, an MA in teaching from Brown University and an MPA from the Kennedy School of Government at Harvard University. He began his career in education as a history and economics teacher at Byram High School in Maine.

Thomas McLellan: No. 2 Drug Czar

President Barack Obama recently announced his intention to nominate Dr. A. Thomas McLellan—one of the nation’s leading experts on addiction and substance abuse—as Deputy Director, Office of National Drug Control Policy. Dr. Thomas McLellan is currently an adjunct professor of psychiatry in the School of Medicine at the University of Pennsylvania and CEO of the Treatment Research Institute in Philadelphia, a not-for-profit institute dedicated to reducing America’s dependence on alcohol and drugs. Dr. McLellan was the principal developer of two of the most widely used methods for assessing addiction severity and treatment success. His Addiction Severity Index, which gauges the characteristics and severity of substance abuse in patients, and his Treatment Services Review, which measures the effectiveness of treatment services, have been adopted around the world and have revolutionized the delivery of treatment to substance abuse patients.

His work, which includes 25 years at Veterans Administration Hospitals, has been focused on promoting a better understanding of the factors that lead to treatment success, increasing understanding that addiction is a disease, reducing the stigma associated with addiction, and providing the means for earlier intervention and prevention. He serves as Editor-in-Chief of the Journal of Substance Abuse Treatment, and has published more than 400 articles on addiction research. He has been an advisor to the Office of National Drug Control Policy, the World Health Organization, the Partnership for a Drug Free America, and the American Psychiatric Association among others.

He received a Life Achievement Award from the American Society of Addiction Medicine in 2003, and in 2004 was named Honorary Alumnus of the Year by the Robert Wood Johnson Foundation.

Dr. McLellan holds a BA from Colgate University, an MS and PhD from Bryn Mawr, and received postgraduate training in psychology at Oxford University in England.

From the Office of the University Secretary

Agenda for University Council Meeting

Wednesday, April 22, 2009 4 p.m.

Bodek Lounge, Houston Hall

I. Approval of the Minutes of March 25, 2009. (1 minute)

II. Follow up Comments or Questions on Status Reports. (5 minutes)

III. Summary Reports by Council Committee Chairs. (30 minutes)

IV. Report from the University Council Committee on Committees Report. (10 minutes)

V. Discussion of Possible Focus Issues for Next Year. (10 minutes)

VI. New Business. (5 minutes)

VII. Adjournment by 5 p.m.

PPSA

General Elections & Meeting: May 28

The Penn Professional Staff Assembly (PPSA) will hold its annual spring meeting and elections on Thursday, May 28, at noon in Bodek Lounge, Houston Hall. The featured speaker will be Craig Carnaroli, Executive Vice President. PPSA members are encouraged to attend, to participate, and to vote.

PPSA is a voluntary organization comprised of professional (mostly-exempt) staff members whose positions enhance, facilitate, and serve the teaching, research and service missions of the University of Pennsylvania.

PPSA is pleased to present the following slate of candidates for 2009-2010 board positions. Go to www.upenn.edu/ppsa for more information on PPSA, membership, and the nominees.

Candidates for Chair-Elect: (Choose 1)

• Kenneth D. Grice, House Dean, College Houses & Academic Services

• Lynn M. Rotoli, Area Manager, Facilities and Real Estate Services

Candidates for Member at Large: (Choose 4)

• Lisa Arazalone, Senior Systems Analyst, Student Financial Services

• Valerie Dorsey Allen, Director, African-American Resource Center

• Delores Hill, Director, Educational Talent Search Programs, Equity and Access, VPUL

• Ariva Hirschfeld, General Manager, Penn Student Agencies, VPUL

• Delores Magobet, Associate Director, Electrical & Systems Engineering, SEAS

• Troy Majerick, Assistant Director, New Student Orientation and College House Programming, College Houses & Academic Services

• Glenn Stiefenhoff, Associate Director, Information Centers and Housing Events, Housing Services

• Tom Wilson, Manager, Operational Services, Penn Libraries

Calling All Fulbright Alums

PENN is hosting 35 inbound Fulbright Fellows August 2-22, 2009 in a program of study designed to prepare them for the rigors of graduate study at universities in the United States. If you are a Fulbright alumn and are interested in participating in this program or in meeting any of the Fullbrighters, please contact Karen Asenavage (215) 898-8048 or karenas@sas.upenn.edu, or call the English Language Programs at (215) 898-8861. Register by May 1.

—Karen Asenavage, Coordinator, Distributed Learning, ELP
Performance Appraisals: Creating Opportunities in Tough Economic Times

In today’s economy, it’s more important than ever to focus on organizational success at every level. That means setting goals and developing strategies to meet them. One of the best means to this end is open and effective communication—and Penn’s Performance and Staff Development Program is an excellent tool to accomplish this.

The Performance and Staff Development Program, also known as the annual performance appraisal, provides staff and supervisors with a process to support communication and promote a successful and rewarding work environment. It helps establish clear job expectations, allows for discussion of performance and accomplishments from the past year, and provides an opportunity to plan for the upcoming year.

And the benefits don’t stop there. In fact, there are even more reasons why conducting performance appraisals are valuable in tough economic times. Here are just a few:

1) Providing accurate, honest feedback about a staff member’s work increases their productivity, engagement and commitment to high quality performance.
2) Recognizing staff contributions, especially when many staff are taking on more responsibility due to frozen or limited job opportunities, is a big motivator that often leads to higher performance levels.
3) In today’s highly skilled, technology-driven economy, it’s important to consistently enhance the skills of staff members in order to maintain Penn’s competitive status as a top employer with a talented and creative workforce. Performance appraisals allow for discussion of professional development opportunities that can benefit both the staff member and the department.
4) Open dialogue allows staff to address issues and concerns about their current position as well as discuss future career plans and how Penn can help advance those goals.

This year, performance appraisals for all eligible regular staff should be completed and entered into the Performance Appraisal Database (PAD) by June 1, 2009. You can find information and materials for the 2009 appraisal cycle on the Human Resources website at www.hr.upenn.edu/staffrelations/performance.

—Division of Human Resources

Travel and Entertainment Changes Effective May 1

As a follow-up to the T&E policy changes communicated in the March 3, 2009 Almanac, we have created a preview of the updated travel policies, procedures, and best practices, along with links to earlier communications.

This information can now be found at the following website: www.finance.upenn.edu/comptroller/travel. Changes or updates are highlighted in yellow. The revised travel forms are already posted for use in the Comptrollers/IDS forms library and can be used immediately. The new forms will be required after May 1, 2009.

In addition to the information concerning the May 1, 2009 policy changes please note the changes for routing travel and reimbursement inquiries.

We would appreciate your assistance by extending this information to all individuals in your School or Center who are involved with the T&E process.

Thank you for your attention to this notice.

—Stephen D. Golding, Vice President for Finance and Treasurer
—Marie Witt, Vice President for Business Services

Thanks to Council from the Office of the Secretary

Leslie Laird Kruhly on behalf of the Office of the University Secretary would like to recognize the hard work and contributions of all members of the University Council and its committees over the past academic year.

Our special thanks are extended to members of the Steering Committee, the Council Committee Chairs, the Council Committee Staff Liaisons, the Council Moderator and Parliamentarian, and the Office of the Faculty Senate for their tireless efforts.

Steering Committee
Amy Gutmann
Vincent Price
Tri-Chairs of the Faculty Senate
Sherri Adams (Steering Chair & Chair of the Faculty Senate)
Harvey Rubin
Larry Gladney
Faculty
Eric Bradlow
Lawrence Levin
Reed Pyeritz
Therese Richmond
Graduate & Professional Student Assembly
Andrew Rennekamp
Mat Abramsky
Undergraduate Assembly
Wilson Tong
Zac Byer
Penn Professional Staff Assembly
Nancy McCue
Laurie McCall
Weekly-Paid Professional Staff Assembly
Steven Hauber
Michelle Wells Lockett
Council Moderator
Paul Goyer
Council Parliamentarian
Mark Frazier Lloyd
Council Committee Chairs
Peter Decherney
John Jackson
Peter Kuriloff
Charles Mooney
Phil Nicholls
Ingrid Waldron
Walter Wales
Council Committee Liaisons
Taylor Berkowitz
Erin Doyle
Karen Lawrence
Matthew Waller
Coordinator, Office of the Faculty Senate
Susan White

GAPSA: 2009-2010 Executive Board

The Graduate and Professional Student Assembly (GAPSA) is pleased to announce the election of its executive board for the coming academic year. The members are:

Chair: Corbett Brown (Nursing, PhD)
Vice Chair: Lee Solomon (Medicine, PhD)
Vice Chair for Communications: Allison Sullivan (SAS, PhD)
Vice Chair for Equity & Access: Michelle Jacobson (Arts & Sciences, MES)
Vice Chair for Finance: Ashley Goss (Medicine, PhD)
Vice Chair for International Affairs: vacant
Vice Chair for Operations: David Stein (Engineering, PhD)
Vice Chair for Professional: Jade Palomo (Law, JD)
Vice Chair for Research: Henry Friedman (Wharton, PhD)
Vice Chair for Social Activities: David Conklin (Engineering, PhD)
Vice Chair for Student Life: vacant
Vice Chair for Student Programs: Maher Zamel (Education, EdD)

The Assembly elected to leave two seats empty; these will be filled by special election in September. More information can be found online: www.gapsa.upenn.edu.

GAPSA: 2009 Landlord Ratings

The Graduate and Professional Student Assembly (GAPSA) is pleased to announce the 2009 Penn Landlord Survey results. GAPSA, with guidance from the Office of Off-Campus Services and in coordination with the Undergraduate Assembly, the Office of Bio-medical Postdoctoral Programs, and the graduate student associations at Drexel University and the University of the Sciences in Philadelphia, has been collecting housing data from renters in the Philadelphia area since November 2008. During this time period more than 1,000 individuals have responded to the on-going survey, which is designed to produce landlord ratings that will help incoming and current students and staff make better-informed decisions about housing options in Philadelphia.

Tenants were asked to rate landlords based on questions grouped into three general indices:
1. Landlord-Tenant Relationship
2. Apartment/House Quality or Condition
3. Landlord’s Responsiveness to Repairs

Founded initially in 1970 by a group known as the “Penn Consumers Board,” the Penn Landlord Survey has been published intermittent ly over the years. In 2002, the Survey was first launched on the Internet, and in October 2008 GAPSA took on oversight of the online tool.

The Survey takes roughly five minutes to complete; participants are asked to respond to questions using a five-point scale. The rankings have been assigned to landlords who were the subject of five or more entries, and to apartment buildings using the same criterion. Additional data can be viewed for any landlord or building that is the subject of at least three responses. Full results and the survey itself can be accessed publicly on the GAPSA website: www.gapsa.upenn.edu/gapsa-landlord-survey.

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www.upenn.edu/almanac 3
Sketches of the 2009 Teaching Award Winners

Since 1961, Lindback Awards—for members of the standing faculty—have been a springtime tradition at Penn. The Provost’s Awards—for full- and part-time associated faculty and academic support staff—have also been given in conjunction with the Lindbacks since 1988. Another University-wide award to honor faculty who teach and mentor doctoral students was begun in 2003 for members of the standing or associated faculty in any school offering the PhD. Below are profiles and excerpts from colleagues’ and students’ letters of recommendation for this year’s winners.

2009 Lindback Awards for Distinguished Teaching

Non-Health Schools

Charles Bernstein, SAS

Charles Bernstein, Donald T. Regan Professor of English and Comparative Literature, came to Penn in 2003. A world-renowned poet, essayist, librettist, champion of experimental writing, and author of more than 40 books, he is, in the words of his department’s nomination letter, “a superb mentor of young people in their quest for newness and innovation.” Aided by cutting-edge teaching strategies and web-based tools, he creates “life-altering, sublime experiences,” in one student’s words, that forge “a community of people coming together to think together.” In classes that are “organic, fluid, interconnected, and steered ever so slightly by a gentle helmsman,” he encourages students to explore their ideas in in-depth discussions—in which “sometimes we spent an hour and a half on a single phrase, or a single word, of a poem”—while inspiring them with his own example of rigorous preparation and textual exploration. He is, in a colleague’s words, “more generous with his students...than any other teacher...whom I’ve seen during my 28 years in the classroom.” His class, reports a Wharton undergraduate, was “the only course I’ve ever attended in which the students...wanted to continue the class activities on into the summer. They were actually sad to leave.”

Antonio Merlo, SAS

Antonio Merlo, Lawrence R. Klein Professor of Economics, came to Penn in 2000. Director of the Penn Institute for Economic Research, he specializes in the connections between economics and politics. Undergraduates praise his ability to help them see “how economics could be applied to areas that would not be readily obvious” and to understand abstract economic and mathematical concepts through real-world examples and hands-on projects. For example, as part of his effort to demonstrate that “economics is much more than maximizing utility functions,” his students recently conducted research into the presidential primaries, in which they analyzed exit poll data on voting and demographics. Students unanimously praise his devotion to helping them outside class, his ability to make each class a cohesive part of a larger whole, and his clarity and organization: most of his students, reports one of his teaching assistants, “find that notes taken in class are clearer than textbooks.”

Rogers Smith, SAS

Rogers Smith, Christopher H. Browne Distinguished Professor of Political Science, came to Penn in 2001. An authority on American politics and the Constitution, he is renowned for the individual care and interest that he devotes to each student, in “a demanding, yet supportive, style that pushes students to engage deeply.” Graduate and undergraduate students alike praise his humor, careful attention, and incisive advice, even for students not working in his areas of expertise, and his patient efforts to help students “develop their own voices, and to pursue and clarify their own ideas.” He has a “reputation for often asking the toughest and most insightful questions,” and yet a colleague notes that his “most remarkable pedagogical gift may be his demonstrated talent for sparking a renewed determination to succeed among those who...are struggling with their work.” His engagement “extends well beyond college itself”—including his establishment of Penn’s Program on Democracy, Citizenship, and Constitutionalism—and reflects through his own example what one student reports as “the best advice I have received thus far in my graduate career: do what you love.”

Mark Yim, SEAS

Mark Yim, Associate Professor and Gabel Family Term Junior Professor of Mechanical Engineering, began teaching at Penn in 2004, after more than a decade as a leading robotics researcher and engineer. “Maybe because he came to teaching later than most,” speculates a colleague, “he developed a deeper appreciation for what all students bring.” He has been instrumental in reorienting Mechanical Engineering and Applied Mechanics around a lab-based “Practice Integrated Curriculum” designed, in his words, “not only to teach the students concepts and skills, but develop an engineering way of thinking.” As part of this effort, he pioneered a new master’s program in Integrated Product Design, in which students work in partnership with Wharton and PennDesign, while also serving as Faculty Director (and previously Associate Director) of the Weiss Tech House. “Rather than using traditional methods of teaching and evaluating students,” one undergraduate writes, “he experiments with methods that engage students creatively.” As one colleague sums up the views of students and colleagues, “he seamlessly integrates his own research, his classroom instruction, his advising, and his involvement in the Weiss Tech House and the IPD Program to truly, deeply teach his students.”

Health Schools

Jane Barnsteiner, Nursing

Jane Barnsteiner, Professor of Pediatric Nursing (Clinician Educator) in the School of Nursing, came to Penn in 1984. A pioneer in evidence-based nursing practice, she has motivated generations of nursing students to, in the words of one alumna, “take risks, be creative, push the limits, and become a leader.” She has “established a culture of evidence-based practice...that was felt not only by the staff but by every nursing student,” reports a colleague; and an alumna echoes that “she created systemic change regarding graduate education for pediatric critical care nurses, set standards for the integration of patient safety content in the nursing curricula, and changed the lives of students as they learned from her.” Students appreciate that “she sets high standards but supports development of the skills to achieve those standards,” including extensive time mentoring and inspiring them with her high ideals for health care quality, patient care, and patient safety. “Eighteen years after I completed my program,” reports an alumna who is now a leader in the field, “I can still periodically hear Dr. Barnsteiner’s voice in my head as I am puzzling over how to solve a complex problem or approach a delicate situation.”

Louis Bell, Medicine

Louis Bell, Professor of Pediatrics in the School of Medicine and Professor of Pediatrics and Chief of General Pediatrics at The Children’s Hospital of Philadelphia, came to Penn in 1985. Since then, he has become “legendary among the medical student community for his devotion to teaching and his vast knowledge base,” which spans infectious diseases, emergency medicine, and general pediatrics. Colleagues and students praise him as “the consummate clinician and educator” whose skills at teaching and mentoring are matched only by his abilities at patient care, division development, and state-of-the-art research. “No matter what level of experience,” notes a colleague, “we all look to Dr. Bell...to provide insight into difficult cases or offer his opinion on a recently published study.” At the same time, reports another colleague, “Dr. Bell’s patients and their families adore him....He can get to the root of a parent’s concern more quickly and with more efficiency and ease than any physician I have ever seen.” His students appreciate this same level of care and attention, especially his ability to advise and support them while giving them the autonomy to make their own decisions. “Whether from a seat in an auditorium or chair across from his desk,” sums up a section chief at CHOP, “I have learned more from Dr. Bell than perhaps any of my other teachers—about science, about pediatrics, and about caring for fellow human beings.”

(continued on page 5)
Provost’s Award for Teaching Excellence by Non-Standing Faculty

Non-Health Schools

Deborah Burnham, SAS

Deborah Burnham, Lecturer and Associate Undergraduate Chair in the Department of English, has been at Penn for almost 20 years, in such positions as Director of Writing Across the University, Administrative Director of the University Scholars Program, and Advising Dean in the College of Arts and Sciences. Author of more than 150 poems, she is distinguished by her prodigious range and versatility, teaching courses across a wide spectrum of genres, formats, and students; in the words of a colleague, she “can teach any genre or period of English literature; she is just as good at delivering a riveting lecture as she is at conducting an intimate seminar” and she teaches “courses which I can, without hesitation, recommend to Penn students, whether a first-year Engineering student… or an advanced English major.” Students and colleagues alike testify to the “environment of open opinion and intellectual growth" that she creates both in and out of the classroom; “her success comes from her ability to treat students on their own terms, each one of them,” as she works tirelessly to advise students and run workshops, while relentlessly perfecting her own teaching methods for “some of the best classroom experiences that Penn has to offer.”

Health Schools

Connie Scanga, Nursing

Connie Scanga, Practice Assistant Professor of Physiology in the School of Nursing, came to Penn in 2002. In that short time, she has become the “legendary” master teacher in charge of the school’s undergraduate Anatomy and Physiology courses. Here, as attested by almost 100 letters of support from current and former students, she brings together rigor, humor, energy, and empathy to “make complex content understandable and memorable” without diluting its difficulty, employing “translucent metaphors that students use and apply long into their professional careers.” As her students consistently point out, she teaches every lab section herself; answers e-mails “always in the same day and often within minutes”; and, most famously, knows the name of every student in a large lecture within the first weeks of class “and had a handle on their personalities, learning styles, strengths, and weaknesses.” As one of her students puts it, “She gives her entire self to her students and nothing less.” She has become a model not only for undergraduates but also for graduate students and colleagues; in the words of one, she “exemplifies exactly what we all strive to achieve in our teaching—student-focused, pedagogically sound, highly rigorous teaching that results in true and enduring learning that transforms lives.”

Provost’s Award for Distinguished PhD Teaching and Mentoring

Kathleen Hall, GSE/SAS

Kathleen Hall, Associate Professor in the Graduate School of Education and in the Department of Anthropology in the School of Arts and Sciences, came to Penn in 1995. Director of Penn’s South Asia Center, she is praised by graduate students for “a genuine selflessness, a commitment to cultivating future generations of scholars.” “She is one of those people who are often recruited for multiple things and say no to very few, even if the personal rewards for her are minimal or non-existent.” Students especially admire her ability to understand each one of them individually, while also pushing them to refine and expand their ideas. One student describes her approach as “holistic” as “she balances academic guidance with personal support and encouragement.” They also praise her talents at “positioning herself at the intersection of many disciplines.” As a former student, herself now a professor, notes, “her students receive training that uniquely equips them to move outside of their field and play a key role in shaping interdisciplinary fields of study.” One student sums up her approach by recalling her response when thanked for her support: “Working with students like you is the best part of my job.”

Phyllis Solomon, Social Policy & Practice

Phyllis Solomon, Professor in the School of Social Policy & Practice and Professor of Social Work in Psychiatry in the School of Medicine, came to Penn in 1994. A pioneer in the use of evidence-based research in social work practice, especially in the treatment of severe mental illness, she specializes in teaching the School’s required courses in research methodology. Here, as one student reports, “she pushes her students… toward excellence with a relentlessness that is always honest,” working with them through “many more drafts… than would typically satisfy most faculty members.” She advises her students through every stage of the dissertation process; helps them get national grants to support their research; and continues to mentor, support, and collaborate with them in their professional careers. She is, writes one graduate, “at once demanding, insistant, and unceasingly generous with her time as a mentor.” But also one of the many former students who is now herself a leader in the profession: “Meeting her exacting standards was arduous at times and much harder work than I ever expected. However, at the end it is an eminently rewarding experience, and she is an adviser I would not trade for anything.”

Excellence in PhD education is the hallmark of a great university. That excellence depends upon the skill and commitment of faculty mentors. The Provost’s Award for Distinguished PhD Teaching and Mentoring was established specifically to honor faculty who mentor PhD students. The prize is intended to underscore the University’s emphasis on graduate education, by celebrating the accomplishments of especially who show special distinction in doctoral education.

In October of 1987, the Office of the Provost announced the establishment of two additional Penn teaching awards—one in a Health School and one in a Non-Health School—to be given annually in recognition of distinguished teaching by associated faculty or academic support staff. The guidelines for the selection of the award recipients are the same as those given for the Lindback Awards, and the selection processes and deadlines are the same.

Lindback Awards

Health Schools

Horace DeLisser, Medicine

Horace DeLisser, Associate Professor of Medicine and Assistant Dean in the School of Medicine, came to Penn in 1991. A specialist in tumor angiogenesis, a widely admired teacher, an advocate for the recruitment and mentoring of physicians from underrepresented groups, he has made his mark above all as a bioethicist who helps students and colleagues confront profound issues of patient care, especially for patients at the end of their lives. His greatest skill, notes a student, “is teaching his team how to be a doctor when things are truly hard. When there’s a language barrier, or a cultural misunderstanding, or when patients are dying, he leads his team by teaching us to be engaged.” Using both discussions and role-modeling exercises, he “constantly challenged us students to think outside the box about complex ethical conundrums relating to clinical practice” as he “acknowledges the barriers between physicians and patients but refuses to idly accept them.” As a result, for many of the students who work with him, “few have had such a lasting effect on how I actually practice medicine day to day.”

Carolyn Gibson, Dental Medicine

Carolyn Gibson, Professor of Anatomy and Cell Biology in the School of Dental Medicine, came to Penn in 1986. “More than just another professor at this school,” in the words of a student government leader, she is— as course director of Histology and Embryology—one of the first faculty members encountered by new students, who praise not only her “extremely well-structured, clear, and informative” classes but also her devotion to helping them outside class. She “seems to always be thinking of the student in the context of her own research,” notes one student, even as that research “has been revolutionizing the field of dental medicine for many years.” She has taken pains to incorporate student suggestions into curriculum revisions and advocate for students who, in the words of a colleague, may be “having difficulty transitioning to a professional school from undergraduate studies.” In the process, she provides a model of a professor who can combine pathbreaking research with devotion to teaching, advising, and helping students, becoming the “ambassador to the dental school and the university as a whole” for generations of dental students.

www.upenn.edu/almanac
Penn Presents celebrates the 25th anniversary of the Philadelphia International Children’s Festival with five days of live indoor performances and free outdoor activities including the ever popular Give & Take Jugglers with three performances on Saturday. Shows begin on Tuesday, April 28 and run through Saturday, May 2.

Celebrate the 25th Anniversary of the Philadelphia International Children’s Festival with the 25th Birthday Pass! Enjoy three shows, a free t-shirt and access to events and activities on the Outdoor Plaza, including jugglers, musicians, dancers, crafts and more for only $25; that’s a savings of 38%.

Performers include Christylez Bacon (above, left) on Saturday, May 2 at 2 p.m., in the Bruce Montgomery Theatre, Annenberg Center. A renowned storyteller, he has delighted audiences around the world with his touching and humorous bilingual stories, solo performances and children’s books and tapes. Born to a Cuban father and Irish-American mother, he has been applauded by the Chicago Reader as “the best kind of storyteller, drawing you into his world with such subtlety that you hardly notice what he is doing—until the story ends and you find yourself longing for just one more anecdote.”

This festival was the first of its kind in the country aiming to bring the artistry of international performance and visual arts to young audiences. This year’s performers include two Grammy Award winners, a jazz education musical group, and the 40th anniversary production of The Very Hungry Caterpillar.

For more show times, tickets, and additional information about the festival programming, see www.annenbergcenter.org/tickets/childfest.php.

Antonio Sacre (above, right) performs on Saturday, May 2 at noon and 4 p.m., in the Bruce Montgomery Theatre, Annenberg Center. A renowned storyteller, he has delighted audiences around the world with his touching and humorous bilingual stories, solo performances and children’s books and tapes. Born to a Cuban father and Irish-American mother, he has been applauded by the Chicago Reader as “the best kind of storyteller, drawing you into his world with such subtlety that you hardly notice what he is doing—until the story ends and you find yourself longing for just one more anecdote.”

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For more show times, tickets, and additional information about the festival programming, see www.annenbergcenter.org/tickets/childfest.php.

Annual Housing Fair: May 6
Penn Home Ownership Services invites you to attend the 2009 Annual Housing Fair on Wednesday, May 6, 11 a.m.-4 p.m. in Bodek Lounge, Houston Hall. This is an opportunity for everyone to learn about why it’s a great time to buy a home or refinance in Philadelphia.

All attendees can meet with industry experts and gain access to a wide array of housing-related information and resources for West Philadelphia and the wider community. Representatives from Penn Home Ownership Services as well as its banking partners will be on hand to discuss the Enhanced Mortgage Program and the newly announced Closing Cost Reduction Program, which are available to full-time employees of the University and the Health System. Amazing prizes will be awarded.

There is no admission charge for this event and it is open to the public. For more information, contact Penn Home Ownership Services at (215) 898-7422 or visit www.upenn.edu/homeownership.

—Nicole N. Hudson, Program Manager, Penn Home Ownership Services

Think Green:
Earth Day and Arbor Day
Caribou and Conoco, April 23, 7-8 p.m., at the Penn Bookstore. Dr. Robert McMonagle is an assistant professor of political science at Neumann College and an expert on the US Congress and public policymaking. His book shatters the myth that important environmental energy debates in the US have been driven by forces too complex for the average American to understand.

Arbor Day Celebration, Saturday, April 25, 1-3 p.m.; celebrate Arbor Day at the Arboretum, see the unique, abstract sculpture creation of hundreds of sticks and saplings by internationally renowned artist Patrick Dougherty. Tree Planting demonstrations begins at 2 p.m. along with tree climbing activities, crafts and activities for kids which will include a seedling planting to take home.

Morris Arboretum Membership, now offers an environmental option—Eco Friendly Membership receive e-Newsletters instead of paper mailings. Send a Green e-card: Visit http://ecard.busi-
ness-services.upenn.edu/send_card/26 for numerous choices from around the University. Visit the Green Display at the Penn Bookstore: see the Green Campus Partnership website: www.upenn.edu/sustainability for a reading list of earth-friendly books.

One Step Ahead
Security & Privacy Made Simple
Another tip in a series provided by the Offices of Information Systems & Computing and Audit and Compliance & Privacy.

Exchange Sensitive Data Securely Using Secure Share
Distributing and sharing important data and files electronically has become such an integral part of our jobs and lives in recent years that most of us routinely send sensitive and confidential information in the form of e-mail attachments or file transfers through instant messaging clients, despite frequent reminders from our IT support staff about the insecurity nature of these methods. To help reduce and mitigate the risks inherent in distributing electronic files over insecure channels, Penn’s Information Systems and Computing division (ISC) recently inaugurated Secure Share, a free service which affords Penn faculty and staff the opportunity to exchange sensitive files.

With an easy-to-use web-based client, Secure Share users can send any number and type of file—spreadsheets, word processing documents, database extracts and more—to any number of recipients, and each file will be securely encrypted at every stage of the process, whether in transit during upload or download or at rest in the system awaiting retrieval by recipients using the same web client. The application also provides the option to notify the recipients via e-mail and add a comment as well. Once files have been uploaded into the Secure Share application they are available to the designated recipients for 30 days, and once all recipients have downloaded a given file it is securely deleted from the application.

If you are a Penn faculty or staff member, remember that this valuable new service is free—all you need is your PennKey and password. For a more detailed description of Secure Share including a link to the login page for the application itself, visit: www.upenn.edu/computing/security/secureshare/

To receive weekly OneStepAhead tips via e-mail, send e-mail to listners@lists.upenn.edu with the following text in the body of the message: sub one-step-ahead <your name>.

For additional tips, see the One Step Ahead link on the Information Security website: www.upenn.edu/computing/security/.

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Almanac provides links to select stories each week there is an issue. Visit Alma-

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Sign up to receive e-mail notification when we post breaking news between issues. Send an e-mail to listserv@lists.upenn.edu with “subscribe e-almanac <your full-name>” in the body of the message.—Ed.
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 April 6-12, 2009. Also reported were 9 crimes against property (including 7 thefts and 2 cases of fraud). Full reports are available at: www.upenn.edu/almanac/volumes/55/30/report.html. Prior weeks’ reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of April 6-12, 2009. 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.

18th District Report
6 incidents with 1 arrest (including 5 robberies and 1 aggravated assault) were reported between April 6-12, 2009 by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodward Avenue.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Incident Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>04/06/09</td>
<td>5:57 AM</td>
<td>33rd &amp; Walnut St</td>
<td>Intoxicated driver arrested</td>
</tr>
<tr>
<td>04/08/09</td>
<td>12:20 PM</td>
<td>100 40th St</td>
<td>Robbery</td>
</tr>
<tr>
<td>04/11/09</td>
<td>12:13 PM</td>
<td>3601 Walnut St</td>
<td>Male took property/struggled with security/Arrest</td>
</tr>
<tr>
<td>04/12/09</td>
<td>2:27 AM</td>
<td>3500 Market St</td>
<td>Male arrested for disorderly conduct</td>
</tr>
</tbody>
</table>

Squirrels On Locust, now through April 24, were recently installed between 36th and 38th, by The University of Pennsylvania Art Club. The University’s first campus-wide, collaborative public art exhibit, includes fiberglass squirrels by 22 diverse student organizations and 8 University offices which sponsored and painted the statues. Squirrels On Locust, led by director John Agbaje and expert sculptor Sean Williams, has provided a unique medium for these groups to express their identities, cultures, and relevance to the Penn community. Undergraduate members of the Art Club crafted the original statues from start to finish. For more information, see: http://sites.google.com/site/squirrelsonlocust/Home

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 PennWeb) include HTML and Acrobat versions of the print edition, and intermix information may be posted in electronic-only form. Guidelines for readers and contributors are available on request and online.

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A New Benefit Can Make Adoptions Easier

Starting a family or adding to your existing family is a special time in your life. If you’re expanding your family by adopting a child, you’ll soon be able to take advantage of a new benefit being rolled out by the Division of Human Resources and the Provost’s Office.

While there may be varying reasons behind the decision to adopt a child, all adoptive parents face significant financial and personal implications when bringing a new child into their lives. To ease the financial impact, Penn is adding a benefit that may allow eligible faculty and staff to be reimbursed for up to $5,000 in qualified adoption expenses. This new benefit will be available as of July 1, 2009, and can be utilized for adoptions that were finalized on or after January 1, 2009.

In the meantime, Penn already provides benefits and resources to help you in all phases of the adoption process, from the initial decision to adopt to the reality of bringing your new child into your home. A wealth of information about adoption is available through our free Worklife Resources services. Penn also offers several options for taking time away from work as you go through the adoption process.

For full details on the new adoption benefit—including who’s eligible, what are qualified adoption expenses, and who are eligible children—please read the Adoption Assistance Policy below. You can also find the policy, as well as information on the other University benefits and resources that pertain to adoption, on the Human Resources website at www.hr.upenn.edu/Quality/Worklife/Adoption.aspx.

If you have any questions, please contact Human Resources at (215) 573-2471 or hr-govq@hr.upenn.edu, or the Provost’s Office at provost-fac@upenn.edu. — Division of Human Resources

University of Pennsylvania Adoption Assistance Policy
Policy No: 413
Effective Date: July 1, 2009

The purpose of the University of Pennsylvania Adoption Assistance Policy is to provide financial support to eligible Penn faculty and staff members who are adopting a child. The Plan document governs the provisions of the Plan. The following details supplement the Plan with information to help faculty and staff avail themselves of this benefit.

413.1 Eligibility
All active full-time faculty with a benefits-eligible title, regular full-time staff, and limited service employees are eligible to participate in the Plan after completing their first year of employment. Time as a temporary, part-time, or student worker is not counted toward this one year of employment requirement. To be eligible, a limited service staff member must work at least 35 hours per week for nine or more months of the year. If an employee is covered by a collective bargaining agreement, the employee will be eligible to participate in the Plan only to the extent provided in the provisions of the applicable collective bargaining agreement.

413.2 Adoptions Covered
Adoptions are eligible for reimbursement when the following conditions are met:
• The faculty or staff member has completed a year of employment with Penn and meets the eligibility criteria (see Section 413.1).
• In the case of a foreign adoption, the adoption has been finalized.
• In the case of the adoption of a child who is a citizen or resident of the United States, the adoption proceedings have been finalized or formally terminated.
• The adoption was finalized (foreign and domestic adoptions) or formally terminated (domestic adoptions only) on or after January 1, 2009.
• The reimbursement request is submitted within six (6) months of the date of the documentation of the adoption’s finalization (foreign and domestic adoptions) or formal termination (domestic adoptions only).
• The expenses meet the definition of “qualified adoption expenses” (see Section 413.3).
• The child meets the eligibility criteria (see Section 413.4).

413.3 Qualified Adoption Expenses for Reimbursement
The Plan provides reimbursement only for “qualified adoption expenses,” which are reasonable and necessary expenses that the faculty or staff member incurs in the form of:
• Court costs
• Attorney’s fees
• Traveling expenses, including the amount spent for lodging and meals, necessary for finalizing the adoption or picking up the child, and
• Other expenses directly related to, and whose principal purpose is for, the legal adoption of an eligible child.

The following expenses are not eligible for reimbursement under the Plan:
• Expenses incurred in violation of state or federal law,
• Expenses incurred in carrying out any surrogate parenting arrangement,
• Expenses incurred in connection with the adoption of a child of the eligible faculty or staff member’s spouse or domestic partner.

413.4 Definition of Eligible Child Under the Plan
In general, the term “eligible child” means any child who has not attained age 18 or who is physically or mentally incapable of self-care and who is not the child of the employee’s spouse or domestic partner.

413.5 Application Procedures for Reimbursement
To obtain reimbursement, an eligible employee must submit all of the following:
• A completed Adoption Cost Reimbursement Request Form
• Documentation of all fees, costs and other expenses incurred in connection with the adoption of an eligible child (including detailed receipts, invoices, canceled checks, etc.)
• For the adoption of an eligible child who is not a citizen or resident of the United States: 1) a final decree of adoption by a competent authority of the foreign-sending country establishing a parent-child relationship under the laws of the foreign-sending country, as well as 2) evidence that the child has been issued the appropriate visa from the State Department of the United States.

413.6 Reimbursement Limits
A maximum of $5,000 of “qualified” expenses may be reimbursed for the adoption of an eligible child. There is a limit of up to two adoptions per household for the lifetime of employment with the University. If siblings are adopted simultaneously, this counts as one adoption for the household and up to $5,000 of reimbursements is allowed for each child adopted at that time. The $5,000 maximum reimbursement for one eligible child is an aggregate rather than an annual amount, even if the expenses occur over a period of years.

413.7 Reimbursement Process
The Quality of Worklife Office will review requests for reimbursement and determine the adoption costs qualified for reimbursement, up to the reimbursement limits. After all questions have been resolved about the costs and accompanying documentation (i.e., the expenses are eligible, appropriate documentation confirms that the adoption has been finalized, etc.), the reimbursement request will be processed through the payroll system and the reimbursement amount will be added to the faculty or staff member’s pay check. The Quality of Worklife Office will begin reviewing reimbursement requests as of July 1, 2009, when this policy goes into effect.

413.8 Possible Tax Implications
The federal tax laws addressing adoption assistance plans are found in section 137 of the Internal Revenue Code of 1986, as amended, and the regulations thereunder. These benefits may be exempt from federal income taxes, and the University will not withhold federal income taxes. However, tax exemption may not be available (or may be less than expected) for faculty or staff members with personal or joint income levels above certain dollar amounts. In addition, federal law provides a tax credit for adoption expenses that are not reimbursed by an employer or paid under a state or federal grant program. Because individuals must elect between the tax credit and reimbursement under this Plan for the same expenses, and because for some taxpayers, the credit might produce a lower overall tax liability, we recommend that employees seek tax advice from an accountant or lawyer regarding this benefit.

Benefits under the Plan are not exempt from FICA, state or city taxes.

413.9 More Information
The Plan is administered by the Quality of Worklife Office in Penn’s Division of Human Resources. For additional information about the Plan, please call (215) 573-2471 or send an e-mail to hr-govq@hr.upenn.edu.

Applicability: All active full-time faculty with a benefits eligible title, active regular full-time staff and regular staff in limited service positions.