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Inaugural Schaeffer Professor of Medicine: Jack Ende



Jack Ende

Dr. Jack Ende, chief of medicine at Penn Presbyterian Medical Center, has been named the inaugural Adele and Harold Schaeffer Professor of Medicine at a ceremony in Penn's Biomedical Research Building.

For over 30 years, Harold G. and Adele K. Schaeffer have supported general medicine at Penn, with a particular interest in helping care for the most underserved communities and patients. They have frequently supported programs run by Dr. Ende which provide free medication and medical supplies to needy patients upon their release from the hospital.

"Their support has already made a world of difference for hundreds of these patients," Dr. Ende said. "I don't just think they've helped people. They've saved lives."

"Dr. Ende is a world class physician," said Harold Schaeffer. "And Penn Medicine is a world class institution. We're thrilled to be able to help them help others."

Since 1997, when Dr. Ende became chief of medicine, he has developed a reputation as a service-oriented clinician and educator, creating programs to facilitate access to care for low-income patients, immigrant communities, HIV/AIDS patients, and other at-risk populations. The Schaeffer chair will allow him to build on all those programs, as well as devote more time to his other passion, education.

"Being the Schaeffer Professor," Dr. Ende added, "gives me the opportunity to demonstrate for residents and students how medicine can—and should—be practiced."

\$1.5 Million Grant to Predict Sea-Level Rise & Flooding from Hurricanes

In an effort to better understand sea-level rise and flooding from hurricanes along the Atlantic and Gulf coasts, the National Oceanic and Atmospheric Administration has awarded a three-year, \$1.5 million grant to a research team led by Benjamin Horton. The study aims to provide predictive models and reports that can be used both by environmental scientists and coastal communities.

Dr. Horton, an associate professor in the School of Arts and Sciences' department of earth and environmental science, is the director of Penn's Sea Level Research Laboratory.

"Future flooding of the US Atlantic and Gulf coasts will depend upon both sea-level rise and the intensity and frequency of tropical cyclones, each of which will be affected by climate change," Dr. Horton said. "We will employ new interdisciplinary approaches to bring about a marked improvement in the reliability of predictions of such flooding."

The NOAA-backed project draws upon research Dr. Horton published earlier this year with lab members and collaborators from Pennsylvania State University, the Woods Hole Oceanographic Institution, Finland's Aalto University School of Engineering and Germany's Potsdam Institute for Climate Impact Research. The researchers produced a landmark study that resulted in the first reconstruction of sea-level rise during the past 2,000 years.

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Benjamin Horton

Harrington-Rhoads Associate Professor in Surgery: Brian Czerniecki

Dr. Brian J. Czerniecki, has been named the Harrington-Rhoads Associate Professor in Surgery. The chair was created thanks to the generosity of Dolores Harrington and the Mark H. and Blanche M. Harrington Foundation. Dr. Czerniecki also currently serves as co-director of the Rena Rowan Breast Center and is Surgical Director of the Immunotherapy Program at the Abramson Cancer Center.



Brian Czerniecki

Dr. Czerniecki received his medical degree at the University of Medicine and Dentistry of New Jersey-Robert Wood Johnson Medical School and his doctoral degree at Rutgers University and the Johnson Medical School. He completed his internship and residency at Ohio State University and performed a Fellowship in Surgical Oncology at the National Cancer Institute. He was Lieutenant Commander for the US Public Health Service at the National Institutes of Health. After serving as clinical instructor in the department of surgery at Ohio State University, he joined the faculty of the Raymond and Ruth Perelman School of Medicine in 1995. He helped establish and currently directs the Breast Cancer Fellowship Program at Penn Medicine.

Dr. Czerniecki has a dual role as surgeon and researcher, and maintains an active clinical practice specializing in diseases of the breast. He has been recognized by the National Cancer Institute as an expert in the management of ductal carcinoma in situ (DCIS), which is early stage breast cancer. Dr. Czerniecki has served on several Nation-

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Environmental Toxicology Center Part of Group to Analyze Seafood Safety Following Gulf Oil Spill

Penn's Center of Excellence in Environmental Toxicology (CEET) is part of a consortium that has been awarded \$7.85 million from National Institutes of Environmental Health Sciences (NIEHS) to determine seafood safety following the 2010 Deepwater Horizon Oil Spill in the Gulf of Mexico. The consortium is led by the Environmental Health Sciences Core Centers at the Perelman School of Medicine at the University of Pennsylvania and the University of Texas Medical Branch at Galveston (UTMB).



Edward Emmett



Trevor Penning

Dr. Edward Emmett, professor of occupational & environmental medicine, will co-lead the Community Based Participatory Based Research Project (CBPR) and the Community Outreach and Dissemination Core (CODC). Dr. Emmett is an authority on the principles and practices that underlie the CBPR approach and will use this to translate possible human health concerns from the oil spill to affected communities. Dr. Trevor Penning, CEET director, will co-lead the project's investigation on the toxicological properties of polycyclic aromatic hydrocarbons (PAHs) from the oil, and will focus on how they are metabolized and whether they mutate DNA, which could lead to cancer and birth defects.

"As soon as CEET learned of the Gulf oil spill, we had an immediate concern about the safety of seafood since potentially carcinogenic polycyclic aromatic hydrocarbons from the oil could bioaccumulate in shellfish and enter the food chain. The vicinity of UTMB to the oil spill coupled with our unique expertise in study-

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Pullout: October AT PENN

SENATE From the Senate Office

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

Faculty Senate Executive Committee Agenda

Wednesday, October 5, 2011
3–5 p.m.

Please Note Location for This Meeting
University Club at Penn, 3611 Walnut St.
2nd Floor Lobby Level

1. Approval of the Minutes of September 7, 2011 (2 minutes)
2. Chair's Report (5 minutes)
3. Past-Chair's Report on Academic Planning and Budget & Capital Council (3 minutes)
4. Ballot: 2012 Nominating Committee (5 minutes)
5. Discussion of the Penn Action Plan for Faculty Diversity and Excellence (45 minutes)
Lynn Hollen Lees, Vice Provost for Faculty Affairs
Joann Mitchell, Vice President for Institutional Affairs
6. Discussion with the Provost (45 minutes)
Presentation by Provost Vincent Price
7. New Business

Catered Reception following the SEC Meeting

Harrington-Rhoads Associate Professor

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al Institutes of Health panels that have developed recommendations for the treatment of DCIS.

Currently, he is developing a breakthrough vaccine—which targets a protein, called HER-2/neu, that is over-expressed in DCIS—that is entering Phase II clinical trials. By treating specialized white blood cells that play a major role in activating immune response with the HER-2/neu protein, the vaccine successfully harnesses a patient's own immune system to fight DCIS. He has also been recognized nationally for pioneering several protocols for sentinel node mapping in breast cancer and melanoma—a less invasive procedure than diagnostic surgery for determining the spread of cancer into lymph nodes.

Dr. Czernecki is a member of many medical societies, including the American Society of Breast Surgeons, the American Association for

Cancer Research, the American College of Surgeons, the American Society of Clinical Oncology, and the International Society of Biologic Therapy. He is also a member of the Leukemia Immunobiology Review Committee of the American Cancer Society. Widely sought for his expertise, he has moderated sessions for the Society of University Surgeons, Society of Surgical Oncology, and the American College of Surgeons.

Predicting Sea-Level Rise & Flooding

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Microscopic fossils known as foraminifera, taken from a North Carolina salt marsh, aided the reconstruction. The new study will expand to Massachusetts, New Jersey, Georgia and both coasts of Florida to examine regional variability of sea-level rise.

"The foundation of current models for sea-level projections is data from the 20th century, but we've started to be able to push further back in time," Dr. Horton said. "This allows us to have a better understanding of the past relationship between climate and sea level and to make better predictions about the future."

In the case of flooding arising from hurricanes, the researchers will combine regional sea-level-rise projections with hurricane simulations and storm-surge models. This will enable them to map coastal flooding for the current climate and the best- and worst-case climate scenarios of the 21st century.

This spring, the researchers will begin to meet with coastal managers of the six sites to get their input about how such projections might be best put to use. Especially in the wake of Hurricane Irene, Dr. Horton believes they will be most interested in flooding scenarios.

"We're taking our scientific products into local communities," Dr. Horton said. "We will be providing information and products that will help them plan and prepare."

University Council Coverage

Last Wednesday, at the first University Council meeting of the academic year, Provost Vincent Price welcomed everyone back, on behalf of himself and President Amy Gutmann, who was unable to attend. Provost Price then announced the appointment of Council's moderator: Dr. Reed Pyeritz, professor of medicine and genetics, who is back from his sabbatical in Geneva. Dr. Price also announced the re-appointment of Council's parliamentarian: Marjorie Hassen, director of public services at the Libraries.

Dr. Camille Charles, chair of Steering, announced the focus issues for the year:

November 30—How Penn works with government—on the local, state and federal levels.

January 25—CAPS/mental health programs and services across the University.

February 22—How does the Penn community create an atmosphere of mutual respect?

March 28—Faculty and staff benefits.

There will also be two opportunities for members of the University community to voice their concerns and ideas with an Open Forum at the November and February meetings.

This Academic Theme Year—*The Year of Games: Mind and Body* was discussed by Dr. Andy Binns and David Fox. Programming began earlier in the month with the Penn Reading Project and the Field Day activities to commemorate the opening of Penn Park. More than two dozen grants have been awarded already for upcoming programming with activities focused on collaborations. The Theme Year continues with interdisciplinary conferences, symposia, exhibits, and performances, produced by the schools, departments, resource centers, and partners. Participants this year will include a variety of organizations. See the website: <https://secure.www.upenn.edu/themeyear/games/> for more details.

Next year's theme will be the *Year of Proof*.

Death

Mr. Paul, Law

James C.N. Paul, a former professor in the Law School, died from prostate cancer on September 13; he was 85.

Raised in Philadelphia, Mr. Paul earned his bachelor's degree from Princeton University in 1948 and his law degree from Penn in 1951.

Before returning to Penn Law to teach in 1961, Mr. Paul clerked for Supreme Court Chief Justice Fred Vinson for two years and then taught at the University of North Carolina-Chapel Hill. During his tenure at Penn, Mr. Paul travelled to Ethiopia and other African countries as an Eisenhower Fellow. He left Penn in 1965 to help establish a law school at what is now known as Addis Ababa University in Ethiopia, where he served as dean in the late 1960s. Their law library was named after Mr. Paul in 2009.

Mr. Paul served as the dean of Rutgers University's School of Law-Newark from 1970 to 1973 where he was also the William J. Brennan, Jr. Professor of Law Emeritus. He retired in 1996.

Mr. Paul is survived by his wife, Peggy; son, Nicholas; daughters, Martha and Adelaide; a brother; a sister; seven grandchildren; and two great-granddaughters.

There will be a memorial service October 8, at 1 p.m. at Third Haven Friends Meeting, 405 S. Washington St., Easton, MD.

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

Analyzing Seafood Safety

(continued from page 1)

ing PAH toxicology provides a strong foundation for this inter-center collaboration," said Dr. Penning. "What is remarkable is that we know very little about the toxicology of PAH from oil and how these agents may affect human health."

Results of the study will help shape monitoring programs for the health of exposed individuals and can be applied to studying the health effects of oil spills in the future. Investigators from other universities are also participating in the Gulf Coast Health Alliance: Health Risks related to the Macondo Spill (GC-HARMS) consortium: Texas A&M University at Galveston, Louisiana State University and the University of Arizona. Community groups involved at primary research sites include southeast Louisiana's United Houma Nation; the Mississippi Coalition for Vietnamese American Fisherfolk and Families; and the Center for Environmental and Economic Justice, based in Biloxi, Mississippi.

Makuu Director: Brian Peterson



Brian Peterson

employee and part-time graduate student. He attained his masters in secondary teacher education and is currently completing his doctorate at Penn's Graduate School of Education.

Associate Vice Provost for Equity and Access Will Gipson said, "We are delighted to have a broad-thinking, engaged, and committed Penn alum to take on this position and to lead students, faculty, and staff in the next chapter for Makuu."

Mr. Peterson's primary research interests include urban youth and communities, college student development, learning systems, and nonprofit organization development. He is also interested in media (printed fiction and non-fiction, music, film, internet/social networks), sports culture, social entrepreneurship, and philanthropy.

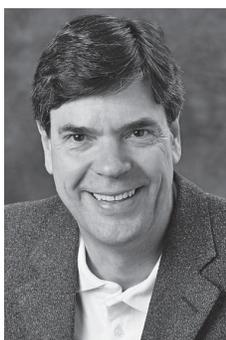
In 1999 Mr. Peterson co-founded Asé Academy, an academic and cultural enrichment program for secondary students in Philadelphia. Four years later, Mr. Peterson created Lion's Story, Inc., a nonprofit educational research and development group to support Asé's growth and nurture other projects connected to education and culture.

"Makuu means 'home.' For the past two decades Penn has been a home for me, as an undergrad, graduate student, staff member, writer, instructor, and community partner. In becoming the Director of Makuu, my goal is to work with students, departments, alumni, and partners in Philadelphia and beyond to further develop our academic and cultural homebase. It's truly a privilege to be able to give back to this place that has given so much to me, and I very much look forward to beginning this next chapter in my Penn story."

Mr. Peterson is the author of four books: *Move Over, Girl* (Random House, 2000), *Spoken Words* (Chance22, 2003), *The African American Student's Guide to Excellence in College* (Chance22, 2005), and *Higher Learning: Maximizing Your College Experience* (Chance22, 2010). He also produced a documentary film, *It's Your World: The Legacy of W.E.B. Du Bois College House*, in 2005. He is a former staff writer at *Okayplayer.com*, the website for the Grammy-award winning group The Roots, Erykah Badu, Jill Scott, and many more. There he launched Okaybooks, a literature-oriented subsection, in addition to his primary role as news writer and content provider.

At Penn, Mr. Peterson has taught or co-taught three courses: Without Struggle: Contemporary Culture and Extended Identity; Topics in Africana Studies: The History of Women and Men of African Descent at the University of Pennsylvania; and Culturally Revelant Teaching, Learning, and Intervention.

Fels Institute's Research & Consulting Senior Advisor: Eric Rabe



Eric Rabe

At Verizon, Mr. Rabe served as senior vice president of media relations and public relations. He developed and successfully implemented strategic communications programs in areas as diverse as change management, product support and crisis management. Mr. Rabe developed and led change management and communications strategies to support three of the largest mergers ever attempted in the US. Mr. Rabe led the team that successfully positioned in the marketplace Verizon's FiOS fiber optic television service, the first major nationwide challenge to traditional cable television monopolies. After the 9/11 attacks destroyed much of the Verizon telecommunications infrastructure in lower Manhattan, Mr. Rabe served as crisis manager and led the Verizon communications response team.

Mr. Rabe has over 35 years of experience in strategic corporate communications, management and the news media. He is an expert in Internet and new media technologies and communications and has been a frequent speaker and writer on the evolving use of interactive communications. At Verizon, Mr. Rabe served as senior vice president of media relations and public relations. He developed and successfully implemented strategic communications programs in areas as diverse as change management, product support and crisis management. Mr. Rabe developed and led change management and communications strategies to support three of the largest mergers ever attempted in the US. Mr. Rabe led the team that successfully positioned in the marketplace Verizon's FiOS fiber optic television service, the first major nationwide challenge to traditional cable television monopolies. After the 9/11 attacks destroyed much of the Verizon telecommunications infrastructure in lower Manhattan, Mr. Rabe served as crisis manager and led the Verizon communications response team.

"We are thrilled that Eric has partnered with Fels," said David Thornburgh, executive director of Fels Institute of Government. "He will provide a wealth of real-world experience to our practice in the government and non-profit sectors. Already Eric is providing expert guidance in the development of our forthcoming second edition Promising Practices brief on Social Media. We are also creating future projects to take advantage of Eric's invaluable leadership and expertise."

As a Senior Advisor, Mr. Rabe joins a Fels Research and Consulting team of hand-picked seasoned professionals including Sallie Glickman, a civic entrepreneur; Heather Gleason, a management consultant and Fels alum; Doug Lynch, the vice dean of the Graduate School of Education at Penn; and Marcia Wilkof, an organizational management consultant. This group will work together to lead new high-impact projects in collaboration with the Institute.

Mr. Rabe had served as principal of Eric Rabe Communications Strategies, a consulting firm that helps organizations analyze communications issues, plan long-term solutions and execute effective communications and issue management tactics. His views are regularly reported in the national press including *The New York Times*, *The Wall Street Journal*, *Los Angeles Times*, *CNN*, *Barron's*, *Wired*, *The Philadelphia Inquirer*, various regional newspapers and online publications, and many others.

Mr. Rabe received his MS degree from the University of Pennsylvania in organizational dynamics with specialties in global organization studies, change studies, and leadership. He holds a BA degree in journalism from Penn State University, where he currently serves as an advisor at the Penn State College of Commu-

nications, and was recently named a Penn State Alumni Fellow, the University's highest alumni award.

About Research and Consulting at the Fels Institute of Government

Founded in 1937, the Fels Institute of Government is the University of Pennsylvania's graduate program in public policy and public management. Originally established for the purpose of training local government officials, over time Fels broadened its mission; it now prepares its students for public leadership positions in city, state, and federal agencies, elective politics, nonprofit organizations, and private firms with close connections to the public sector. Fels Research & Consulting marries the rich assets of Penn and the Fels Institute of Government with the expertise of seasoned professionals and the creativity of high caliber graduate students to tackle innovative projects related to public policy and public management. Our aim is to work with governments, public institutions, civic groups, and nonprofits to enhance their effectiveness and impact. The work of Fels Research and Consulting is built on a foundation of Promising Practices—innovations, experiments, programs, or processes that seem to lead to effective and productive results in a given situation. Several times a year the team focuses on breaking developments in areas of interest to public sector leaders and managers, and embarks on a series of initiatives to understand, communicate and disseminate "promising practices" in particular areas of public leadership.

Purchasing Director: Mark Mills



Mark Mills

Mark Mills has been named Business Services' new director of Purchasing Services. Before joining Penn yesterday, Mr. Mills worked for 20 years managing corporate purchasing operations, most recently at Unisys Corporation where he led a team that was responsible for technology and telecommunications procurement for North America. He brings extensive experience in contract development and negotiation, financial planning and budgeting, supplier relationship management and business process outsourcing.

Mr. Mills has a BS in business administration from the University of Delaware, an MBA in finance from Temple University, and a MS degree in Organizational Dynamics from Penn. He supports several civic affairs initiatives, and is a member of the Board of Directors for the Southeast Pennsylvania chapter of the March of Dimes.

In addition to overseeing the University's procurement of over \$700 million in goods and services as well as its Economic Inclusion and Local Purchasing initiatives, he will be managing the introduction of a new Travel and Expense Management System, the recently launched Print and Interactive Communications initiative, the upgrade of the purchasing card management system and the expansion of sustainable purchasing initiatives.

Speaking Out

Economic Diversity at Penn

In 2008-2009—the latest year for which the data are available—the percentage of low-income students enrolled at Penn put us in 47th place among the 50 wealthiest universities and colleges in the country. Just 8.2% of our students were assisted by Pell grants in that year. Only Washington University (5.7%), Harvard (6.5%), and the University of Virginia (7.0%) enrolled a less economically diverse student population than Penn.

To make matters worse, Penn's economic diversity actually declined by 0.5% over a four-year period; the figure was 8.7% in the academic year 2004-2005.

These numbers are included in a table listing "Students with Pell Grants at Colleges with the 50 Largest Endowments" (*The Chronicle of Higher Education*, March 27, 2011). Researchers use Pell Grants, which are federal funds distributed to college students on the basis of need, as an indicator of economic disadvantage.

Penn is by no means the only affluent institution that has failed to attract significant numbers of needy students, nor is it the only one to show negative results in its recent efforts. Of the 50 institutions in the *Chronicle* list, 29 saw a decline in their Pell-aided population. I asked the *Chronicle* staff to calculate the collective results for the four-year period. The overall rate of decline in economic diversity at the 50 colleges and universities was 0.7%—fractionally worse than Penn's results.

Throughout the years in question, virtually all the country's upmarket colleges and universities have repeatedly and—in my view—quite sincerely insisted on their commitment to enhance access for economically disadvantaged students. Motivated in varying proportions by moral obligation and by external pressure, the chief administrators of elite institutions have pledged themselves to enroll larger numbers of low-income students.

Tacitly if not explicitly, these commitments acknowledge the discouraging fact that the most prestigious colleges and universities have for generations simply served to reinforce the social and economic status quo. Numerous studies have demonstrated that economic mobility is more a myth than a reality in modern America, a situation that has gotten worse rather than better in the

past several decades.

Our richest colleges and universities have done very little to enable the upward movement of the nation's less well-off students. On the contrary, these institutions are, in effect, part of the machinery that reproduces a lamentable pattern in which gaps in income and opportunity have steadily widened.

Sadly, as we have known for years, family income is the most reliable predictor of academic accomplishment. (Academic demographers sometimes use zip code as shorthand for this relationship.) That is, low-income students are also the least prepared students—through no fault of their own, but because they generally come from poor neighborhoods and find themselves in underperforming schools. Thus it requires exceptional exertions to recruit needy students who can meet the curricular demands of elite institutions.

When they become available, the data from the most recent two years will almost certainly be more encouraging, though only temporarily. Largely due to the impact of the recession, the number of Pell Grants increased over 25% for the year 2009-10. (For the data on which this estimate is based, go to <http://www2.ed.gov/finaid/proff/resources/data/pell-institution.html>.) That increase, along with a change in the Pell formula that has made eligibility somewhat easier, should lead to an increase in Pell Grant representation on elite campuses. Those institutions will contend that the increase I predict is the result of their diligence.

Probably not. Nor will that uptick outlast the recession; nor, more important, will it change the relative rankings of economic diversity.

Providing access is hard.

However, some distinguished colleges and universities have succeeded in reaching and sustaining higher levels of economic diversity. Williams College, for example, saw a 4.4% increase in Pell Grant-holders over four years, from 10.5% to 14.9%. Amherst College increased its percentage of Pell students from 13.2% to 15.9%. (Preliminary reports indicate that Amherst has raised that percentage to 22% in the two years 2009-2011.)

Among what is sometimes called the Ivy-plus group, a handful of similar examples stand out. Despite a slight decline from four years earlier, Columbia's most recent percentage of Pell students was 15.1%. The figure at MIT was 14.8%.

In other words, despite the undeniable difficulties, it is possible to recruit a more economically diverse student body. And this should also be the case at Penn. Let me put it bluntly: given our Eastern and urban location, along with our resources, Penn should be doing better. We should not be included among the least economically diverse universities in the nation.

Many of the necessary elements are in place, including our financial aid policies—if we can actually communicate them to prospective needy students. One caveat: as anyone who has worked closely with low-income students soon learns, formal aid arrangements often fall short of the total needs of young men and women who may also feel obliged to work academically disruptive long hours at paying jobs and to help out financially at home.

Our recruiting efforts should be subject to continuous interrogation. Furthermore, in addition to recruiting economically disadvantaged students, we will also have to provide the resources they will need to succeed and graduate. And we will have to measure that effort with more detailed data. Specifically, we will need to keep track of the number / percentage of these students in each of the four years of study, to evaluate attrition versus persistence. (We must disaggregate the data, in the relevant jargon.) We will not have achieved our goals if larger numbers of lower-income students enter our first-year classes, only to drop out in disproportionate numbers before they graduate.

Eventually, we should aspire to generate a virtuous circle, in which larger numbers of economically disadvantaged students enroll at Penn, and—following their graduations—become our strongest advocates. To get there, if we are serious, we are going to have to do a better job of finding and attracting these young people.

Whatever the difficulty of this task, "We're Number 47" won't do.

—Peter Conn,

Vartan Gregorian Professor of English

(See Response on next page)

Speaking Out welcomes reader contributions. Short, timely letters on University issues will be accepted by Thursday at noon for the following Tuesday's issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated. —Eds.

Response: Ensuring Accessibility and Opportunity at Penn

Although Professor Conn raises an important and challenging issue for higher education, we believe that Penn can be proud of its efforts to ensure accessibility and opportunity for outstanding students from all backgrounds. Increasing enrollments by students from low- and middle-income backgrounds is one of Penn's highest priorities, and is one of the principal reasons that Penn launched its no-loan financial aid initiative in 2009. In addition, it is one of the reasons that the *Making History* campaign includes a goal of \$350 million for undergraduate financial aid (plus another \$323 million for graduate and professional students).

Before discussing some of the initiatives targeted at increasing low-income and other underrepresented student populations at Penn, we will briefly address the data.

The data reported to the US Department of Education, and used in the article cited by Professor Conn, includes Penn's substantial non-traditional program population. When we focus on our traditional undergraduate programs in the College, Engineering, Nursing, and Wharton, the percentage of students receiving Pell Grants in 2008-2009 is 9.6% or 976 students. This percentage increased to 12.2% in 2009-2010 and 13.9% in 2010-2011. When we further removed from consideration Penn's significant population of non-Pell eligible international students, the percentage of Pell Grant recipients among our traditional domestic students is 10.6% in 2008-2009, 13.6% in 2009-2010, and 15.6% in 2010-2011. As Professor Conn correctly observes, it is difficult to isolate how much of the increase in the past two years is related to the recession.

Having said this, Penn has taken a number of steps to enhance enrollment of students from low-income backgrounds, and will continue to work aggressively to further build on these initiatives. Over the past three years the Office of Admissions has developed a strong set of initiatives and programs for outreach to students from low-income as well as other underrepresented backgrounds. Regional plans are developed for targeted recruitment, focused on collaborating with Community Based Organizations (CBOs), which work directly with students from underrepresented populations. Our admissions officers also work to target high schools that have large underrepresented populations, including low-income students, to educate students, parents, and counselors about Penn and its affordability. Subcommittees within the Alumni Secondary School Committees (SSC) have also been organized in Philadelphia, New York, and Los Angeles, to implement a pilot program which engages diverse groups of alumni interested in working with underrepresented populations and sharing

their Penn experiences.

Our national partnerships with A Better Chance (ABC), QuestBridge, and the Posse Foundation, have increased both the awareness about and understanding of Penn for thousands of high school students. The first Ivy League member to partner with Posse, Penn welcomed our second cohort of students this fall. Our partnership with QuestBridge has helped attract and expand the pool of applications and welcome 169 talented low-income students to our community. Penn has graduated more ABC alumni than any other college in the United States and we continue to build relationships with the secondary schools with which they have partnerships. Penn is also developing a partnership with the Choctaw Nation of Oklahoma, a network of approximately 5,000 Native American students and parents.

As we continue to both learn from and expand our recruitment efforts, we have shaped our outreach initiatives and messaging to more effectively bring underrepresented populations into the applicant pool, as well as to yield these deserving students once they are admitted. Several on campus programs, including the Opportunity and Access Open House, have been redesigned to provide a more comprehensive presentation of Penn's strengths and diversity. This fall the Penn Early Program (PEP), a fly-in program for prospective students, will be launched to focus on high school juniors and seniors before the application process begins to provide students from low-income backgrounds the opportunity to have an overnight experience at Penn.

To ensure that prospective students always have the opportunity to interact with current students, the Quaker Opportunity and Access Team (OATs) was created last year. This student organization is comprised of students from the 5B (Student Cultural Coalitions), and Kite and Key members. Next summer, Penn's Office of Admissions along with the Greenfield Intercultural Center and the Vice Provost for University Life (VPUL) will also be hosting College Horizons—a week-long college preparation program that will bring approximately 100 Native American high school students to campus.

As Professor Conn suggests, standard approaches to determining financial need and awarding aid may not always be adequate to address the needs of students from low-income families. For this reason, Penn has implemented a number of policy enhancements over the past several years. The no-loan policy, while not limited to the lowest-income students, dramatically increases their ability to graduate without debt. In addition, for the lowest-income, highest-need students, Penn:

- reduces the summer savings expectation below the standard amount;
- includes a lower amount of work-study in the aid package;
- covers 100% of health insurance charges

with additional grant; and

- increases the educational expense budget and awards additional grant funds on a case-by-case basis, as needed, to help low-income students deal with extraordinary expenses.

Student Registration and Financial Services (SRFS) reaches out to these students annually to encourage in-person meetings with the staff to address any questions or concerns they may have, or just for a wellness visit. SRFS also hosts workshops for QuestBridge students to address issues concerning their financial packages. The most recent workshop focused on financial literacy.

Low-income students who attend Penn are highly likely to depart the institution with a bachelor's degree. Penn's six-year graduation rate for Pell eligible students exceeds 90%. More specifically, among the Pell eligible students who entered Penn in 2004, 91.4% graduated within six years, very close to the overall graduation rate of 94.4% for the entire cohort. The Office of Equity and Access Programs in the Vice Provost for University Life supports Penn's first generation, low-income, and underrepresented minorities in their academic and career preparation. This network includes the four undergraduate advising offices and as well as student resource centers such as Weingarten Learning Resource Center, the Tutoring Center, Career Services, College Houses and Academic Services, and other VPUL-based programs such as the cultural resource centers. The summer residential four-week bridge program, the Pre-Freshman Program (PFP), provides an introduction to the rigorous academic work at Penn to 100 invited freshmen. Participating students take classes that are designed and taught by instructors from the four undergraduate schools and are aimed at introducing students to an array of Penn academic and co-curricular resources. For the remainder of their Penn careers, students maintain their relationships with PFP staff that serve as PENNCAP counselors. PENNCAP serves over 450 Penn students from low-income, first generation and underrepresented populations.

Where do we go from here? Much has been done and much more needs to be done at Penn, in higher education, and in our nation. Finding and attracting the best students to Penn regardless of their financial background will continue to be a priority for Penn.

—Eric J. Furda,
Dean of Admissions

—William M. Schilling,
University Director of
Student Financial Aid



A HUP School Pin

Since the beginning of the modern nursing profession, when formally preparing nurses to treat the sick was a novel concept, Penn has been at the forefront. Today, the University of Pennsylvania School of Nursing is a pioneer in research, clinical development, and education. As a leader in nursing science, Penn Nursing is one of the premier research institutions in the world, and faculty at Penn Nursing consistently receive more research funding from the National Institutes of Health than those at any other private nursing school. Penn Nursing produces new knowledge in aging, biobehavioral research, health disparities, health outcomes and policy, the history of nursing, transitions in health, and the spectrum of healthcare. Many Penn Nursing master's programs are ranked first in the country and Penn Nursing students are prepared to be nurse leaders in the 21st century.

In September, 1886, The Training School for Nurses of the Hospital of the University of Pennsylvania opened to care for the patients of the hospital's physicians. Students like Mary J. Burns, the first graduate of the school in 1887, were expected to keep a demanding schedule of class work, lecture attendance, and patient care six-and-a-half days a week.

In 1898, the HUP School undertook its first out-of-state outreach program. HUP nurses staffed a train bringing Spanish-American War soldiers from Chickamauga Park, TN, to Philadelphia to be treated for typhoid (*see below*).

In the early 20th century, nursing students continued to apply themselves to a rigorous schedule of study, patient care, and physician assistance. All their education was accomplished in the hospital setting.



EdD, RN, a 1920 graduate of the HUP School of Nursing, was the first and founding dean of the new School of Nursing.

By 1961, the Graduate Division of the School of Nursing was established and students were admitted to programs leading to the master of science in nursing. Upon Dean Lynch's retirement, Dorothy Mereness, EdD, RN, FAAN, a significant figure in psychiatric-mental health nursing, was appointed dean. Her tenure was marked by a growth in graduate education and development of specialty preparation at the master's level.

As dean, Dr. Claire M. Fagin set the school on a course of research and clinical development and developed landmark education programs. Dr. Fagin served as the interim president of the University of Pennsylvania from July 1, 1993, to June 30, 1994.

In 1935, Penn's School of Education added a department of nursing education. In 1944, the University established a formal degree-granting program in the Division of Medical Affairs at the Medical School. The programs merged in 1950 to create an independent School of Nursing of the University of Pennsylvania.



Nurses educated at HUP and Penn have long served in war as home defense nurses and overseas on troop trains, troop ships, and on battlefields.

As dean, Dr. Norma M. Lang instituted a three-part mission to enhance and integrate nursing research, education, and practice. Dr. Lang's vision of interdisciplinary nurse-managed clinical practices is a lasting contribution to schools of nursing internationally.



As interim dean, Dr. Neville E. Strumpf reinvigorated faculty governance, moved strategic planning initiatives forward, and continued to build the School's reputation for scholarship.



A detail of "The History of Nursing As Seen Through the Lens of Art" in the Ware Lobby of Fagin Hall. The installation commissioned by the HUP Alumni Board and created by Nursing alumna and artist Kathy Shaver, HUP'76, to commemorate 125 years of nursing education at Penn. There are two dozen images; this one is entitled, "Engagement."

of Nursing at Penn



Dr. Afaf I. Meleis became the fifth dean of the School in 2002. Under her leadership, Penn Nursing has positioned itself as one of the world's pre-eminent schools of nursing, internationally renowned for innovative research, teaching, and practice.



Leading an intensive strategic planning initiative, Dr. Meleis has overseen a broad program of research development, the integration of nursing practice and nursing education, and a focus on nursing's influence in health policy. Under her leadership, the School established the departments of Biobehavioral Health Sciences and Family and Community Health; a new Office for Practice and Community Affairs; and new research centers, including the Biobehavioral Research Center, the Center for Health Equity Research, the New-Courtland Center for Transitions and Health, and in 2011, the Center for Global Women's Health.

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Innovations in Nursing at Penn

- The first nursing doctorate in the Ivy League
- The first Ivy League institution to offer three levels of nursing education: bachelor's, master's, and doctorate.
- The first privately funded center for nursing research in the country
- The first school at Penn and one of the first in North America to be named a World Health Organization Collaborating Center
- Continuous national leader in funded research
- Naming some of the first endowed chairs for nursing in the country
- HUP faculty member Jane A. Delano founded the Red Cross Nursing Service
- First nurse recipient of the MacArthur Genius Award, HUP alumna Ruth Lubic
- Seminal nursing text *Medical-Surgical Nursing*, by HUP leader Lillian Sholtis Brunner
- Breaking such barriers as getting grants from the National Institutes of Health and publication in the *New England Journal of Medicine*
- Establishing advanced practice nurses as independent healthcare providers in primary care, nurse-midwifery, gerontology, and other specialties formerly exclusive to physicians
- Establishing pioneering research centers

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Penn Nursing established a forward-looking and innovative network of nurse-managed practices, including the highly successful LIFE (Living Independently For Elders), which offers home care and support to frail elders.



Today, the School's emphasis on "Nursing Science" and "Care to Change the World" reflect the School's reach and Penn Nursing's presence in the many education abroad programs, inter-professional global partnerships, international research projects, and the many evidence-based models of care implemented in different countries. Internationally renowned for her work in nursing theory and her devotion to the health of women and girls, Dr. Meleis has intensified ef-

Celebrating
125
years of
Nursing at Penn

The School's history and future rest upon the accomplishments of 125 years of extraordinary women and men in nursing. See www.nursing.upenn.edu/125th for a timeline and more photos from the past.

orts to improve their health around the world, creating international academic partnerships, developing relationships with the United Nations and other international organizations dedicated to equity and well-being. "Where Science Leads: The Campaign for Penn Nursing," a \$75 million initiative, strengthened the School's endowment and increased student scholarships and faculty support.



The School of Nursing building has been renovated and renamed in honor of Dr. Claire M. Fagin. The undergraduate curriculum has been revised for 2011, integrating theory, practice, and technology to prepare Penn Nursing graduates for leadership in the 21st century.



Dean Afaf I. Meleis and the faculty of the School of Nursing extend an invitation to commemorate the 125th anniversary of nursing education at Penn:

On November 4, 2:30-3:30 p.m., join artist Kathy Shaver, HUP'76, who created a new art installation at Penn Nursing, for a conversation about the history of art in nursing in the Ware Lobby of Fagin Hall.

On November 9, 2:30-3:30 p.m., Dr. Richard Horton, editor-in-chief of *The Lancet* will lecture on *Health & Social Justice: Enemies or Bedfellows?* lecture and reception in Fagin Hall.

Penn Libraries Appointments



Arthur Fraas

Arthur M. Fraas has been appointed as the first Judith and William Bollinger Fellow in Library Innovation. Established by Library Board member and University Trustee, Judith Bollinger (WG'81, PAR'14), and her husband, William (PAR'14), the Fellow will help shape innovative library

research services and content strategies in support of teaching and learning at Penn. Dr. Fraas will focus, in particular, on strengthening services in the digital humanities, including the design of a new media lab scheduled to open in the renovated Special Collections Center.

Dr. Fraas received his PhD in history from Duke University, examining the legal culture of British India up to the 1770s. In addition to the history of law and imperialism, he takes an active interest in cartography, the history of printing and the book, and the future of scholarly publishing and copyright. He was awarded a BA in history from Boston College.

Dr. Fraas has work experience as a reference intern at Duke's Rare Book, Manuscript, and Special Collections Library as well as experience in scholarly publishing, in the Rights and Permissions department at Duke University Press and as a proofreader with the Collected Letters of Thomas and Jane Welsh Carlyle project. This past year Dr. Fraas was employed by the Haiti Humanities Lab at Duke and over the summer he was a Fellow at the Hurst Summer Institute in Legal History at the University of Wisconsin.



Brian Vivier

Brian Vivier has been appointed the Chinese Studies Librarian. Dr. Vivier comes to Penn from the University of Michigan, where he was the Coordinator of Public Services in the Asia Library. In this capacity he oversaw the Asia Library's website, performed collection development and management

for European-language materials in East Asian studies; and provided reference services and classroom instruction. He worked on collaborative projects with other library divisions—in particular, leading the Asia Library's digitization initiatives and identifying ways to apply digital humanities techniques to research in East Asian studies. He also worked to promote open access publishing in the humanities and serves on the editorial board of *Fragments*, a forthcoming open-access journal dedicated to interdisciplinary approaches to the pre-modern world.

Dr. Vivier's academic interests are in the history of medieval China and Inner Asia, and traditional Chinese bibliography and book history. He holds a library degree from Southern Connecticut State University and a PhD in history from Yale University. He received his BA in history and bassoon performance from Indiana University of Pennsylvania.



Pushkar Sohoni

Pushkar Sohoni has been appointed as South Asia Studies Librarian.

Dr. Sohoni returns to Penn after a post-doctoral fellowship in Indo-Persian Studies at the University of British Columbia. He received his PhD in the history of art from the University of Pennsylvania in 2010 for his research on architecture of the

early modern Deccan.

Dr. Sohoni has worked with the Philadelphia Museum of Art and the Architectural Archives at Penn, and taught at the University of the Arts. He has also been a member of several interdisciplinary research collaborations, such as "Art Space and Mobility in the Early Ages of Globalization 400-1650," sponsored by the Kunsthistorisches Institut in Florence.

Dr. Sohoni has extensive knowledge of Indic languages and established contacts with publishers, libraries, and archives in South Asia. Having trained as a professional architect in India, he worked on several conservation projects in India and abroad after receiving a graduate degree in historic preservation.

Contemporary architecture and its practice in South Asia are some of his fields of study, including the politics and structures of preserving historic sites. His broader interests include: archaeology, collecting practices, history, and numismatics. Dr. Sohoni is a life member of the Bhandarkar Oriental Research Institute in Pune and the Council of Architecture, and also belongs to several other professional organizations, such as the Association of Asian Studies and the College Art Association.



Rebecca Stuhr

Rebecca Stuhr has been appointed to the position of Coordinator and Librarian for Humanities Collections. Ms. Stuhr has collection and liaison responsibilities for Classical studies, history, and interdisciplinary humanities. She is also committed to connecting the Libraries' humanities collections and services

to the mission of the University and furthering the Libraries' role within the academic community.

Ms. Stuhr comes to Penn from Grinnell College where she served as Collection Development and Preservation Librarian, overseeing monographic and serials collections and acquisitions, with liaison responsibilities to the departments of American Studies, Classics, French, German, Music, and Russian and East European Studies. She began her career at the University of Kansas as a reference librarian and bibliographer for Germanic languages and literatures.

Earning a BA from St. Olaf College and a MLS from UC Berkeley, Ms. Stuhr has pursued research interests in music, ethnic American autobiography, library preservation, open access, and contemporary American literature. She has recently undertaken a study of major urban public libraries and their services and programming for diverse populations. At Grinnell, Ms. Stuhr served as a mentor to underrepresented students on campus, and developed and strengthened ties between the library and student groups and offices on campus. She is also a professional musician, performing as a baroque and modern flutist.

The Archive of Hollywood Songwriter Ray Evans at Penn Libraries

The University of Pennsylvania Libraries acquired the papers and memorabilia of songwriter and Penn alum Ray Evans and his wife Wyn, thanks to a generous gift from The Ray & Wyn Ritchie Evans Foundation. The Foundation will also fund the two-year appointment of a project cataloger who will fully integrate the materials into the Libraries' collections.

Ray Evans (W'36) and his songwriting partner Jay Livingston (C'37), who met at Penn in 1934, are among the world's most successful songwriting duos, writing songs for popular movies from the 1940s to the 1960s. The duo won three Academy Awards for best original song. In 1948, they won the award for "Buttons and Bows," written for the movie, *The Paleface*. They won their second Oscar for the song "Mona Lisa" from the movie *Captain Carey, U.S.A.* Their third Oscar was for the song "Que Sera Sera," from the movie *The Man Who Knew Too Much*. They also penned the popular Christmas song, "Silver Bells."

"Ray and Jay were proud alumni of Penn and began to develop their unique songwriting style while attending the University," said Anthony E. Nicholas, director of The Ray & Wyn Ritchie Evans Foundation. "The University of Pennsylvania Libraries' renowned music collection is the ideal destination for Ray's archive."



Ray Evans with Oscar in front of the Ray Evans Seneca Theater in Salamanca, NY

Human Resources: Upcoming Programs

Professional and Personal Development

Improve your skills and get ahead in your career by taking advantage of the many development opportunities provided by Human Resources. You can register for programs by visiting the online course catalog at www.hr.upenn.edu/coursecatalog or by contacting Learning and Education at (215) 898-3400.

Words at Work; October 4, 11, 14; 9 a.m.–noon; \$75. Clear communication skills are important no matter what kind of job you have. And we can show you how it's done! This workshop will help you become a top-notch writer in the workplace. You'll learn how to be clear, concise and persuasive with your words while capturing the appropriate tone for your audience. You'll also discover how to overcome procrastination and kick that case of writer's block for good.

Brown Bag Matinee—Focus Your Vision; October 5; noon–1 p.m.; free. Take a virtual vacation from your desk as you travel with former National Geographic photographer Dewitt Jones in this video presentation. *Focus Your Vision* creatively uses the striking photographic work of Jones to teach us the importance of direction and purpose as we set goals to accomplish in our personal and professional lives. You'll learn seven concepts that are key to focusing successfully through this innovative and unusual training film.

Diversity Brown Bag—Sexual Harassment Awareness; October 10; noon–1 p.m.; free. Penn doesn't tolerate sexual harassment in the workplace—and you shouldn't either. Come to this workshop to get a better understanding of the University's sexual harassment policy and how to keep your work environment positive and productive. You'll learn what defines sexual harassment, how to resolve issues and complaints, and other resources to support you.

American Management Association's Getting Results Without Authority; October 12, 13; 9 a.m.–5 p.m.; \$75. Collaboration is key to get-

ting the results you want in the workplace. But how do you influence people who don't work for you in order to get what you need? We'll show you how. Learn effective strategies for working with people at every level—from staff members to supervisors to senior management. Discover how personal power, persuasion and negotiation are crucial to gaining respect and cooperation from your fellow colleagues.

Career Focus Brown Bag—Resumes for Career Changers; October 19; noon–1 p.m.; free. If you're thinking about changing your career path at Penn, this workshop is for you. We'll show you how to craft a resume that emphasizes your strengths and highlights skills that you can easily transfer to a new role at Penn. We'll also discuss what hiring managers at Penn often look for in candidates and how to customize your resume for different opportunities.

Accomplishing More with Less; October 20, 27 and November 3; 12:30–2 p.m.; \$120. Want to learn the secret to managing a hectic workday? This online webinar will show you how to be as productive as you can be in your job. You'll learn how to stay on top of every piece of business—from voicemails to emails to meetings—and how collaboration and strategic thinking can enhance your workplace.

Social Media in a Nutshell; October 20; 2:10–2:50 p.m.; \$40. If you've been wondering how social media can benefit your workplace, we can help. Come learn the ins and outs of social media tools like Twitter, Facebook, LinkedIn, blogs and wikis. You'll learn how these vehicles work, the challenges and opportunities in using them and how they can help meet your workplace goals.

Discovering Your Strengths and Putting Them to Work; October 21; 11 a.m.–noon; \$40. Many of us are aware of our individual strengths, but some of us have learned to focus more on our weaknesses instead. Marcus Buckingham—a well-known author whose work

helps people identify their strengths—suggests you can be more effective, successful, and fulfilled at work when you play to your strengths rather than your weaknesses. This webinar is based on Buckingham's theories and can help you learn how to identify your strengths and use them more productively at work.

Franklin Covey's FOCUS; October 26; 9 a.m.–5 p.m.; \$75. With so much happening in any given workday, how do you figure out what to tackle first? That's when it's time to FOCUS. This workshop will show you how to complete your most important tasks of the day so you accomplish not just some things, but the right things. Learn how to manage all of the information that comes your way—from emails and phone calls to multiple projects, meetings and deadlines. You'll develop a planning system that's tailored to your individual needs so you can lead a happier, more productive life.

Technical Tips...at Your Fingertips

Improve your technical skills with these online workshops. Human Resources is offering a series of webinars that'll teach you tips and shortcuts for programs like Microsoft Word, Excel and PowerPoint. Learn the latest tools and techniques right from your own desktop. You can register for programs by visiting the Human Resources online course catalog at www.hr.upenn.edu/coursecatalog and selecting "webinars" from the Browse by Category menu. Or contact Learning and Education at (215) 898-3400 for more details.

Managing and Organizing Your Email Inbox Using Microsoft Outlook; October 4; 12:30–2 p.m.; \$40. If you're looking for ways to manage your email inbox and avoid email overload, this webinar is for you. You'll learn techniques and shortcuts that will save you time and help you get maximum results from your email. Topics include customizing and setting flags, creating categories to organize your inbox, using tasks and the calendar, organizing and archiving your messages and more.

Microsoft Word 2007 Techniques; October 11; 12:30–2 p.m.; \$40. Tap into the power of Microsoft Word to help meet your professional goals. This webinar will show you advanced features in Word that can save you time and resources when you're working on documents. You'll learn how to use bookmarks and hyperlinks, create charts and graphs, review and edit documents with tracked changes, and how to generate a table of content and index.

Microsoft Excel Macros; October 25; 2:30–4:30 p.m.; \$40. Are there certain tasks you perform over and over again when using Microsoft Excel? If so, come learn how macros can make your job faster and easier. A macro lets you record your keystrokes so you can automate repetitive tasks and work more efficiently. This webinar will cover the ins and outs of macros and how they can simplify your work and add functionality to your Excel workbooks.

Healthy Living

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

(continued on page 10)

Already home to the papers of several well-known figures in music, including Eugene Ormandy, Leopold Stokowski, and Marian Anderson, Penn's Rare Book & Manuscript Library will serve as the permanent repository for the study and appreciation of Mr. Evans and his work. "The Penn Libraries are pleased to be the chosen recipients for these unique materials that trace the life and career of such a prolific and esteemed figure in the world of music," said H. Carton Rogers, Vice Provost and Director of Libraries.

Items in the collection include Evans's clarinet, his gold records and ASCAP awards (among many other awards), recordings of his songs, photographs, letters and telegrams, sheet music, and press clippings.

Mr. Evans and Mr. Livingston also wrote theme songs for television shows, such as *Bonanza* and *Mr. Ed*. They were inducted into the Songwriters Hall of Fame in 1977 and received their star on the Hollywood Walk of Fame in 1995.



Ray Evans and Jay Livingston with Kathryn Grayson with second Oscar for *Mona Lisa* in 1951.

Human Resources: Upcoming Programs

(continued from page 9)

MAPS for Quitting Smoking; October 5; noon–1 p.m.; free. The University of Pennsylvania's Center for Interdisciplinary Research on Nicotine Addiction (CIRNA) will teach you about biological factors that can help you quit smoking. Eligible participants will be reimbursed for your time and efforts and receive nicotine replacement therapy, online training support and smoking cessation counseling at no cost.

How to Stick to an Exercise Program: Motivation and FAQs; October 26; noon–1 p.m.; free. Want to learn how to start (and stick to) a fitness program that's right for you? We'll show you how it's done. This workshop will give you tips on how to shape up and stay motivated. You'll learn what kind of exercise plan works best for you, and how to stay on track with your fitness goals.

Women and Heart Disease: Understanding a Woman's Risk; October 27; noon–1 p.m.; free. Heart disease is the leading cause of death in American women. But there's a lot you can do to protect yourself and the women in your life. Come to this workshop to learn how to assess and minimize your risk for heart disease. You'll also learn the keys to living a heart-healthy lifestyle.

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/course-catalog or contact Human Resources at (215) 573-2471 or gstull@upenn.edu

Returning to Work after Having a Baby; October 13; noon–1 p.m.; free. Bringing home a new child is a special time in every parent's life. But returning to work after having a baby takes careful planning. From child care and commuting arrangements to managing your nursing needs if you're breastfeeding, planning your work day can be challenging with a newborn. But Penn has plenty of resources to help you make a smooth transition back to work. Come

to this workshop to learn about the many programs available to help you manage your roles as a mother and working professional.

A Guide to Communicating with Your Adolescent; October 20; noon–1 p.m.; free. Open communication is the key to ensuring healthy and caring relationships in your family. Come to this workshop to learn how to build and maintain positive communication with teenagers. We'll give you tips for talking about difficult subjects with your child and show you how to enhance the dynamic between you and your teenager.

Flexible Work Options; October 25; noon–1 p.m.; free. Days can be challenging when you have competing demands at work and at home. But at Penn, we recognize these difficulties and want to help. Come to this workshop to learn how flexible work options can help you balance the needs of your personal and professional life. You'll learn about a variety of flexible work options and how to create a proposal that's appropriate for you as well as the business needs of your department.

Balance Your Life with Worklife Benefits

Managing the competing demands of work and family can be challenging at times. But Penn is committed to making the balancing act a little easier for you.

In honor of National Work and Family Month in October, discover the many resources at Penn to help you balance your life better. From new child benefits and flexible work options to back-up care and adoption assistance, you have access to a variety of tools to help you live a positive and productive life—at work and at home.

To give you a better understanding of these tools, we'll be holding free workshops next month on a variety of worklife topics. You can learn more about flexible work options, resources that can help when you return to work after having a baby, and tips for communicating with your teenager. You can also read *Almanac*, where these benefits will be featured in articles throughout the month of October. Visit the Division of Human Resources website at www.hr.upenn.edu to learn more.

—Division of Human Resources

New Benefit for Penn and Penn Med Employees at Penn Vet's Ryan Hospital

Beginning Monday, October 3, 2011, Penn and Penn Medicine employees will be eligible for a 10% discount on all specialty services offered at Penn Vet's Ryan Hospital. In addition, Ryan Hospital will be offering a new Drop-off Service as another added convenience for employees.

About the Drop-off Service at Penn Vet's Ryan Hospital

This new service will offer specialty medical care for dogs, cats, and avian and exotic animal companions. World-class diagnostic imaging capabilities, exceptional surgical suites, an intensive care unit, and a variety of revolutionary technologies support their clinicians in the analysis and diagnosis of conditions in animals. Services they offer include, but are not limited to:

- Behavior
- Dentistry and oral surgery
- Internal medicine
- Neurology
- Oncology
- Ophthalmology
- Minimally invasive surgery
- Radiology
- Rehabilitation and pain management

- Dermatology
- Cardiology
- Nephrology
- Radiation Therapy

Employees, as part of the Penn family, will be able to make an appointment through the Ryan Hospital appointment desk (215-746-8387) where they will indicate their affiliation with the University and be scheduled an appointment with the appropriate specialty.

On the day of their pet's scheduled appointment, employees may drop off their pet at the front entrance of Ryan Hospital, located at 39th & Spruce, and come to the pet's initial exam with a veterinarian. The employee will pick up the pet at the end of the workday by 7 p.m. A valid University ID will be required to receive the 10% discount on services and payment in full will be expected at time of pet discharge.

To learn more about Ryan Hospital and this new benefit for employees, as well as for an opportunity to talk with faculty clinicians and tour the facilities, an Open House is slated for September 27 from 3:30–6 p.m. at the Hospital's Rosenthal Imaging and Treatment Center. To RSVP, contact Darleen Coles, at coles@vet.upenn.edu or (215) 746-2421.



"Did You Know" is a monthly series that includes valuable tips to help you get the most out of the benefits and services offered by the Division of Human Resources.

Work Out Workplace Issues

Conflict can easily find its way into the workplace. But we've got the tools to help you conquer problems before they get out of control. Penn's Workplace Issue Resolution Program gives you the support you need to confront issues head on and create lasting solutions to your workplace challenges.

Whether you have a disagreement with a fellow colleague or there's a communication breakdown in your office, the Workplace Issue Resolution Program helps you address problems at an early stage and develop solutions that work for everyone. You have easy access to tools that'll help you overcome issues and create positive results, from open discussions with managers in your department to facilitated meetings with a number of University resources.

We can even provide you with trained mediators to help you figure out the right solution to your problem. These neutral facilitators will guide you in positive conversations with your fellow colleagues and help everyone involved come to an agreeable solution.

Visit www.hr.upenn.edu/staffrelations/resolution/resolving.aspx to learn more about Penn's Workplace Issue Resolution Program.

—Division of Human Resources

Reminder: Penn Family Day—October 22

See www.hr.upenn.edu/quality/staffrecognition/familyday.aspx



Witness Wildlife at the Burrison

Laurel Wood Ramsden uses acrylics on gessoed surfaces to create paintings of animals in an attempt to bring attention to wildlife. Above, *Como Los Manos (hidden places 2)* is one of the 29 paintings currently on display in her show, *Witness*, at the Burrison Gallery through October 18. These portraits interrupt elements in her still lifes, land and seascapes, changing the focal point and lending a surreal aspect to the paintings.

Update

September AT PENN

TALKS

27 *Ambiguity and Climate Policy*; Geoffrey Heal, Columbia Business School; 4:30 p.m.; rm. G50, Jon M. Huntsman Hall (Penn Program on Regulation).

29 *The Challenges of Going Green in Western Turkey: Natural and Cultural Heritage Practices and Policies in the Gygaean (Marmara) Lake Basin of Central Lydia*; Christina Luke, Boston University; 4:30 p.m.; Classroom 2, Penn Museum (Penn Cultural Heritage Center).

Film as Object of Study and as Archive; Raymond Bellour, critic and author and Christa Blumlinger, Université de Vincennes Saint-Denis; 6:30 p.m.; Slough Foundation (Slough).

AT PENN Deadlines

The September AT PENN calendar is online at www.upenn.edu/almanac. The deadline for the November AT PENN calendar is *Tuesday, October 11*.

During the academic year, the deadline for the weekly Update is each Monday for the following week's issue. Events are subject to change.

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

Save Today for a Secure Tomorrow

It's never too early—or too late—to start saving for retirement, and Penn can help you on the road to financial wellness.

In honor of National Save for Retirement Week, which runs from October 16–22, Human Resources is hosting a series of events geared toward helping you secure your financial future. We'll kick things off with a retirement fair on Tuesday, October 18, where you'll have the chance to meet with representatives from TIAA-CREF and Vanguard as well as some other financial planning institutions. Then, from Tuesday through Thursday, we'll hold over a dozen retirement planning workshops covering topics such as financial planning for inexperienced investors, staying on track while dealing with life changes, and what to think about if you're planning to retire in a few years.

Whether you're a long-time saver or looking for ways to start building your nest egg, you'll get the knowledge you need to invest wisely and build a savings plan that's right for you. We'll also show you how the University's retirement plans can help you meet your financial goals.

For complete details—including a schedule of workshops—and to learn more about Penn's retirement plans, visit the Human Resources website at www.hr.upenn.edu/benefits/retirement —Division of Human Resources

Employee Resource Fair: October 11

The Penn Professional Staff Assembly and Weekly Paid Professional Staff Assembly, in conjunction with the Office of the Executive Vice President and the Department of Human Resources, would like to invite all staff to attend the annual Employee Resource Fair and Commuter Fair on October 11 from noon-2 p.m. in Bodek Lounge of Houston Hall. The fair showcases University vendors and departments. Attendees have the opportunity to win some great prizes. There is no fee or registration required to attend unless you wish to host a table. Questions about the fair may be directed to ppsa@exchange.upenn.edu

If you wish to host a table and have not yet registered please remember that the deadline is quickly approaching. In order to secure a reservation, complete the online registration by *September 30*, at www.destinationpenn.com

We look forward to seeing you on October 11th.

—PPSA, WPPSA, EVP, HR

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 12-18, 2011**. Also reported were 21 crimes against property (including 19 thefts and 2 acts of vandalism). Full reports are available at: www.upenn.edu/almanac/volumes/v58/n05/crreport.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 **September 12-18, 2011**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

09/13/11	8:47 AM	4001 Spruce St	Complainant robbed by unknown male
09/15/11	1:18 AM	4000 Spruce St	Male cited for public drunkenness
09/16/11	5:12 PM	3910 Irving St	Male cited for disorderly conduct
09/17/11	12:05 PM	4002 Pine St	Unauthorized male in area/Arrest
09/17/11	12:37 PM	4100 Baltimore Ave	Male cited for public urination
09/18/11	1:23 AM	3901 Walnut St	Male cited for disorderly conduct

18th District Report

Below are all Crimes Against Persons from the 18th District: 12 incidents with 2 arrests (including 8 robberies, 3 aggravated assaults and 1 rape) were reported between **September 12-18, 2011** by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

09/12/11	10:00 PM	4600 Osage Ave	Robbery/Arrest
09/13/11	8:35 AM	4001 Spruce St	Robbery
09/13/11	5:35 PM	4700 Baltimore Ave	Aggravated Assault
09/13/11	10:00 PM	5216 Larchwood Ave	Aggravated Assault
09/13/11	10:09 PM	4700 Springfield Ave	Rape
09/13/11	10:09 PM	4700 Springfield Ave	Robbery
09/14/11	8:43 PM	4620 Sansom St	Robbery
09/15/11	4:39 PM	650 S 51st St	Aggravated Assault/Arrest
09/16/11	1:50 AM	232 S 45th St	Robbery
09/17/11	5:15 PM	254 St Bernard St	Robbery
09/18/11	12:01 AM	5100 Larchwood St	Robbery
09/18/11	9:00 AM	4700 Larchwood St	Robbery

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RESEARCH

Are you a menopausal woman? Are you having trouble remembering things, focusing, or concentrating? If so, you may find relief by participating in a clinical research study. The Penn Center for Women's Behavioral Wellness is conducting a research study to see if a medication is helpful in reducing cognitive complaints in menopausal women. If you are a healthy, menopausal woman between the ages of 45–60 who is not currently on hormone replacement therapy, you may qualify for participation. Please call Jeanette @ 215-573-8884 or email jbradl@med.upenn.edu for more details!

NIH funded research study needs **right-handed menopausal woman** who are willing to try estrogen for 8–10 weeks in order to help us examine the effect of estrogen on brain functioning and memory in menopausal women. If you are a healthy, menopausal woman between the ages of 48–60, you may qualify to participate in this brain imaging research study at the Penn Center for Women's Behavioral Wellness. Participants are compensated for study visits. Study visits include brain imaging and blood draws. For more information please contact Claudia at 215-573-8878 or sclaud@mail.med.upenn.edu.

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An American Odyssey at Arthur Ross Gallery Through November 6



An American Odyssey: The Warner Collection of American Art, is now at the University of Pennsylvania's Arthur Ross Gallery, through November 6.

An exploration of American history through art, this traveling exhibition consists of exceptional paintings that chronicle the American experience from 1799 to 1971 through portraits, genre, still life, and landscapes. This is only the second time that these paintings have been exhibited outside of Tuscaloosa, Alabama. Drawn from the private collection of Jonathan "Jack" Warner and his wife, Susan Austin Warner, and the collection of the Warner Foundation, the exhibit includes works by Albert Bierstadt, Mary Cassatt, Frederic E. Church, Thomas Cole, Childe Hassam, Winslow Homer, James Peale, and Andrew Wyeth. Mr. Warner began collecting in the 1950s when he purchased a series of prints by John James Audubon. Over the next 40 years he assembled one of the world's most notable collections of American art.

Related programs:

–Wednesday, October 5 at 5 p.m. Alexander Kauffman, history of art department, on Philadelphia's "Modern Museum": *Exhibiting Avant-Garde at Mid-Century*

–Friday, October 21 from 9 a.m.–5 p.m. Third Annual Jack Warner Symposium on American Art, in the Amado Recital Room, Irvine Auditorium;

speakers include:

Melody Barnett Deusner, Terra Foundation Postdoctoral Fellow in American Art, Northwestern University;

Judith Dolkart, chief curator, the Barnes Foundation;

Douglas Hyland, director, New Britain Museum of American Art;

Joseph Rishel, senior curator, John G. Johnson Collection and The Rodin Museum, The Philadelphia Museum of Art.

\$25, reservation required, box lunch included. Cocktail reception to follow in the Arthur Ross Gallery. Support for the symposium provided by the Warner Foundation and Friends of the Arthur Ross Gallery.



Clockwise from top left:

Daniel Huntington (1816-1906), *George Washington & Christopher Gist on the Allegheny River*, oil on canvas, 1840; courtesy of Jonathan W. Warner.

Winslow Homer (1836-1910), *Rowing at Prout's Neck*, 1887, watercolor on paper on board, courtesy of Jonathan W. Warner.

Albert Bierstadt, (1830-1902), *Colorado Waterfalls*, 1894, Oil on paper mounted on canvas; courtesy of the Warner Foundation.

Thomas Cole, (1801-1848) *Catskill Mt. House*, c. 1845-47, oil on canvas; courtesy of the Warner Foundation.

The Gallery is free and open to the public.

Hours: weekdays 10 a.m.–5 p.m.;

weekends noon–5 p.m.; closed Mondays.

To reserve a group tour please contact the gallery at arg@pobox.upenn.edu or (215) 898-3617.

Additional information is available at www.upenn.edu/ARG or (215) 898-2083.

