

# Almanac

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## Faculty Senate Leadership 2012-2013



Camille Charles



Susan Margulies



Dwight Jaggard

### 2011-2012 Annual Senate Reports:

The Faculty Senate Chair's Report and the annual reports of most of the Faculty Senate committees are in the supplement in this issue.

## GSE Teaching Award

Dr. Stanton E.F. Wortham, associate dean for academic affairs at the Graduate School of Education, has received the School's 2012 Excellence in Teaching Award.

This award, given annually to an "outstanding member of the teaching faculty," is an honor bestowed by the GSE student body. The recipients have "a strong commitment to teaching and learning" and are known to challenge their students intellectually and imaginatively.

One student said of Dr. Wortham: "By extending a conception of research that is rigorous, ethical, and non-legalistic, Stanton has challenged my assumptions of research and scholarship."

Dr. Wortham's scholarship focuses on ethnography, linguistic anthropology, and immigrant populations. Most recently, he has studied Mexican immigrant populations as they settle in towns without a history of Latino presence, aiming to create new models for how school districts can address the needs of Latino students and their families. The efforts resulted in a professional development film that gives teachers a glimpse into the lives of Latino families, who share their suggestions for teachers and administrators.

Students say the film, which has prompted Dr. Wortham to co-teach a course on film and research, "articulates his commitment to excellence in the research process, not just the product."

Dr. Wortham received his BA in psychology from Swarthmore College and his PhD in human development from the University of Chicago. Before joining Penn GSE, he taught at Bates College in Maine. Throughout his career, he has served on the editorial boards of several prestigious journals and has received several distinguished awards and fellowships.



Stanton Wortham

The Faculty Senate announced its leadership for the upcoming academic year (left to right)—Past Chair, Camille Z. Charles, Edmund J. and Louise W. Kahn Term Professor in the Social Sciences, Professor of Sociology and Education, School of Arts & Sciences, Director, Center for Africana Studies; Chair, Susan Margulies, George H. Stephenson Term Chair in Bioengineering and Professor of Bioengineering, School of Engineering and Applied Science; and Chair-Elect, Dwight L. Jaggard, Professor in Electrical and Systems Engineering, School of Engineering and Applied Science.

## PennDesign Teaching Awards

The University of Pennsylvania School of Design is pleased to announce three recipients of the 2012 G. Holmes Perkins Awards for Distinguished Teaching.

These awards are named in honor of the late G. Holmes Perkins, dean from 1951-71 of the Graduate School of Fine Arts (now the School of Design), and are given in recognition of distinguished teaching and innovation in the methods of instruction in the classroom, seminar, or studio. Dean Perkins passed away in 2004 (*Almanac* September 7, 2004) at the age of 99. The Perkins Award was established in 1993 by former Dean and Paley Professor Patricia Conway. The undergraduate award was established by the School.

The awards will be presented at the PennDesign ceremony on Sunday, May 13, at 4 p.m. in Meyerson Hall, as part of the School's graduation activities.

The 2012 G. Holmes Perkins Award for Distinguished Teaching will be awarded to Dr. John Landis, chairman and Crossways Professor of City and Regional Planning. Dr. Landis' teaching brief includes courses in urban and planning theory, planning methods and public and private development. He also directs the Master of Urban Spatial Analytics Program.

Students were enthusiastic in their praise, noting that Dr. Landis is "a very skilled teacher" and that "it is obvious that teaching is his passion."

As one current student described, "He really cares about making sure his students understand all of the necessary information, history, facts, Excel functions, and so forth to do well, but more importantly, he asks the big questions and challenges his students to think creatively and comprehensively about society's biggest problems."

Another noted, "He is an outstanding professor because he really puts effort and thought into each one of his lectures, and that shines through incredibly clearly and makes all the information



John Landis



Michael Henry

that much more digestible."

Dr. Landis' current research efforts focus on urban and environmental modeling with an eye toward reducing greenhouse gas emissions; development of smartphone apps for urban planning; national housing policy; and identifying best practices in progressive real estate development.

Dr. Landis received his PhD in city and regional planning from the University of California-Berkeley in 1983; and his BS in civil engineering from MIT in 1978. Prior to coming to Penn in 2007, he taught city planning at UC-Berkeley, Georgia Tech and the University of Rhode Island. Dr. Landis' most recent policy-oriented publications include "Rethinking Federal Housing Policy" (co-authored with Kirk McClure); and "Planning for Climate Change: Assessing Progress and Challenges" (co-authored with Randall Crane). Both appeared in 2010 in the *Journal of the American Planning Association*.

The 2012 G. Holmes Perkins Award for Distinguished Teaching by a member of the associated faculty will be awarded to Michael C. Henry, lecturer and adjunct professor of architecture. Mr. Henry teaches courses in Building Pathology

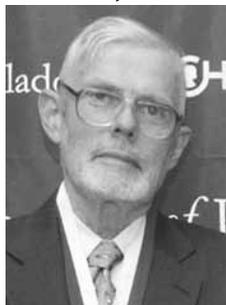
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## Death

### Dr. Clark, Pediatrics



H. Fred Clark

Dr. H. Fred Clark, a retired research professor of pediatrics at the Perelman School of Medicine (PSOM) and a retired research professor of pediatrics at The Children's Hospital of Philadelphia, died on Saturday, April 28, after a protracted illness; he was 72.

CHOP recognized Dr. Clark in 2006 with its highest honor, the Gold Medal, which is awarded to those who have had a profound impact on children's health in the United States and worldwide. The medal saluted Dr. Clark's achievements as a co-inventor of the rotavirus vaccine, RotaTeq, along with fellow honorees Dr. Stanley Plotkin, professor emeritus of pediatrics and microbiology in PSOM; and Dr. Paul Offit, chief of the division of infectious diseases in CHOP and professor of pediatrics in PSOM. The three scientists carried out laboratory studies of the vaccine between 1980 and 1991 at CHOP and the Wistar Institute. Today, the vaccine they invented saves the lives of hundreds of thousands of children worldwide.

Joining the adjunct faculty of Penn's School of Veterinary Medicine in 1977, Dr. Clark studied and published extensively on both human and animal diseases, including rabies, tuberculosis, and hepatitis B. He joined CHOP in 1979 and concentrated on rotavirus research. In addition to his

position on the CHOP research staff, Dr. Clark was also an adjunct professor of the Wistar Institute. He retired in 2010.

Dr. Clark received a degree in veterinary medicine from Cornell University and a PhD in microbiology and immunology from the University of Buffalo.

Dr. Clark also devoted much of his time over the years to providing care and support to Haitians who suffered from poverty and injustice (*Almanac* January 24, 1995). "He was one of those rare individuals whose life-saving scientific discovery and dedication to those less fortunate will live well beyond him," wrote Dr. Alan Cohen, physician-in-chief and chair, department of pediatrics, in a memo to colleagues.

Dr. Clark is survived by his wife, Karen; son, Christopher; daughters, Melanie Spagnoli and Marianne Vitiello; stepson, Peter Don Konics, stepdaughters, Alexandra Don Konics and Elisabeth Sharp; a sister; 10 grandchildren; and former wife, Mimi Rice.

Memorial donations may be sent to Parkinson Creative Collective, Inc., c/o Pamela Kell, 6 Portland Rd., Little Rock, AR 72212 or the Fred Clark Speakers for Justice Fund c/o First United Methodist Church of Germantown, 6001 Germantown Ave., Philadelphia, PA 19144.

### To Report A Death

*Almanac* appreciates being informed of the deaths of current and former faculty and staff members, students and other members of the University community. Call (215) 898-5274 or email [almanac@upenn.edu](mailto:almanac@upenn.edu). Notices of alumni deaths should be directed to the Alumni Records Office, (215) 898-8136 or email [record@ben.dev.upenn.edu](mailto:record@ben.dev.upenn.edu)

### PennDesign Teaching Awards (continued from page 1)

and Building Diagnostics and Monitoring in the Graduate Program in Historic Preservation.

Mr. Henry consults throughout the United States and abroad on low-energy, sustainable approaches to providing conservation environments for cultural collections in museums and archives, focusing on historic buildings in challenging climates. Mr. Henry received a Fulbright Distinguished Scholar award in 2005-2006 to research and teach on this topic at the Centre for Sustainable Heritage at University College London. His engineering and architectural practice, Watson & Henry Associates, specializes in investigation and preservation of historic buildings throughout the United States.

Students praise Mr. Henry for being an enthusiastic educator genuinely interested in the success of his students, and inspiring with his ability to help them understand buildings in a new and exciting way.

He received a BS in mechanical engineering from the University of Houston and a master of science in engineering from the University of Pennsylvania.

The 2012 G. Holmes Perkins Undergraduate Teaching Award will be awarded to Andrew Dahlgren, lecturer of architecture. Mr. Dahlgren, who describes himself as a designer, organizer, maker and teacher, teaches studio in undergraduate architecture.

Students note Mr. Dahlgren teaches material "both relevant to our class and to our future careers as architects." Another describes his method of instruction as "very clear and direct. He is extremely efficient at connecting concepts used in class to underlying concepts in architecture

and greater design in the world."

Outside of his formal education, Mr. Dahlgren has worked as a woodworker and metal fabricator. He has produced custom furniture, architectural specialties, artwork, taking on each step of the process from designer to producer to project manager, including products developed for his own home furnishings product line.

In addition to teaching, Mr. Dahlgren has been involved with organizing several projects and events: Philly Works, Made in Philly, and Urban Studio. These projects focus on helping independent designers and makers gain exposure for their work and expanding the audiences who have access to design.

He received his BS in industrial design from North Carolina State University and his masters of industrial design from the University of the Arts.



Andrew Dahlgren

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## PPSA

### General Meeting and Elections: May 24

The Penn Professional Staff Assembly (PPSA) will hold its annual spring meeting and elections on Thursday, May 24, at noon in Bodek Lounge, Houston Hall. The featured speaker will be Dr. Rebecca Bushnell, dean of the School of Arts & Sciences. PPSA members are encouraged to attend, to participate, and to vote.

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

PPSA will soon present the slate of candidates for 2012-2013 board positions. Go to <http://penn-ppsa.org/> for more information on PPSA, membership, and the nominees.

### \$2.5 Million NIH Grant for Breast Cancer Virtual Clinical Trials

Two researchers from the Perelman School of Medicine at the University of Pennsylvania have been awarded a four-year, \$2.5 million grant from the National Institutes of Health's National Cancer Institute to conduct breast cancer virtual clinical trials research. Dr. Andrew Maidment, associate professor of radiology and physics section chief, and Dr. Predrag Bakic, assistant professor of radiology, together with researchers from Barco, Inc., a technology company that designs and develops visualization products, will investigate virtual clinical trials. These are detailed computer simulations of human clinical trials that can help speed the integration of new imaging technologies into clinical practice. These trials act as precursors to human clinical trials, providing valuable insight into potential clinical performance and cost-effectiveness of new imaging technologies even before they come to the hospital setting.

The Penn Medicine and Barco researchers plan to develop an integrated system to perform virtual clinical trials of breast cancer screening technology that builds upon computational breast anatomy models, medical device simulations and complex display and observer models. "As the pace of medical device development increases and as medical devices become more complex, one is faced with the quandary of increasing the pace of expensive clinical trials or finding effective and safe alternatives to some clinical trials," Dr. Maidment said.

The Penn researchers envision virtual clinical trials as having a major role in pre-clinical testing of new medical imaging devices to estimate clinical performance differences in order to target human clinical trials to the most promising devices and most appropriate clinical roles. "A virtual clinical trial system allows testing feasibility of a wide array of virtual presentations of patients on multiple innovations in medical devices and software," said Dr. Houston Baker, program director of the Imaging Technology Development Branch of the National Cancer Institute. "This method will bring more advanced designs to the real world, which can be tested with more effective clinical trials that were designed and pre-tested in virtual reality."

The new research is funded as an NIH Academic-Industrial Partnership (IROICA154444), designed to provide support for a strategic academic-industry alliance that combines technology innovation know-how with an understanding of the complex process required to develop an invention as a practical, marketable product.

# Honors & Other Things

## Rome Prize: Two PennDesign Faculty

The American Academy in Rome has named two faculty members from Penn's School of Design as winners of the 116th annual Rome Prize Competition, a national competition that recognizes 30 individuals who represent the highest standard of excellence in the arts and humanities.

The prestigious fellowship offers an opportunity for prize winners to pursue their work in an atmosphere conducive to intellectual and artistic freedom, interdisciplinary exchange, and innovation. The prize includes a stipend, a study or studio, and room and board for a period of six months to two years in Rome, Italy.

*Dr. Randall Mason*, associate professor and chairman of the Graduate Program in Historic Preservation, claimed the National Endowment for the Arts Rome Prize. During his fellowship, Dr. Mason will conduct archival and field research documenting Gustavo Giovannoni's little-known contributions to urban conservation.

*Ms. Karen M'Closkey*, assistant professor of landscape architecture, has won the Garden Club of America Rome Prize. She has proposed *A Field Guide to Rome: Baedeker and Beyond* as her topic.

They will begin their fellowships at the American Academy in Rome this fall.

## National Academy of Sciences: Three Penn Faculty

*Dr. Nancy Bonini*, *Dr. Gideon Dreyfuss* and *Dr. Beatrice H. Hahn* have been elected members of the National Academy of Sciences, considered one of the highest honors that can be accorded a US scientist or engineer.

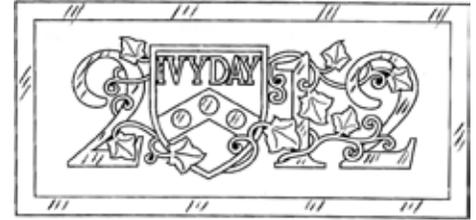
Cited for "their distinguished and continuing achievements in original research," the three scientists are part of the 2012 Academy class of 84 members and 21 foreign associates.

Dr. Bonini is Lucille B. Williams Professor of Biology in the School of Arts & Sciences' department of biology and an investigator for the Howard Hughes Medical Institute. Her research relies on the fruit fly *Drosophila melanogaster* to identify genes that play crucial roles in human brain disease.

Dr. Dreyfuss is Isaac Norris Professor in the Perelman School of Medicine's department of biochemistry and biophysics and is also a Howard Hughes Medical Institute investigator. His work examines how RNA and associated proteins function in degenerative diseases.

Dr. Hahn is a professor in the departments of medicine and microbiology in the Perelman School of Medicine. She studies the origins, evolution and disease mechanisms of human and simian immunodeficiency viruses.

## Class of 2012 Ivy Stone



The Class of 2012 Ivy Stone was designed by *Elizabeth Marks*, N'12, and will be fabricated from rainbow granite and placed at the southeast corner of 37th Street and Locust Walk. The first Ivy Stone was placed in 1873 on College Hall after it was built as the anchor of the "new" campus in West Philadelphia.

## Student Awards

### Senior Honor Awards

- \*Althea K. Hottel Award: *Kathryn J. McCabe*, C'12
- \*Gaylord P. Harnwell Award: *Faye G. Cheng*, W'12
- \*David R. Goddard Award: *Jordan A. Sale*, C'12
- \*R. Jean Brownlee Award: *Allison S. Zuckerman*, C'12
- \*Spoon Award: *Zachary S. Rosen*, W'12
- \*Bowl Award: *Jibran N. Khan*, C'12, W'12
- \*Cane Award: *Triston J. Francis*, W'12
- \*Spade Award: *Luis Ernesto Del Valle*, C'12, W'12

### Leadership Awards

- \*Association of Alumnae Fathers' Trophy: *Paige C. Madison*, N'12
- \*Class of 1915 Award: *Zachary S. Rosen*, W'12
- \*James Howard Weiss Memorial Award: *Corey J. Metzman*, C'12, W'12
- \*Penn Student Agencies Award: *Benjamin E. Moskowitz*, C'12
- \*Penn Alumni Student Awards of Merit: *Tyler D. Ernst*, E'12, W'12; *Arielle Lafuente*, W'12; *Angela Nguyen*, N'12; *Jeffrey A. Tillus*, W'12; *Jayson Weingarten*, C'12
- James Brister Society Student Leadership Award: *Nana Yaa Misa*, C'12
- Association of Latino Alumni Student Leadership Award: *Joseph K. Umanzor*, C'12
- Black Alumni Society Student Leadership Award: *Triston J. Francis*, W'12
- University of Pennsylvania Asian Alumni Network Student Leadership Award: *Nickpreet Singh*, C'12
- Lesbian Gay Bisexual Transgender Alumni Association Student Leadership Award: *Tyler D. Ernst*, E'12, W'12
- Trustees' Council of Penn Women Leadership Award: *Margaret M. Hlousek*, C'12
- William A. Levi Kite & Key Society Award for Service and Scholarship: *Jayson Weingarten*, C'12
- Stephen Wise Award: *Maria R. Bellantoni*, C'12
- \*Sol Feinstone Undergraduate Awards: *Rachel L. Cohen*, C'12; *Turja Chakrabarti*, C'12; *Kaylan Tripathy*, C'12; *Eric D. Berdinis*, E'13; *Jeffrey A. Kiske*, E'13

\*Note: These awards will be presented during the Ivy Day ceremony on May 12.

The other awards are presented at several different ceremonies during Alumni Weekend, May 11-13.

## The 2012 Newly-Retired Faculty

The following faculty members were accorded emeritus status during the 2011-2012 academic year (unless otherwise noted). Those marked with an asterisk (\*) have elected not to use the emeritus title modifier. The year in parentheses is the year that they joined the Penn faculty ranks.

*Dr. Roger Allen*, Sascha Jane Patterson Harvie Professor Emeritus, NELC/SAS ('68)

*Dr. W. Bruce Allen*, Professor Emeritus, Business and Public Policy/Wharton ('68)

*Dr. Stanley Baiman*, Professor Emeritus, Accounting/Wharton ('92)

*Dr. Jacques Barber*, Professor Emeritus C-E, Psychiatry/PSOM ('83)

*Dr. Jill Beech*, Professor Emerita, Clinical Studies-New Bolton Center/Veterinary Medicine ('77)

*Dr. Richard R. Beeman*, Professor Emeritus, History/SAS ('68)

*Dr. Peter H. Berman*, Professor Emeritus, Neurology/PSOM ('69)

*Dr. Seth N. Braunstein*, Associate Professor Emeritus C-E, Medicine—Endocrinology, Diabetes & Metabolism/PSOM ('96)

*Dr. Thomas J. Conahan*, Associate Professor Emeritus C-E, Anesthesia/PSOM ('82)

*Dr. Lance Donaldson-Evans*, Professor Emeritus, Romance Languages/SAS ('69)

*Dr. Peter J. Freyd*, Professor Emeritus, Mathematics/SAS ('62)

*Dr. Stephen Gale*, Associate Professor Emeritus, Political Science/SAS ('73)

*Dr. Howard Goldfine*, Professor Emeritus, Microbiology/PSOM ('68)—*accorded status in 2010-2011*

*Dr. Robert A. Grossman*, Professor Emeritus C-E, Medicine—Renal-Electrolyte and Hypertension/PSOM ('74)

*Dr. Gary A. Hack*, Professor Emeritus, City Planning/Design ('96)

*Dr. Daniel G. Haller*, Professor Emeritus C-E, Medicine—Hematology/Oncology/PSOM ('80)

*Dr. Norman B. Hecht*, Professor Emeritus, Obstetrics and Gynecology/PSOM ('97)—*accorded status in 2010-20011*

*Dr. Dale S. Huff*, Associate Professor Emer-

itus C-E, Pathology and Laboratory Medicine/PSOM ('01)

*Dr. Victoria E. Kirkham*, Professor Emerita, Romance Languages/SAS ('72)

*Dr. Friedrich Kuebler*, Professor Emeritus, Law ('85)

*Dr. Peter Linneman*, Professor Emeritus, Real Estate/Wharton ('79)

*Dr. Richard R. Miselis*, Professor Emeritus, Veterinary Animal Biology/Veterinary Medicine ('75)

*Dr. John M. Murray*, Associate Professor Emeritus, Cell and Developmental Biology/PSOM ('82)

*Dr. Jeanne C. Myers*, Associate Professor Emerita, Biochemistry and Biophysics/PSOM ('83)

*Dr. Jack H. Nagel*, Professor Emeritus, Political Science/SAS ('71)

*\*Dr. Robert T. Powers*, Professor, Mathematics/SAS ('67)

*Dr. Richard Salcido*, Professor Emeritus C-E, Physical Medicine and Rehabilitation/PSOM ('99)

*Dr. Jorge H. Salessi*, Associate Professor Emeritus, Romance Languages/SAS ('90)

*\*Dr. Roberta G. Sands*, Professor, Social Policy & Practice ('90).

*\*Dr. Diana Slaughter-Defoe*, Professor, Education/GSE ('97)

*Dr. Charles A. Stanley*, Professor Emeritus C-E, Pediatrics/PSOM ('76)

*Dr. John E. Tomaszewski*, Professor Emeritus C-E, Pathology & Laboratory Medicine/PSOM ('83)

*Dr. Frank Welsh*, Professor Emeritus, Neurosurgery/PSOM ('73)

*Dr. Susan E. Wieggers*, Associate Professor Emerita C-E, Medicine—Cardiovascular Medicine/PSOM ('92)

## Identifying a Gene Responsible for Male Infertility and a Respiratory Disorder

A team of researchers from the University of Pennsylvania School of Veterinary Medicine has characterized a protein responsible for sperm tail formation that, when missing, causes male infertility, brain abnormalities and other problems in mice.

Dr. Jeremy Wang, an associate professor of developmental biology and director of the Center for Animal Transgenesis and Germ Cell Research at Penn Vet, led the study, collaborating with postdoctoral researcher Jian Zhou and research specialists Fang Yang and Adrian Leu.

The work, published in the journal *PLoS Genetics*, has implications for providing genetic counseling and in vitro fertilization to men with certain infertility problems, as well as the one in 16,000 people who suffer from a condition known as Kartagener syndrome, or primary ciliary dyskinesia (PCD).

Some men with infertility have sperm that cannot swim properly. One of the causes of this immobility may be a disruption in the function of cilia, hair-like structures that helps cells move themselves or other objects around. The root cause of PCD also appears to be a defect in cilia function.

Delving into the complex structure of cilia, the Penn researchers examined a protein called MNS1 or meiosis-specific nuclear structural protein 1, which they found located in the sperm tail.

To get at the function of MNS1, the team created mice bred to lack the protein. Though the mutant mice grew normally, fewer were born than expected, indicating that the mutation might be lethal in some embryos or very young mice.

In addition, Dr. Wang said, “the mutation has a very interesting phenotype.”

Male mice that lacked MNS1 were sterile. Their sperm count was only eight percent of that seen in normal mice, and the vast majority of sperm present had very short tails, impairing their ability to swim. The fact that the sperm had normal heads but malformed tails also indicated to the sci-

entist that the MNS1 mutation affected formation of the sperm tail, which is a specialized type of cilium.

In working with the mutant mice, the researchers noticed that more than half bore another unusual trait: some or all of their internal organs were reversed in position, the heart on the right instead of the left and so on. This condition, known medically as *situs inversus*, is also seen in about half of PCD patients. The patterning and formation of internal organs is another process that is dependent in part on cilia.

With growing evidence that MNS1 played a role in cilia function, the researchers looked to other parts of the body where cilia are vital, including the brain, where cilia direct cerebrospinal fluid, and the trachea, where cilia help move fluid and mucus.

They found that the mutant mice developed hydrocephalus, or a swelled head, consistent with a lack of cilia function. And upon examining cilia in the trachea, they found abnormalities. In the MNS1-deficient mice, the cilia had only about half the normal number of dynein arms, structures that provide the power for cilia to move.

Dr. Wang and colleagues are now working to determine the mechanism by which MNS1 affects cilia function.

“We still don’t really understand how this protein works,” Dr. Wang said. “We’re trying to characterize a number of proteins that potentially interact with MNS1.”

They’re also planning to partner with in vitro fertilization clinics to screen infertile males for deficiencies in the MNS1 gene. If it turns out that some of these men have a mutation that renders MNS1 nonfunctional, Dr. Wang said, “they won’t be able to conceive naturally, but, in the clinic, technicians can just inject the sperm head into the egg and achieve fertilization.”

In addition, if scientists confirm that mutations in MNS1 are responsible for some of the effects of PCD, in the future the syndrome could potentially be treated with gene therapy, which has shown promise in ameliorating certain respiratory conditions.

*(Research Roundup continues past insert on page 5)*

## Safe Conduct of Research

People engaged in acquiring knowledge and discovering new scientific principles are morally bound to manage safety in their pursuits. In the past few years, there have been several tragic incidents that underscored the need to pay attention to safety. For example, a Yale undergraduate student was killed by a lathe while working in the chemistry department machine shop; at University of California, Los Angeles (UCLA) a research assistant died from burns received while working with a pyrophoric liquid; and a Texas Tech University student lost three fingers and suffered eye damage while conducting research on explosive compounds. Following basic laboratory safety principles and adequate training could have prevented these unfortunate incidents. According to the United States Chemical Safety Board that investigated the Texas Tech incident, a culture of safety is often missing in academic research.

In addition to a moral obligation, there are legal liabilities associated with disregarding safety. For the first time, felony indictments were issued against a faculty member for safety violations as a result of the lab fatality mentioned above. The Regents of the University of California were also indicted for felonies. Furthermore, Cal/OSHA fined UCLA \$31,000 for not correcting deficiencies noted in internal safety inspections months before the fatality.

Penn, through administrative support functions, particularly the Office of Environmental Health Radiation Safety (EHRS), provides guidance and resources to assist in establishing and maintaining a safe workplace. EHRS cannot assure safety alone. Safety in a research or teaching laboratory, machine shop or art studio is a collaborative undertaking involving students—graduate and undergraduate, postdoctoral fellows, staff and faculty. Everyone must be actively involved to create a culture of safety at Penn.

No one wants an injury or accident to occur in his/her group. You can improve safety just by discussing it with people for whom you are responsible. Set an example by adhering to the safety requirements for your work area. Castigate those who do not follow Standard Operating Procedures (SOPs) or flaunt safety practices. Encourage and reward those who report safety issues or concerns.

While it is impossible to create a zero-risk environment in a laboratory, EHRS provides faculty and other supervisors the guidance and

resources listed below to assist them in providing an environment free of recognized safety deficiencies:

- Provide lab coats, safety glasses and gloves to all lab users and aggressively ensure that they are used. Ensure that proper clothing is worn in the lab. Shorts, sandals and other attire that leave the legs exposed are not allowed. Do not permit unsafe behaviors in the lab to go unchallenged. Support lab members that wear proper safety equipment and challenge those that do not.
  - Keep lab safety training current. Graduate students and all lab staff must complete the Penn Profiler every year and complete all training assigned to them. Undergraduate students must complete similar training and be closely supervised when working in the lab. General lab/shop safety training, while important as a foundation is not enough. People must be trained to work safely with the hazards to which they may be exposed.
  - Identify high-risk activities in the laboratory and provide task-specific training. Document training in a lab notebook or other traceable manner. EHRS can assist you with training and risk assessments. People must be trained to work safely with the hazards to which they may be exposed. Science is not static, so as procedures change, training about new hazards is warranted.
  - Develop SOPs for your laboratory/shop to serve as a reference to all personnel. SOPs are particularly important for high hazard work and also for tasks that occur infrequently. Keeping SOPs aligned with actual practices is vital to assuring safe teaching and research. Changes in procedures, e.g., scaling up, or working with new chemicals require a reassessment of the risks covered by an SOP.
  - Participate in lab safety audits. Assign your lab manager or senior graduate student or post doc as your safety officer to participate in the audit if you cannot attend and review audit results as soon as practicable. Correct the deficiencies identified by the audit as quickly as possible and return the audit letter to EHRS as confirmation of completion.
- Please discuss these issues with your group and colleagues, and don’t hesitate to contact EHRS with ideas on how to improve safety at Penn.

—Steven J. Fluharty  
Senior Vice Provost for Research

—Matthew D. Finucane  
Executive Director, EHRS

## Mothers of Kids with Autism Earn Significantly Less

Autism spectrum disorders (ASD) are a lifelong set of developmental disorders that often demand significant resources of time and money from families. New research from the Perelman School of Medicine at the University of Pennsylvania and the Center for Autism Research at the Children's Hospital of Philadelphia (CHOP) now reveals that a wide range of negative parental employment and earnings outcomes are associated with childhood ASD, and specifically have a major impact on a mother's ability to contribute to the overall income of the family. The new research is published online, in *Pediatrics*, the official journal of the American Academy of Pediatrics.

"Our results suggest a significant economic burden for families of children with ASD, especially for mothers," said Dr. Zuleyha Cidav, a post-doctoral fellow at the Center for Mental Health Policy & Services Research at Penn and lead author of the study. "Mothers are often the primary caregiver and decision maker, and therefore have to devote considerable personal resources to obtaining health care services for their children; it is not surprising that, because of these additional responsibilities, these women are less likely to work, work fewer hours per week, and earn substantially less than mothers of children with no health limitation."

In the study, researchers tracked employment outcomes of parents of children with ASD in order to estimate the average annual loss of parental earnings associated with raising a child with autism in the United States. They broke their sample into three groups: families with children with diagnosed ASD; families with children who did not have diagnosed ASD, but had another health limitation; and families with children with no reported ASD or other health limitations.

On average, mothers of children with ASD earned 35 percent less than the mothers of children with another health limitation, and 56 percent less than mothers of children with no health limitation. They are 6 percent less likely to be employed, and work an average of 7 hours less per week than mothers of children with no health limitation. Fathers' employment was not impacted. On average, family earnings of children with ASD are 21 percent less than those of children with another health limitation and 28 percent less than those of children with no health limitation.

The authors noted that in the sample, mothers of children with ASD were significantly more educated and older (a proxy for more work experience) than the other two groups. Given the positive coefficients for education and age, the findings suggest that mothers of children with ASD, who potentially could earn more because of their higher educational level and age advantage, actually earn less as a result of the burden of caring for their children with ASD.

"This study shifts perspective in research on the costs of childhood ASD away from system-level health care costs toward family costs," said Dr. David Mandell, senior study author and associate director of both the Center for Mental Health Policy & Services at Penn and the Center for Autism Research at CHOP. "Parents of children with ASD lack appropriate community-based services and resources needed to support work and family obligations. In ongoing policy discussions regarding the best ways to support families and finance care for children with ASD, it is essential to design universal health care and workplace policies that recognize the full impact of autism on families."

## Food Stamps and Farmers' Markets

Current food stamp programs at urban farmers' markets attempting to bring fresh produce to economically stressed city dwellers are so complicated for the shopper and expensive for the farmer that fewer people are taking advantage of the federal program designed to help them, according to research at Penn Nursing.

Record numbers of Americans are receiving Supplemental Nutrition Assistance Program (SNAP) benefits, as food stamps are now known, and many SNAP participants live in neighborhoods with little or no access to healthy food. A study conducted at the Clark Park Farmers' Market in University City found that making it easier for vendors to collect SNAP payments with electronic point-of-sale systems increased fresh produce sales to SNAP recipients by 38 percent.

However, the costs associated with such systems may put them out of reach for farmers. The study, by Penn Nursing Professor Alison M. Buttenheim, and colleagues, appears in the *Journal of the Academy of Nutrition and Dietetics*. "Our study highlights the need for an equitable approach to subsidizing Electronic Benefits Transfer (EBT) fees at farmers' markets," Dr. Buttenheim reported. "Vendors told us, and we confirmed with a cost-benefit analysis, that they would not be able to break even on sales after paying the associated costs."

SNAP participants access their benefits through EBT cards. To accept the cards at farmers' markets, vendors must rent wireless POS terminals, pay for wireless service, and cover transaction fees. Because of the associated costs, many market managers operate a single wireless POS terminal for the entire market. SNAP beneficiaries may buy a token that they can exchange for produce, but they can't receive change. Alternatively, customers can make their selections with a vendor, get a paper receipt for the total amount of the purchase, and present the receipt to the central terminal, where the customer's EBT card is swiped for the exact amount of purchase. This must be repeated for each vendor the customer wants to visit.

Instead, Dr. Buttenheim and colleagues provided each vendor at the Clark Park Farmers' Market with a wireless POS terminal for EBT and credit/debit card transactions. A grant covered all associated wireless charges, transaction fees, and processing fees during a pilot program which ran from June 2008 through February 2009. After the pilot period, the market returned to a single market-operated terminal and receipt system.

Researchers analyzed sales data at the market for four years, beginning 17 months before the pilot project and ending 22 months afterward. There was a 38 percent increase in SNAP/EBT sales during the months with multiple vendor-operated terminals. However, after the pilot project ended, sales to SNAP participants returned to pre-pilot levels, controlling for increases in SNAP participation in Philadelphia.

"Many stakeholders want to increase SNAP redemptions at farmers' markets," said Dr. Buttenheim. "We hope this study can inform policymakers about the specific mechanisms driving SNAP redemptions and about the need for subsidies for wireless POS technology at farmers' markets."

In a podcast, Dr. Buttenheim and co-author Allison Karpyn of The Food Trust, a Philadelphia nonprofit, discuss the impact of wireless POS terminals at farmers' markets on sales to SNAP beneficiaries, and the policy implications of their research. The podcast is at <http://andjrnl.org/content/podcast>

## Reduce Your Monthly Telephone Bill—Convert to PennNet Phone, Penn's VoIP Replacement for Traditional Phone

Schools and departments looking for ways to streamline their budgets should convert from traditional phone to PennNet Phone. Join the 9,000+ faculty/staff currently using PennNet Phone. PennNet Phone offers cost savings and convenient communication features not available with traditional telephone service.

PennNet Phone provides lower telephone, voice mail, and local and long distance rates. This translates into direct cost savings for those departments that switch from traditional telephone to PennNet Phone:

- Fees for local and long distance calls are 50% less when compared to traditional telephone calls.
- Monthly set rental fees are reduced to \$4.00 per month compared to \$10.40-\$11.70 for traditional single-line and two-line sets
- Monthly voice mail charges are lowered to \$3.00 each per month compared to \$9.75-\$12.35 for traditional voice mail.

PennNet Phone also comes with services that support faculty/staff members who travel frequently, occupy multiple offices, and have a need to listen to voice mail messages from email or their PDA.

*Getting Started:*

Contact the ISC Networking and Telecommunications Service

Desk at (215) 746-6000 or [service-requests@isc.upenn.edu](mailto:service-requests@isc.upenn.edu) ISC will assign a project manager to work with you to convert your traditional phones to PennNet Phone.

Departments are encouraged to use the conversion process to identify telephone lines and voice mail boxes that may be turned off, potentially offering additional monthly savings.

### Planning a Move or Office Renovation?

If you are planning a move or renovation during June, July, or August, now is the time to schedule your project with ISC. Please contact our ISC Networking and Telecommunications Service Desk at (215) 746-6000 or [service-requests@isc.upenn.edu](mailto:service-requests@isc.upenn.edu) to consult with an ISC project manager regarding your move and your telephony and data requirements. This could be an opportunity to convert your department to PennNet Phone, thus avoiding the costs associated with having ISC move your telephone service.

Please visit our voice services website at [www.upenn.edu/computing/voice/](http://www.upenn.edu/computing/voice/) for additional information.

—Michael Palladino, Associate Vice President,  
ISC Networking & Telecommunications

## 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 Human Resources online course catalog at [www.hr.upenn.edu/coursecatalog](http://www.hr.upenn.edu/coursecatalog) or by contacting Learning and Education at (215) 898-3400.

*Accomplishing More with Social Media*; June 5, 12; 3–4:30 p.m.; \$40. Think you don't need to know about tools like Facebook, LinkedIn, and Twitter? Think again! Millions of people utilize social media vehicles in the workplace every day, which means you need to know how to leverage them to meet your professional goals. We'll teach you about some of the most common social media applications and how to use them strategically.

*Managing and Organizing Your Email Inbox Using Microsoft Outlook 2007*; June 7; 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. Learn techniques and shortcuts that will save you time and help you get maximum results from your email.

*Microsoft Access Techniques—Intermediate*; June 7; 12:30–2 p.m.; \$40. If you're familiar with Microsoft Access but want to expand your skills, this webinar is for you. You'll learn about the more powerful tools in Access, like how to use advanced field types, move data within tables, customize forms and reports, automate tasks with macros and more.

*Effective Business Email Writing*; June 7; 2:30–4 p.m.; \$40. If your email lands in an overflowing inbox, how do you ensure it gets the attention it deserves? We'll tell you! This webinar will show you how to develop and write content so your messages are opened and easily understood.

*Franklin Covey's FOCUS*; June 8; 9 a.m.–5 p.m.; \$75. With so much happening in any given workday, how do you figure out what to tackle first? Learn how to manage all of the information that comes your way—from emails to phone calls to multiple project deadlines. You'll develop a planning system that's tailored to your individual needs so you can lead a happier, more productive life.

*Brown Bag Matinee—You're Not Listening*; June 13; noon–1 p.m.; free. Although listening is one of the keys to success, most of us don't do it very well. Whether you get distracted or simply tune out when someone else is speaking, information often goes in one ear and out the other. But practice makes perfect, and we can help you polish your listening skills like a pro. This video will help you identify poor listening habits and show you how to overcome them. You'll learn how to use body language to be more attentive and when to close your mouth (and open your ears).

*Microsoft Office Excel 2007 Techniques*; June 13; 12:30–2 p.m.; \$40. Microsoft Excel is chock full of features that can help support your work objectives—and this webinar will highlight them. Learn advanced features such as data entry, manipulation and presentation; enabling multiple users to share workbooks and track and edit changes; and creating templates.

*Microsoft Word 2007 Techniques*; June 13; 2:30–4 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 an index and a table of contents.

*Microsoft Project 2007 Techniques*; June 14; noon–2 p.m.; \$40. If you want to enhance your project management skills, this webinar can help. Microsoft Project 2007 gives you powerful project management tools to help you stay on top of your workload more effectively. You'll get tips on how to successfully organize your work, manage calendars, update your project timeline and more.

*Microsoft Office 2010 Tips and Tricks Crash Course*; June 19; 2:30–4 p.m.; \$40. Take your Microsoft Office skills to the next level. This webinar will teach you powerful techniques that can save you time and help you get the results you want. You'll learn shortcuts for handling your email in Outlook; become a pro at building templates in PowerPoint; get some advanced styling and formatting tips for Word; and see how to create lists and reports in Excel.

### Verify Your Mailing Address

A new benefits plan year begins on July 1—and you need to make sure your permanent mailing address is up to date.

Even if you didn't make any changes during this year's Benefits Open Enrollment period, all participants covered under one of Penn's medical plans will receive a new Medco prescription drug ID card in June. You're required to begin using your new card as of July 1. That means it's more important than ever to double-check your mailing address to ensure you receive all correspondence in a timely manner.

To view or change your address, visit the U@Penn website at [www.upenn.edu/u@penn](http://www.upenn.edu/u@penn)

## One Step Ahead

Security & Privacy

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

### Working Off Campus? Some Tips to Consider

As the summer approaches, many faculty and staff find themselves working away from campus more often than during the academic year. While you are away from campus—whether at home or on the road—keep in mind that the Penn data you are working with is only as secure as the machine and the network you are working on.

Make sure you are working on a computer that has software with up-to-date security patches, the firewall setting turned on, and antivirus software installed. If you don't keep your computer's software up-to-date, you run a high risk of having your computer compromised.

Protect University data by using a dedicated computer that no one else uses. If that's not possible, use Remote Desktop to reach your campus computer, or create a separate user account and data storage area on the hard drive that will be reserved for your Penn work.

On the road, don't use unsecured wireless hot spots at hotels, airports, coffee shops or other public areas. On these networks, malicious users can potentially access your email and web data as it is delivered to your computer (depending on your applications settings).

Be especially careful about what data you store on portable devices, like laptops, USB drives and smartphones. These are more easily lost and stolen and may require extra protections, like encryption or remote file deletion.

Talk to your Local Support Provider about the best working-off-campus solutions for you. For more tips and information see [www.upenn.edu/computing/help/doc/homeguide/](http://www.upenn.edu/computing/help/doc/homeguide/)

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

### Learn About New Incentives for Purchasing a Home

On Monday, May 21, Penn Home Ownership Services (PHOS) will host a seminar from 4–5 p.m. to provide an overview of the new incentives available to individuals in the Penn Community who are interested in purchasing a home in West Philadelphia. The event, which will be held in the Ben Franklin Room, Houston Hall, will feature representatives from the Home-Buy-Now program, a City-funded program that has joined with Penn to provide matching grants up to \$4,000 to eligible Penn employees for the purchase of a home. The event is free to any Penn faculty, staff and employees of the Health System. Information on all of the incentives available to Penn Community members interested in purchasing a home will be available and light refreshments will be served. If you plan to attend, please RSVP: [phos@exchange.upenn.edu](mailto:phos@exchange.upenn.edu)



### Opportunity for Energy-Saving Solutions for Home Owners

Penn Home Ownership Services has joined with Mark Group, a global leader in energy-saving solutions and the region's largest provider of home energy efficiency analysis and improvement, to offer this new program to Penn faculty, staff and Health System employees. *Greening Penn at Home* provides education on home energy efficiency best practices and facilitates the Penn community's implementation of cost-effective energy efficiency home improvements. Under *Greening Penn at Home*, Mark Group will offer the Penn community on-campus educational sessions, free home energy assessments and energy efficiency home improvements at preferred rates. For more information visit: [www.markgroupusa.com/phosgreen](http://www.markgroupusa.com/phosgreen)

—Penn Home Ownership Services

# Update

May AT PENN

## CORRECTIONS

The *Master of Liberal Arts Capstone Forum* on May 10 will be held in the *Terrace Room of Claudia Cohen Hall* at 5 p.m.

The next Book Club Discussion at the Penn Bookstore will take place May 30 at noon. The selection is *Cleopatra: A Life* by Stacy Schiff. This book selection was incorrectly listed with the May 2 meeting in the May AT PENN calendar. For more information, contact [rkredo@exchange.upenn.edu](mailto:rkredo@exchange.upenn.edu)

## EXHIBIT

**16** *Daniel Lefcourt: Active Surplus*; using the materials of scenic fabrication and sign making, Lefcourt's work addresses conventions of exhibition and display; ICA (ICA). *Through June 3.*

## READING/SIGNING

**16** *The Forever Fix: Gene Therapy and the Boy Who Saved It*; Ricki Lewis; 6 p.m.; Penn Bookstore.

## SPECIAL EVENT

**18** *Super Swap: Baby, Toddler, and Children's Toys, Books, Gear, and Maternity Clothing*; 11 a.m.-2 p.m.; Greenfield Intercultural Center; to donate items (not required), drop off at the Greenfield Intercultural Center two days before the swap, and no later than 10 a.m. the day of; required minimum \$5 donation; info.: [www.vpul.upenn.edu/pwcl/events.php?id=1922](http://www.vpul.upenn.edu/pwcl/events.php?id=1922) (New Parents @ Penn).

## TALK

**21** *Home Ownership Seminar*; overview of new incentives available for those interested in purchasing a home in West Philadelphia; 4 p.m.; Ben Franklin Room, Houston Hall; RSVP: [phos@exchange.upenn.edu](mailto:phos@exchange.upenn.edu) (Penn Home Ownership Services).



Photo by Steve Minicola

## MAYA 2012: Lords of Time

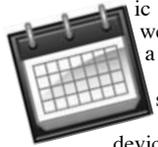
Close-up view of the *Maize God* stone carving, Copan, Honduras, 725 CE; one of 150 objects on view in the new exhibition. Object on loan from Peabody Museum of Archaeology and Ethnology, Harvard University. The exhibit continues at the Penn Museum through January 13. Go to [www.penn.museum](http://www.penn.museum) for more information.

## AT PENN Deadlines

The May AT PENN calendar is online at [www.upenn.edu/almanac](http://www.upenn.edu/almanac). The deadline for the weekly Update is next Monday for the May 22 issue. The deadline for the Summer AT PENN calendar, which includes events in June, July and August, is today, Tuesday, May 8.

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

Did you know that Penn's new 3-year academic calendar is available on *Almanac's* website, Penn's mobile website and as a printable PDF?



You can also get the calendar to sync with MS Outlook, Apple iCal, Google calendar and your mobile devices by visiting [www.upenn.edu/almanac/acadcal.html](http://www.upenn.edu/almanac/acadcal.html) and following the instructions from the link at the top of the page.

## Almanac Schedule: No Issue May 15

There will be no issue May 15 due to Commencement. The final issue of the semester comes out May 22 and includes the Summer AT PENN calendar as well as Commencement coverage. The schedule for the remainder of the academic year is online at [www.upenn.edu/almanac/issues/vol58.html](http://www.upenn.edu/almanac/issues/vol58.html) Submissions are due, today, May 8 for the May 22 issue.

## 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 23-29, 2012. Also reported were 21 Crimes Against Property (16 thefts, 1 case of fraud, 2 acts of vandalism and 2 other offenses). Full reports are available at: [www.upenn.edu/almanac/volumes/v58/n33/creport.html](http://www.upenn.edu/almanac/volumes/v58/n33/creport.html). Prior weeks' reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of April 23-29, 2012. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

04/25/12	5:51 PM	4000 Market St	Complainant assaulted by ex-boyfriend
04/26/12	2:08 AM	3604 Chestnut St	Male wanted on warrant/Arrest
04/26/12	10:53 PM	4012 Walnut St	Complainant punched by known doer
04/27/12	4:31 PM	3800 Spruce St	Female causing disturbance/Arrest
04/27/12	4:36 PM	3300 Chestnut St	Complainant harassed by male/Arrest
04/28/12	12:35 AM	1 S 39th St	Female cited for disorderly conduct
04/28/12	2:27 AM	3900 Ludlow St	Male wanted on warrant/Arrest
04/28/12	6:20 PM	233 S 33rd St	Male wanted on warrant/Arrest
04/29/12	2:19 AM	1 S 38th St	Intoxicated driver arrested

## 18th District Report

Below are all Crimes Against Persons from the 18th District: 5 incidents with 2 arrests (2 aggravated assaults and 3 robberies) were reported between April 23-29, 2012 by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

04/26/12	9:20 PM	4901 Catharine St	Aggravated Assault
04/26/12	9:35 PM	4426 Locust St	Robbery
04/26/12	3:00 PM	600 S 49th St	Robbery
04/27/12	8:18 AM	4825 Greenway Ave	Aggravated Assault/Arrest
04/28/12	1:54 AM	4421 Walnut St	Robbery/Arrest

## Campus Loop Service: Being Discontinued

The Campus Loop service, which is currently running from 8 a.m. to 6 p.m., will be discontinued as of Tuesday, May 15. The service was initially launched to support the opening of the new Penn Park and to serve as a pilot program to determine whether utilization warranted maintaining the route. Since its inception, ridership remained very low and the decision was made to redirect our resources to areas where there was a greater demand for our services. Evening shuttle service will continue. Riders can access the services from 6 p.m. to midnight, Monday through Friday, from the transit stop at the Levy Pavilion.

—Penn Transit Services

## Almanac on Penn Mobile Website

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

## CLASSIFIED—UNIVERSITY

### RESEARCH

**Can't Sleep???** Are you a healthy adult who can't sleep? A cancer survivor who can't sleep? An adult with a past history of depression who can't sleep? You may be eligible for one of our research studies at UPENN's Behavioral Sleep Medicine Program. Compensation for participation is provided. For more information visit our website [www.sleeplessinphilly.com](http://www.sleeplessinphilly.com), or call us at 215-7-insomn.

For information call (215) 898-5274 or visit [www.upenn.edu/almanac/faqs.html#ad](http://www.upenn.edu/almanac/faqs.html#ad)  
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Email: [almanac@upenn.edu](mailto:almanac@upenn.edu)  
URL: [www.upenn.edu/almanac](http://www.upenn.edu/almanac)

The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the Penn website) include HTML, Acrobat and mobile versions of the print edition, and interim information may be posted in electronic-only form. Guidelines for readers and contributors are available on request and online.

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The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class status in the administration of its admissions, financial aid, educational or athletic programs, or other University-administered programs or in its employment practices. Questions or complaints regarding this policy should be directed to Sam Starks, Executive Director of the Office of Affirmative Action and Equal Opportunity Programs, Sansom Place East, 3600 Chestnut Street, Suite 228, Philadelphia, PA 19104-6106; or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).



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A proposed revision of Penn's current policy on sexual violence, which was last updated in 1991, appears below. The proposed policy will continue to apply to faculty, staff, students and visitors to campus. It has been thoroughly reviewed by resource offices that are responsible for providing education and training to prevent sexual violence and to investigate concerns and complaints as well as by a number of consultative committees. We welcome additional comments and suggestions regarding this proposed policy which should be sent to Joann Mitchell, [joannm@upenn.edu](mailto:joannm@upenn.edu) or Office of the President, 100 College Hall/6380 no later than June 8, 2012.

—Amy Gutmann  
President

—Vincent Price  
Provost

## University of Pennsylvania Sexual Violence Policy

### Introduction

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

### Definitions

Sexual violence in any form, including sexual assault and rape, are prohibited by University policy. Sexual violence includes a range of behaviors in which an act of a sexual nature is taken against another person without her or his consent or when he or she is unable to consent.

Important definitions appear below.

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

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

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

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

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

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

### Resources

#### Information, Counseling and Support

Resource offices are available to assist members of the Penn community and visitors to the campus who have been, or know someone who has been, the victim of sexual violence. The staff of these offices are available to provide information regarding options for pursuing a complaint as well as counseling and support. The information provided generally will be held in confidence, consistent with the University's obligation to address complaints of sexual violence, unless the person making the com-

plaint gives his or her consent to the disclosure of that information. The commitment to confidentiality does not preclude the sharing of information among responsible University administrators as needed to address the complaint or to keep members of the University community safe.

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

#### Informal and Formal Complaint Resolution Resources

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

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

#### Rights of Complainants and Respondents

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

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

#### Policy Against Retaliation

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

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