A ceremony was held on October 2 cementing the new partnership between the KIPP Foundation and the University of Pennsylvania to increase college-completion rates for underserved students nationwide through the Knowledge Is Power Program (KIPP). This is KIPP’s first college partnership with an Ivy League university and its tenth partnership with an institution of higher learning since the fall of 2011.

A $2.5 million gift from Martha and Bruce Karsh provides Penn with new resources to actively recruit KIPP students, underwrite their financial aid and offer them targeted support once they get to campus. “We support KIPP’s initiative to form a partnership with Penn, and so we decided to support it with a scholarship,” Mrs. Karsh said. “Penn’s focus is aligned with a lot of things we care about; Amy Gutmann has focused on diversity and underserved students for a long time. This seemed a perfect direction to go.”

The Karshes, attorneys in Los Angeles, formed the Karsh Family Foundation, a charitable foundation, in 1998 and made large gifts to a number of colleges and universities, including Penn where two of their children are alumni. They later began to focus on public K-12 education where Mrs. Karsh said they saw so much dysfunction. Through friends, she learned of the KIPP Academy of Opportunity in Los Angeles and soon joined its national board.

Beginning in the 2013-2014 academic year, Penn projects enrolling 12-15 KIPP students each year who meet admissions requirements. This community of KIPP students will support each other on their journey through college. Penn’s no-loan financial-aid policy for all eligible undergraduates enables the University to enroll the most talented students, regardless of socioeconomic status.

Penn is already home to a handful of KIPP students, including Chevon Boone, a senior in the College, from a tiny town in northeastern North Carolina, who was awarded a full Leonore Annenberg Scholarship that supported her four years at Penn. There are 11 KIPP graduates now at Penn. “Making a Penn education available to talented, hard-working students from every walk of life is the cornerstone of our efforts to increase educational access,” Penn President Amy Gutmann said. “A partnership between Penn and KIPP is a natural fit, and we could not be more supportive of KIPP’s mission to prepare and help enable students in underserved communities to reach their highest potential.”

Partnering with KIPP, said Mr. Furda, will help the University “learn about what it takes to help support students who have the talent and motivation but are coming from backgrounds that are perhaps disadvantaged in certain ways. We welcome these bright, goal-oriented students to Penn.”

KIPP’s connection to the University of Pennsylvania is especially resonant, as KIPP co-founder Mike Feinberg is an alumnus of the Penn Class of 1991. Mr. Feinberg founded KIPP with Dave Levin in Houston in 1994; since then, KIPP has grown into a national network of 109 college-preparatory public charter schools, serving 33,000 students in 20 states and the DC. More than 85% of KIPP’s students are from low-income families and more than 95% percent are students of color. According to a 2010 study by Mathematica Policy Research, KIPP middle schools are achieving academic gains in math and reading that are statistically significant and substantial.

“As a Penn alum, I am truly proud to partner with my alma mater to help get our KIPP students to and through college,” Mr. Feinberg said.

Primary Stroke Centers: Pennsylvania Hospital and Penn Presbyterian Medical Center

Two Penn Medicine hospitals have received Primary Stroke Center certification from The Joint Commission for efforts to achieve long-term success in improving outcomes for stroke patients. All three Penn Medicine hospitals are now certified to optimally treat stroke patients: Pennsylvania Hospital and Penn Presbyterian Medical Center each received Primary Stroke Center certifications this summer and joined the Hospital of the University of Pennsylvania (HUP), which has been certified as a Primary Stroke Center since 2004 (Almanac September 28, 2004). Penn Medicine is the first Philadelphia health system to get certification for stroke care at all member hospitals.

A recent Penn Medicine study led by Dr. Michael Mullen, assistant professor of neurology and vascular medicine, presented at the American Academy of Neurology meeting, showed, that the emergence of primary stroke centers certified by The Joint Commission has steadily improved the treatment of stroke patients. In Philadelphia, ambulances started bringing stroke patients exclusively to designated primary or comprehensive stroke centers in October 2011, rather than the closest hospital.

Penn Medicine extends stroke care to patients outside Philadelphia through the Penn NeuroRescue program, using telematic systems to bring expert consultations 24/7 to hospitals in distant locales, and transferring those who need surgery and/or specialized neurointensive critical care to HUP.

Developed in 2003, The Joint Commission’s Primary Stroke Center Certification program is based on the Brain Attack Coalition’s ‘Recommendations for the Establishment of Primary Stroke Centers.’

Faculty Survey Responses

We are pleased to announce that aggregate responses to the 2011 Faculty Survey can now be viewed online, at: www.upenn.edu/ir/Faculty2011.html

We thank all the faculty members who participated in the survey, and we look forward to working together to advance faculty life at Penn in the years ahead.

—Lynn Hollen Lees, Vice Provost for Faculty Affairs
—Joann Mitchell, Vice President for Institutional Affairs
Death

Dr. Green, Wharton

Dr. Paul E. Green, professor emeritus of marketing in the Wharton School, passed away September 21 at age 85. Dr. Green received an AB in mathematics and economics, and an AM and PhD in statistics from Columbia or to joining the marketing department faculty in 1961, Dr. Green held multiple positions in industry as a statistician and research analyst.

As the S.S. Kresge Professor of Marketing from 1971-98, “Paul was not only one of the most distinguished and influential marketing scholars of our time, but also a wonderful colleague who provided perspective and balance at all times,” said Dr. Yoram Wind, Olin Professor and professor of marketing at the Wharton School. “One of the major architects of modern marketing science and practice, he was known as the founder of conjoint analysis. The marketing discipline’s familiarity with the utilization of Bayesian statistics, multidimensional scaling, clustering, and analysis of qualitative data are due in part to the pioneering work of Paul Green.”

“The most prolific of marketing scholars with 16 books and over 200 articles, Paul’s influence on the marketing discipline ranges far beyond his groundbreaking inspired writings,” said Thomas S. Robertson, dean of the Wharton School. “As a creative researcher, he stimulated the design and implementation of numerous innovative studies for the solution of real-world problems. Paul was known as one of the most thorough and constructive reviewers of top academic publications in the field. He helped mold a new generation of marketing researchers whose influence on marketing education, research, and the practical implementation of marketing concepts and tools will help shape the future of the marketing discipline for many years to come.”

Dr. Green received major marketing awards, including the Parlin Award for Advancement of Science in Marketing, the AMA/Irwin Marketing Educator of the Year Award, The Outstanding Marketing Educator Award and the Lifetime Achievement in Marketing Research Award. He was also selected as one of the nine Legends of Marketing; and SAGE Publications will be publishing six volumes of his writings.

In 1996 the Journal of Marketing Research established the Paul E. Green Award for the best article in the Journal of Marketing Research that demonstrates the greatest potential to contribute significantly to the practice of marketing research.

Upon Dr. Green’s retirement in 2002, the marketing department established the Paul E. Green Doctoral Fund in Marketing in honor of the contributions he made to the discipline, department and school. Future use of this fund will include an annual Paul E. Green event that brings leading academics and practitioners together in honor of the pioneering work that Dr. Green contributed over the span of his career.

Dr. Green is survived by his children, Patricia A. Rush, Karen P. Green and Carol L. Rickard; sister, Eleanor Koch; grandchildren, Kelly Secrist Clement, Jaclyn Secrist, William Secrist, Sandra Flemmings Affourtit and Benjamin Rickard; and five great-grandchildren.

Contributions in Dr. Green’s memory may be sent to Alison Matejczky at the Wharton School, University of Pennsylvania, 344 Vance Hall, 3733 Spruce Street, Philadelphia, PA 19104. Please make checks payable to the Trustees of the University of Pennsylvania with “Green Fund” written in the memo field. Family, friends and colleagues are invited to post their memories of Dr. Green on the “In Memoriam of Paul E. Green” website: http://news.wharton.upenn.edu/feature-stories/2012/10/in-memoriam-paul-e-green/ by Monday, December 3.

Memorial: Dr. Wailes

A memorial service for Dr. Bernard Wailes, associate professor emeritus of anthropology and associate curator emeritus of Europe at the Penn Museum, will be held Saturday, October 27 at 2 p.m. in the Penn Museum’s Rainey Auditorium. Dr. Wailes passed away March 30 at the age of 77 (Almanac April 17).

RSVP: (215) 898-2680 or tenat@upenn.edu Contributions to the Bernard Wailes Memorial Fund will support undergraduate research activities at the Penn Museum and can be left at the Museum Development Staff at the entrance to the service and/or reception, or sent to Lisa Batt, Development Office, Penn Museum, 3260 South Street, Philadelphia, PA 19104. Please make checks payable to “Trustees of the University of Pennsylvania” with “Bernard Wailes Memorial Fund” in the memo line.

To Report a Death

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

However, notices of alumni deaths should be directed to the Alumni Records Office at Room 517, Franklin Building, (215) 898-5156 or email record@ben.dev.upenn.edu

Greenwall Faculty Scholars Program in Bioethics: October 17

University faculty, or those scheduled to be appointed to the standing or non-standing faculty by June 20, 2013, are invited to apply to be selected as Penn’s nominee for the Greenwall Faculty Scholars Program in Bioethics by October 17. A Selection committee organized by the Provost’s Office will nominate one applicant for the award.

The Greenwall Faculty Scholars Program in Bioethics is a career development award to enable outstanding junior faculty members to carry out original research that will help resolve important policy and clinical dilemmas at the intersection of ethics and the life sciences. This research will also put Faculty Scholars in a position to help set public policy and standards of clinical practice.

To learn more about the award and eligibility criteria, please visit www.greenwallfsp.org/index.htm

To be considered by the Penn Selection Committee, applicants must submit a three-page letter of intent that includes (1) a description of their research proposal, particularly its significance, how it will be carried out, and how it is likely to have an impact on public policy or clinical practice; and (2) a personal statement describing their goals in the field of bioethics. This letter should be double-spaced and in type no smaller than 12-point. The applicant should also submit a curriculum vitae and a cover page including the project title and applicant’s contact information.

Applications to the selection committee are due Wednesday, October 17 at 5 p.m. and should be submitted to Jen Lising via lising@exchange.upenn.edu.

Council Meeting Coverage

Last Wednesday, October 3, University Council met for the first time this semester and President Amy Gutmann appointed Dr. Reed Pyeritz as moderator, with the consent of Council members. Dr. Gutmann also announced that Marjorie Hassen would once again be the parliamentarian this year.

Provost Vincent Price discussed the recently hacked databases from the VPUL that contained information such as names, emails, phone numbers, PennCard numbers but not “sensitive information that could result in identity theft.” He said that Penn’s Privacy Office and ISC are investigating this incident which also targeted 26 other universities.

In last week’s absence of Senate Chair Susan Margulies, the Chair-Elect Dwight Jagjagg presented the focus issues for the year: October will be the State of the University; November will include a discussion on new media and an Open Forum; January will focus on Penn Medicine and UPHS; February will highlight PIK professors and another Open Forum; April will have two meetings, with the first focusing on wellness initiatives and reports on the University budgets and plans and the second one will be presentations of committees’ final reports.

University Secretary Leslie Laird Kruhly emphasized that the deadlines will be published for both Open Forums and that it is important to pre-register to have an opportunity to be on the agenda.

Provost Price introduced the discussion of the Academic Theme Year, noting that the Penn Reading Project has been a New Student Orientation (NSO) tradition since the early 1990s and that the Theme Year has been incorporated for the last few years. Vice Provost for Education Andy Binns described this year’s theme, The Year of Proof, as very timely with the presidential debates. He said that there has been great support from the centers and the faculty, who have been using the theme as an intellectual lighting rod.” David Fox, director of NSO and academic initiatives, said there are many more events scheduled throughout the year that will pertain to how evidence is gathered. He recommended their website, www.yearofproof.org, for information about upcoming events as well as the grants that are available. There is a November 1 deadline and another one in the spring.

Next year’s Theme Year will be the Year of Sound which is a “broad initiative” representing a range of interests including music, linguistics and other fields.
The University of Pennsylvania is committed to maintaining a diverse, respectful and safe campus environment for all members of our community. The Principles of Responsible Conduct is an important reference that outlines the expectations articulated in a variety of University policies. This document is available at www.upenn.edu/audit/oacp_principles.htm or by contacting the Office of Audit, Compliance and Privacy at (215) 898-7260 or (215) 662-6232.

Penn community members’ responsibilities under these expectations are further outlined in the University’s Sexual Harassment Policy, which is reprinted below or can be accessed at www.upenn.edu/almanac/volumes/v59/n07/policy.html. In addition, the University’s updated Sexual Violence Policy, www.upenn.edu/almanac/volumes/v59/n07/violence.html which was published in Almanac this summer, and the University’s policy on Consensual Sexual Relationships Between Faculty and Students, www.upenn.edu/provost/consensualsexual_relations_between_faculty_and_students are also reprinted. These policies remind us of our rights and responsibilities and describe the resources available for information, support and addressing concerns and complaints. The Offices of Affirmative Action and Equal Opportunity Programs, the Ombudsman, Staff and Labor Relations, Student Conduct and the Vice Provost for Faculty are among those available to respond to questions or provide additional information.

Amy Gutmann
President

Vincent Price
Provost

Craig Carnaroli
Executive Vice President

Larry Jameson
Executive Vice President for the University of Pennsylvania Health System & Dean, Perelman School of Medicine

I. Conduct

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

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

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

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

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

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

II. Purposes and Definitions

A. Purposes

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

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

B. Definitions

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

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

2. Has the purpose or effect of interfering with an individual’s academic or work performance; and/or;

3. Creates an intimidating or offensive academic, living or work environment.

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

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

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

III. Resources

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

A. Information, Counseling and Support

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

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

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

(continued on page 4)
Sexual Harassment Policy

(continued from page 3)

B. Informal Mechanisms for Mediation and Resolution

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

C. Formal Mechanisms for Resolution and Adjudication

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

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

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

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

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

5. A tenured or untenured faculty member, whether full or part time, who believes that she or he has been subjected to sexual harassment by a faculty member or by an academic administrator may file a grievance under the Faculty Grievance Procedure, Handbook for Faculty and Academic Administrators, part II E. 12 (see www.upenn.edu/provost/procedure_governing_sanctions_taken_against_members_of_the_faculty).

D. Central Reporting of Sexual Harassment

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

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

E. Education and Prevention

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

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

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

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

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

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

F. Exit Interviews

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

G. Implementation

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

4 www.upenn.edu/almanac
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, is 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 she or he is unable to consent.

Important definitions appear below:

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

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

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

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

Consent is an affirmative decision to engage in mutually agreed upon sexual activity and is given by clear words or actions. Consent may not be inferred from silence, passivity, or lack of resistance alone. Furthermore, consent to one form of sexual activity does not imply consent to other forms of sexual activity and the existence of a current or previous dating, marital, or sexual relationship is not sufficient to constitute consent to additional sexual activity. Assault 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, including the nature of the sexual conduct and the context in which the alleged incident occurred.

Resources

Informational, Counseling and Support

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

Policy on Consensual Sexual Relations Between Faculty and Students

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

For these reasons, any sexual relations between a teacher and a student during the period of the teacher-student relationship are prohibited. The prohibition extends to sexual relations between a graduate or professional student and an undergraduate when the graduate or professional student has some supervisory academic responsibility for the undergraduate, to sexual relations between department chairs and students in that department, and to sexual relations between graduate group chairs and students in that graduate group. In addition, it includes sexual relations between academic advisors, program directors, and all others who have supervisory academic responsibility for a student, and that student. Teachers and academic supervisors who are sexually involved with students must decline to participate in any evaluative or supervisory academic activity with respect to those students.

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

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

*Policy on Consensual Sexual Relations Between Faculty and Students*
Be in the Know—and Be Rewarded
This fall, Penn wants to reward you for being “in the know” about your health. Invest just 20 minutes of your time, and you’ll earn a cash award as well as the chance to win an iPad!

Starting October 15, HR is expanding our health promotion activities to introduce the “Be in the Know” campaign. This new wellness program will help you learn your key health biomarkers—blood pressure, cholesterol and blood sugar—through free, convenient screening sessions to be held at more than 15 locations on campus over a four-week period.

Knowing your numbers will help you establish a health “starting point” and give you ideas on how to maintain or improve your health status. What’s more, you’ll receive a $75 cash award (less applicable taxes) for participating and be entered into a raffle to win one of two iPads.

Your privacy is a priority—Penn will never receive your personal health information. All of your screening information will be held securely and confidentially by AreUFit, an outside agency specializing in workplace screenings. AreUFit technicians will perform the screenings and their health educators will help you interpret the results right on the spot. You can also submit test results from screenings done by your physician between April 1 through November 8 and still qualify for the program award.

The deadline for participating in an on-campus health screening is November 8. For complete details, including instructions on how to register for a screening, visit the Human Resources website at www.hr.upenn.edu/quality/wellness/inthecknow.aspx

Nominate a Model of Excellence
Penn is known for extraordinary people doing extraordinary things, and we need your help to find them!

Through the Models of Excellence program, Penn acknowledges and rewards exceptional staff accomplishments and inspirational role models. You can help honor these individuals by nominating them for Models of Excellence recognition.

If you know a staff member whose work reflects exemplary initiative, leadership, efficiency, collaboration and commitment to service, help us recognize their achievements by nominating them for a Models of Excellence Award.

Or, if you know a supervisor who’s an exceptional manager, a strong leader and a valuable team player, show your support by nominating him or her for a Model Supervisor Award.

All nominations are due by Thursday, November 8. You’re also invited to honor and celebrate these staff members’ accomplishments at an awards ceremony and reception on April 9, 2013 in Irvine Auditorium.

For complete details, visit the Human Resources website at www.hr.upenn.edu/quality/models or contact Human Resources at gowl@hr.upenn.edu or (215) 898-1012.

Portable 3-Year Academic Calendar
Did you know that Penn’s latest 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/academic.html and following the instructions from the link at the top of the page.

Penn Celebrates Work and Family
Living a balanced life isn’t always easy, especially when personal and professional needs collide. Whether you’re raising a family, making a long commute to work, or simply in need of some down-time, there’s a lot to juggle when you have work and family responsibilities. But HR can help make the balancing act a little easier.

In honor of National Work and Family Month, discover the ways Penn can help you manage your needs inside and outside the workplace:

• Adoption Assistance: You can be reimbursed for up to $5,000 in qualified adoption expenses and get help with every step of the adoption process.

• Backup Care: Through a partnership with Parents in a Pinch, Inc., you have access to temporary in-home backup care services for children and adults—seven days a week, day or night—to help meet your family’s needs while you work.

• Flexible Work Options: We offer guidance on how to set up flexible work arrangements that can help you balance your work and family priorities.

• New Child Benefits: Penn offers a full array of family-friendly benefits to help get your family off to the right start.

• Nursing Mothers Program: If you’re nursing a child, Penn’s Nursing Mothers Program gives you time and space to manage your lactation needs at work.

• Paid Time Off: From sick leave and vacation leave to holidays and the special winter vacation, you have access to a wide array of time-off benefits to help you manage all your responsibilities.

• Worklife Resources: Take advantage of free and confidential support for your everyday needs—from parenting help to financial assistance to legal support.

For more information on worklife balance programs at Penn, visit the Human Resources website at www.hr.upenn.edu/quality/worklife

Network for New Music at Annenberg Center

Called “Philadelphia’s premiere new music organization” by the Philadelphia Inquirer, the Network for New Music revels in the dialogue and delight that comes from discovering original and unexpected music created by composers who live in today’s world. In partnership with Voice of This Generation, an organization turning standard notions of the classical genre on its head, these two groups present Philadelphia’s contemporary and vibrant sound. They will perform at the Annenberg Center on October 12 at 7:30 p.m. Tickets: $20-30. For more information visit www.pennpresents.org

National Drug-Free Work Week: October 15–21
This year’s national Drug-Free Work Week will take place October 15–21. The University of Pennsylvania values the health and safety of the entire Penn community and is committed to maintaining a drug-free workplace year-round. Drug and alcohol abuse can harm not only the person with the substance abuse problem, but also his or her family, friends and co-workers.

Penn prohibits the unlawful manufacture, distribution, dispensation, sale, possession or use of any drug by its employees in its workplace. Please take the time to review the University’s drug and alcohol policies which are available online:

Drug-Free Workplace Policy: www.hr.upenn.edu/policy/policies/705.aspx

Alcohol and Drug Policy: www.xpul.upenn.edu/alcohol/policy2.php

If you or a family member have a substance abuse problem, we encourage you to seek help. Penn provides free, confidential counseling services for you and your immediate family members through the Employee Assistance Program (EAP). The EAP is designed to provide assistance with issues and challenges that may interfere with your personal or professional life, including serious issues such as substance abuse.

For more information about the EAP, visit the Division of Human Resources website at www.hr.upenn.edu/quality/wellness/eap.aspx or contact the Employee Assistance Program 24 hours a day, 7 days a week, at (888) 321-4433.

—Division of Human Resources
Lauren & Bobby Turner Social Impact Speaker Series: Eva Longoria

In the upcoming Lauren and Bobby Turner Social Impact Executive Speaker Series event, Wharton alumnus Bobby Turner, W’84, will sit down with actress and activist Eva Longoria on Wednesday, October 10 at 5 p.m. in Irvine Auditorium, to discuss her personal and professional career as an actress, activist, dedicated humanitarian and business woman. She will share her personal experiences and how they have shaped her indelible drive to bring national attention to, and create sustainable solutions for, some of society’s most pressing problems.

This series presents the Penn community with high-profile leaders who are “doing well, and doing good.” It is funded by Wharton alumni K. Roberts (Bobby) Turner, W’84, and Lauren Golub Turner, W’85.

The Penn community is invited to attend this event; pre-registration is required and PennCard is required upon entry. To register go to: https://wp5i.wuyou.com/forms/7pok5f or contact emanotti@wharton.upenn.edu

Music with Roots in the Aegean

At 6 p.m. on October 16, the nonprofit organization Al-Bustan Seeds of Culture will present a music demonstration by Turkish clarinetist Hüsnü Şenlendirici in Room 200 of College Hall. His music is deeply rooted in his Anatolian heritage, particularly his Aegean homeland’s musical traditions. His performances are steeped in the classical music repertoire of Turkey, as well as classical Arab music of Egypt and the Levant. The event is sponsored by the Greenfield Inter-cultural Center and is free and open to the public. See www.albustanseeds.org for more information.

At PENN Deadlines

The October At PENN calendar is online at www.upenn.edu/almanac. The deadline for the weekly Update is each Monday for the following week’s issue. The deadline for the November At PENN calendar is Tuesday, October 16.

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.

Lauren & Bobby Turner Social Impact Speaker Series: Eva Longoria

Now Reinventing the Library: Frank Furness’ Library for the University of Pennsylvania and The Furnesses and The Emersons: Boston Philosophers in the Quaker City; original drawings and library designs, Kroiz Gallery, Fisher Fine Arts Building. Through January 18.

Special Event

15 Latino Heritage Month at Penn Closing Reception; celebration of Latino Heritage Month; 5:30-7:30 p.m.; Ben Franklin Room, Houston Hall (Latin American & Latino Studies).

Talks

12 Nation, Army, and Democracy: India and Pakistan Since Independence; Steven Wilkinson, Yale University; noon; ste. 560, 3600 Market St., (Center for the Advanced Study of India).
13 Diabetes and Other Endocrine Disorders in Cats and Dogs; Rebecca Hess, Penn Vet; 10 a.m.; Hill Pavilion, School of Veterinary Medicine (Penn Vet).
15 Classical Influences on Coptic Art; Shaza Ismail, Randolph-Macon College; 4 p.m.; rm. B26, Stittler Hall (Religious Studies).

Almanac On-the-Go: RSS Feeds

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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 24-30, 2012. Also reported were 27 Crimes Against Property (1 robbery, 1 burglary, 20 thefts, 1 act of fraud, 3 other offenses and 1 traffic). Full reports are available at www.upenn.edu/almanac/volumes/v59/h07/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 by the University Police Department between the dates of September 24-30, 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.

18th District Report

Below are all Crimes Against Persons from the 18th District: 7 incidents with 3 arrests (5 robberies and 2 aggravated assaults) were reported between September 24-30, 2012 by the 18th District covering the Schuylkill River from 46th Street & Market Street to Woodland Avenue.

09/24/12 7:00 PM 4900 Locust St Aggravated Assault/Arrest
09/25/12 5:00 AM 4606 Baltimore Ave Robbery
09/26/12 11:10 PM 1 S 42nd St Robbery
09/29/12 12:45 AM 4610 S Sansom St Robbery/Arrest
09/29/12 9:27 AM 4900 Walton Ave Aggravated Assault/Arrest
09/30/12 12:00 AM 4500 Walnut St Robbery
09/30/12 7:15 PM 4600 Ludlow St Robbery

Now Reinventing the Library: Frank Furness’ Library for the University of Pennsylvania and The Furnesses and The Emersons: Boston Philosophers in the Quaker City; original drawings and library designs, Kroiz Gallery, Fisher Fine Arts Building. Through January 18.

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Penn’s Way

A Workplace Charitable Campaign

Penn’s Way 2013 Raffle Drawings

Week Two: October 15 Drawing (for week of October 8-12)

Bon Appétit at Penn Dining: Lunch for two (two $10 coupons)

Eastern State Penitentiary: Two admission tickets

Helium Comedy Club: Gift card for six admissions

Landmark Theatres: Two VIP passes

National Constitution Center: Two guest passes

Penn Business Services: Penn logo goody bag

Philadelphia Museum of Art: Two guest passes

Penn’s Way Q & A

Q: Once I am entered into the weekly raffle, am I only eligible for that week’s raffle or am I eligible for all subsequent weekly raffles?
A: Once you successfully complete your online or paper pledge, you are eligible for all subsequent weekly raffles as well as the grand prize drawing.

Q: When are the raffle prizes awarded?
A: Raffle winners will be randomly selected on the Monday following each week’s deadline.

Q: How are winners notified?
A: Winners will be notified by email within one week of the raffle drawing. Additionally, all winners will be published on the Penn’s Way website, in Almanac, and in other University and Health System publications. Winners have until January 31, 2013 to make arrangements to claim their prize.

Q: How much should I give?
A: How much you choose to give is entirely up to you. If you have contributed through Penn’s Way in years past, please consider matching your previous gift or increasing it by 2-3% to keep pace with inflation. If this will be your first time contributing through Penn’s Way, please consider donating as little as $1 per bi-weekly pay or $2 per monthly pay. We welcome donations of all sizes, however.

See www.upenn.edu/pennsway for more info.
The State of University City 2012: Celebrating the Neighborhood’s Extraordinary Prosperity and Potential

University City District (UCD), the neighborhood improvement and economic development organization in West Philadelphia, recently announced the release of The State of University City 2012, a publication that expands on University City’s status as “an engine of prosperity and possibility, innovation and commercial vibrancy as well as a world-class neighborhood with world-class amenities.” More than 50 pages of color charts, statistics, photographs, and stories help demonstrate why University City and its concentration of economic activity are “unmatched in all but a few communities in the country.”

University City, the 2.4 square mile area just west of the Schuylkill River, has become a place where Philadelphia’s future is happening today. It’s a boomtown with roughly 70,000 jobs and $3 billion in current real estate projects. Each year, neighborhood institutions are investing more than $1 billion in research & development (R&D) spending into new cures and innovation, and University City is now home to 27 acres of new green space created in the last year alone, which includes Penn Park (Almanac September 6, 2011). Global innovators, venture capitalists, Iron Chefs, and three hotels all call University City home.

Built on the indispensable foundation of Clean and Safe (Almanac September 2, 1997), UCD has steered its work to match the vision of its partners, and to create new possibilities for the neighborhood. From The Porch at 30th Street Station, (Almanac November 15, 2011) to parklets and pedestrian plazas to transforming public space with art and even a neighborhood composting facility, UCD continues to put its stamp on one of the most vibrant and vital neighborhoods in the region.

The State of University City 2012 illustrates how University City is a place that’s alive, unlike ever before. What follows are some of the neighborhood’s most notable recent accomplishments:

**Real Estate Development**

- The number of hotel rooms in University City increased to 759 in 2012, a jump of 18% propelled by the opening of the Homewood Suites by Hilton.
- Approximately 2.4 million square feet of new development is currently under construction, representing approximately $1.3 billion in investments.
- Approximately 2.3 million square feet of new development is planned for construction in the next 1-2 years representing hundreds of millions of additional dollars.
- Including planned projects, more than 27 acres of new green space will have been added in 2011 and 2012.

**Commercial Vitality**

- Despite the slow national economy in 2011, new retail and dining options continued to flourish in University City. Overall, University City’s vacancy rate for ground floor commercial spaces fell from 11.3% to 10.6% as the number of restaurants, cafes and bakeries increased by 5.3% and the number of retail stores increased by 5.5%. Those totals include 19 new dining and drinking establishments in University City.
- In 2011, University City saw an 8% increase in restaurant and sidewalk seating, representing an increase in sidewalk and retail vitality. Pedestrian counts continue to grow, particularly on University City’s commercial corridors, including Baltimore Avenue, where the number of pedestrians has increased by 99% at peak times over the last five years.
- UCD’s signature events such as University City Dining Days presented by Wells Fargo, and the Baltimore Avenue Dollar Stroll, which bring thousands of new faces to the commercial corridors and shops, are vastly increasing sales for the local merchants.

**Employment and Office Space**

- With roughly 70,000 employees, University City accounts for approximately 12% of the city’s total employment, a number that has been increasing consistently.
- The office market continues to be among the strongest in the region with a vacancy rate of 8.8%, the third lowest among 29 regional submarkets.

**Innovation**

- University City universities have increased their R&D expenditures in science and engineering by 83% in the last 10 years and by 316% in the last 20 years.
- University City researchers received more than 44% of all NIH funding distributed statewide, as well as more than $42 million from the National Science Foundation, an increase of more than 5% from 2010.

**A Neighborhood of Choice**

- Enrollment at University City institutions continues to climb, 6% in the last five years, and tellingly, the percentage of graduate students choosing to live in University City has risen dramatically.
- Median home prices have risen dramatically—more than tripling over ten years—and held their value despite the national housing downturn.
- Growth in income is outpacing that in the city overall. Average household income grew by 49% since 2000, compared to 23% in the city overall.
- Thanks to the density, excellent public transit service, and extensive network of bicycle lanes, University City residents overwhelmingly commute without using private vehicles, in stark contrast to the city or nation overall—nearly 66% commute by walking, public transit, or bicycle, compared to 36% in Philadelphia overall and 8% nationally.

To obtain copies, call UCD at (215) 243-0555 or email ucd@universitycity.org

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40th Street Trolley Portal: Over the last year, UCD partnered with SEPTA and a group of neighbors to develop a concept for improvements to the 40th Street Trolley Portal. This scheme, developed with Andropogon Associates, would create a beautiful and lively gateway to the neighborhood, implement sustainability measures on a site that is currently bleak and predominantly concrete, improve safety for pedestrians by rationalizing pedestrian circulation patterns, and increase security by adding active uses and “eyes on the street.”

Imagining the Next 15 Years