Sixth Presidential Professor: Heather Andrea Williams

President Amy Gutmann and Provost Vincent Price are pleased to announce the appointment of Heather Andrea Williams as the sixth Presidential Professor, effective July 1, 2014. Dr. Williams will be a Presidential Professor and Professor of Africana Studies in the School of Arts & Sciences.

“Heather Williams is a celebrated teacher and distinguished scholar whose work addresses immensely important and long neglected issues in American history, including the liberating role of self-education among slaves and their families,” said President Gutmann. “With broad expertise in law and the humanities, Heather exemplifies Penn’s commitment to integrating knowledge across disciplines to enable our students—and our nation and world—to understand and address society’s most difficult questions.”

Dr. Williams is one of the world’s leading historians of the experience of slavery in the nineteenth century. Her award-winning first book, Self-Taught: African-American Education in Slavery and Freedom (University of North Carolina Press, 2005), argued that education was inseparable from the fight against slavery. It used extensive archival research to retrace the importance of literacy for African Americans across the nineteenth century, from the pre-Civil War era through emancipation and its aftermath.

Her second book, Help Me to Find My People: The African American Search for Family Lost in Slavery (University of North Carolina Press, 2012), charts the decades-long searches that followed the forced separations of African American families by slavery, especially in the 1860s and 1870s.

Dr. Williams’ work has been supported by grants and fellowships from the Andrew Mellon Foundation, the Ford Foundation and the National Humanities Center, among others. “Heather Williams promises to be an extraordinarily vital new member of the Penn community,” said Provost Price. “She brings with her a reputation as an innovative and life-changing teacher, and her background as a lawyer will make her an exciting catalyst for interdisciplinary education across the University.”

Dr. Williams is currently professor of history at the University of North Carolina at Chapel Hill, where she has taught since 2004, following two years as a Woodrow Wilson Postdoctoral Fellow at Smith College. She earned her PhD in (continued on page 2)

Associate Dean for the Social Sciences: Rogers Smith

Steven Fluharty, Dean of the School of Arts & Sciences, has announced the appointment of Rogers Smith as Associate Dean for the Social Sciences, effective July 1, 2014. In his new role, Dr. Smith will oversee the departments of anthropology, criminology, economics, history and sociology of science, political science and sociology, as well as several research centers.

Dr. Smith is the Christopher H. Browne Distinguished Professor of Political Science, with a secondary appointment in the Graduate School of Education. He is a renowned scholar of constitutional law, American political thought and modern legal and political theory, with special interests in questions of citizenship, race, ethnicity and gender. Dr. Smith has authored or co-authored six volumes, including Still a House Divided: Race and Politics in Obama’s America (with Desmond S. King; Princeton, 2011) and Civic Ideals: Confronting Visions of Citizenship in US History (Yale, 1997), which was a finalist for the Pulitzer Prize. He is a Fellow of the American Academy of Arts and Sciences and of the American Academy of Political and Social Science. Dr. Smith is also recognized as an outstanding educator who has received the University’s Lindback Award and the SAS Dean’s Award for Mentorship of Undergraduate Research, and has just been named one of this year’s winners of the Provost’s Award for Distinguished PhD Teaching and Mentoring.

Dr. Smith serves as chair of the department of political science from 2003 to 2006. In 2006 he founded, and has since chaired, the Penn Program for Democracy, Citizenship and Constitutionalism. He is also co-chair of the Advisory Council of the Teacher’s Institute of Philadelphia, a collaboration between Penn and the School District of Philadelphia. In announcing Dr. Smith’s appointment, (continued on page 2)

Penn Nursing Teaching Awards

Dean’s Award for Undergraduate Scholarly Mentorship

Assistant Professor Bart De Jonghe, was selected for the Dean’s Award for Undergraduate Scholarly Mentorship, which recognizes exceptional mentorship of undergraduate students in the introduction of and participation in undergraduate nursing research and for providing leadership in building a mutually rewarding relationship. Dr. De Jonghe has offered mentorship options to students needing additional academic support, has attempted to set up mentorship communities among students within the School and has brought talented, interested students into his laboratory to further their scientific engagement. He was highlighted for his work with a multidisciplinary team that included members from Penn Nursing, SAS, other universities and a high school student. These students went on to co-author an abstract presented by Dr. De Jonghe at a professional meeting. He was described by a nominating colleague as “an excellent mentor” and a “fantastic role model, both inside and outside of the laboratory,” adding, “He inspires students.”

Dean’s Award for MS/MSN Scholarly Mentorship

Terri Lipman, Miriam Stirl Endowed Term Professor of Nutrition, professor of nursing of children and assistant dean for community engagement, has been selected for the Dean’s Award for MS/MSN Scholarly Mentorship. This award recognizes exceptional mentorship to masters’ students in the development of masters nursing research. Dr. Lipman was nominated for her exceptional ability to mentor students and encourage research, as well as foster community engagement during the course of students’ graduate programs of study. A former student wrote, “I am not sure that I would have followed a research career trajectory if it were not for the opportunities and valuable experience I gained while in the Master’s program with Dr. Lipman.” Dr. Lipman was also lauded for her strengths as a (continued on page 4)
The faculty Senate Executive Committee Agenda

Wednesday, May 14, 2014
Hourglass Room, University Club,
Inn at Penn
3-5 p.m.

1. Approval of the Minutes of April 23, 2014 (5 minutes)
2. Chair’s Report (5 minutes)
3. Past-Chair’s Report on Academic Planning and Budget & Capital Council (5 minutes)
4. Ballot: 2014-15 University Council Steering Committee Members (5 minutes)
5. Senate Committee Reports (60 minutes)
   - Senate Committee on Students and Educational Policy (SCSEP) Chair Ivan Dmochowski
   - Senate Committee on Faculty and the Academic Mission (SCOF) Chair Santosh Venkatesh
   - Senate Committee on Faculty and the Administration (SCOA) Chair Anne Norton
   - Senate Committee on Faculty Development, Diversity and Equity (SCFDDE) Chair Lisa Lewis
6. New Business (15 minutes)

Associate Dean: Rogers Smith

Presidential Professorship

Maturational Human Biology
Pilot Grant: May 20

Participating in Penn’s Commencement

To the Penn Community:

Penn’s Commencement is a wonderful opportunity to gather together in celebration of the impressive accomplishments of our students. On behalf of the Trustees, Officers and Deans and their faculties, we would like to invite all members of the Penn community to attend the University’s 258th Commencement on Monday, May 19, 2014.

The Academic Procession steps forth from the Annenberg Center at 9 a.m., then pauses for approximately 45 minutes in front of College Hall to applaud the graduating students as they pass through our ranks. The procession then proceeds to Franklin Field, where the ceremony begins at 10:15 a.m. If you wish to attend the festivities, please seek advance approval from your supervisor to assure that the business needs of your department will continue to be met. Whether you wish to join the festivities around Locust Walk and College Green or come to the ceremony itself (tickets are not necessary), we very much hope that you will join us in this University-wide culmination of the academic year.

—Amy Gutmann, President
—Vincent Price, Provost
—Leslie Laird Kruhly, Vice President and University Secretary

Council Coverage

On April 30—at the last University Council meeting for the academic year—the chairs of the University Council Committees presented summaries of their reports (Almanac April 29, 2014).

Tom Baker, chair of Personnel Benefits, said that they discussed Penn’s Maternity Leave Policy for staff. He said the Committee recommends that this topic should be merged into a new charge regarding disability policies.

Stephanie Weirich, chair of Facilities, said that they discussed classrooms in the central pool as well as the bicycle policy (Almanac April 22, 2014).

Joe Libonati, chair of Diversity & Equity, discussed the Diversity Search Advisors’ (DSA) role and responsibilities and suggested that they should all be tenured faculty as originally planned. They also recommend increasing funding for religious groups on campus, noting that there are more than 40 such groups.

Kent Bream, chair of Campus & Community Life, discussed the situation with public schools in the area surrounding the University and the Committee’s view that Penn should develop a seven-year plan to address the shifting priorities in supporting public elementary education. The Committee discussed topics around political discourse and national engagement; it supports discourse that encourages an exchange of ideas.

Steven Kimbrough, chair of Academic & Related Affairs, described the Committee’s proposal to institute supervised internships that would provide a record of an undergraduate student’s involvement in research projects. He also discussed the evolving role of the reorganized Penn Bookstore.

Claire Finkelstein, chair of the Committee on Committees, enumerated the seven recommendations for next year’s Committees to be effective in fulfilling their roles of reviewing and monitoring areas of interest, as well as making recommendations for policies to policies that are relevant (see pages 8-9).

Dwight Jaggard, chair of the Steering Committee, noted that there are typically four focus topics addressed by Council each year. The President, Provost and Tri-Chairs determine which will be the focus issues in their Summer Consultation meeting. Suggestions for next year’s consideration include: a review of the findings of the Middle States Reaccreditation self study, with a focus on undergraduate research; local school engagement; overview of Pennovation Center at the South Bank, activities of the Penn Wharton China Center; findings of the Task Force on Student Psychological Health and Welfare, and political life at Penn.

American studies (2002) from Yale University and her JD (1981) and BA (1978) from Harvard University. Before returning to graduate school, she served as an Assistant Attorney General and Section Chief for the State of New York and as a trial attorney in the Civil Rights Division of the US Department of Justice, among other leading positions in public service law.

The appointment of Heather Williams,” said Steven Fluharty, dean of the School of Arts & Sciences. “represents a superb addition to Penn’s new department of Africana studies, one that also brings further depth and distinction to the School’s overall strengths in African American history and the history of the nineteenth century American South.”

Presidential Professorships, supported in part by a $2 million grant from The Pew Charitable Trusts and originating in the Action Plan for Faculty Diversity and Excellence first issued in 2011, are awarded to exceptional scholars, of any rank, who contribute to faculty eminence through diversity across the University.

The Institute for Translational Medicine and Therapeutics (ITMAT) invites proposals from ITMAT Members and ITMAT Associate Members in the Research Associate or Instructor A category. It is not too late to become a member or an associate member if you would like to apply for the grant and meet membership criterion. If you are interested, please visit the membership section of our website at www.itmat.upenn.edu/membership.shtml for details.

The proposals must be interdisciplinary and translational in nature and bridge the pediatric to adult divide. All proposals must have at least two Co-Principal Investigators, including at least one from the University of Pennsylvania and at least one from The Children’s Hospital of Philadelphia. The proposals are due by May 20, 2014 at noon for a proposal start date of July 1, 2014. Please visit our website at www.itmat.upenn.edu/funding.shtml for detailed instructions. Please see the PDF document that contains all of the documents required for submission via our Pilot Grants system.

—Garret A. FitzGerald, Director, ITMAT
Chair of the Department of Genetics at the Perelman School of Medicine: Daniel J. Rader

Daniel J. Rader, a widely recognized international leader in the human genetics of lipoprotein biology and cardiovascular disease, has been named the new chair of the department of genetics in the Perelman School of Medicine at the University of Pennsylvania. He has been a faculty member at Penn for 20 years and is currently the chief of the division of translational medicine and human genetics and the Edward S. Cooper, MD/Norman Roosevelt Executive Vice President for the Health System and Dean of the Perelman School of Medicine.

“As a prominent physician-scientist, Dr. Rader will bring his robust knowledge of genetic approaches to improving health to guide the department of genetics into an era where genes play a role in our strategies to prevent and treat a broad array of diseases,” said J. Larry Jameson, Executive Vice President for the Health System and Dean of the Perelman School of Medicine. “His long record of leadership in the classroom, the exam room and the lab will be invaluable to the department and overall genetics research at Penn.”

Dr. Rader holds multiple leadership roles at Penn Medicine. In addition to heading the division of translational medicine and human genetics within the department of medicine, he also serves as associate director of the Institute for Translational Medicine and Therapeutics (ITMAT).

He co-directs the new Penn Medicine BioBank, an integrated, centralized resource for consenting, collecting, processing and storing DNA, plasma/serum and tissue for human genetics and translational research. This venture is a cornerstone of Penn Medicine’s efforts in human genetics and translational and personalized medicine. Dr. Rader also has key relationships with Penn’s Cardiovascular Institute (CVI) and Institute for Diabetes, Obesity and Metabolism (IDOM).

In his research program, Dr. Rader has used human genetic models to create and characterize novel biological pathways in lipoprotein metabolism and atherosclerosis. His lab discovered and characterized the enzyme endothelial lipase, demonstrated its effects on high density lipoproteins (HDL) in mice, and then found that loss-of-function mutations in the gene cause high levels of HDL in humans. He is among the world’s leaders in using both humans and model systems to dissect the functional genomics of human genetic variants associated with plasma lipid traits as well as coronary heart disease.

He has had a long interest in Mendelian disorders of lipoprotein metabolism and has a strong translational interest in development of novel therapies for these disorders. He was involved in the identification of the molecular defect in a rare genetic disorder causing very low levels of low density lipoproteins (LDL), which spurred the development of inhibitors of this protein to reduce levels of LDL. Indeed, when one such drug was abandoned by a pharmaceutical firm, he went on to oversee its development for the orphan disease homozygous familial hypercholesterolemia (HoFH), characterized by extremely high levels of LDL and heart disease in childhood. This decade-long endeavor led to FDA and European approval of lomitapide, the first effective medication for the treatment of HoFH.

Dr. Rader has received numerous awards as a physician-scientist, including the Burroughs Wellcome Fund Clinical Scientist Award in Translational Research, the Bristol Myers Squibb Cardiovascular Research Award, the Doris Duke Charitable Foundation Distinguished Clinical Investigator Award, the Jeffrey M. Hoeg Award for Basic Science and Clinical Research from the American Heart Association, the American Heart Association’s Clinical Research Prize and the Clinical Research Forum’s Distinguished Clinical Research Award. He has been elected to the American Society of Clinical Investigation and to the Association of American Physicians. In 2011, he received one of the nation’s highest honors in biomedicine when he was elected to the Institute of Medicine.

Dr. Rader has also received many awards for his outstanding teaching activities. At the Perelman School of Medicine, he has received the William Osler Patient Oriented Research Award, as well as the Donald B. Martin Outstanding Teacher Award and the Outstanding Faculty Award from the Department of Medicine. Along with these accolades, Dr. Rader has been honored by Philadelphia magazine, which has named him to its “Top Docs” honor roll every year since 2002.

Dr. Rader earned his medical degree at the Medical College of Pennsylvania, followed by an internship and a residency at Yale-New Haven Hospital. Next, he served as a post-doctoral fellow at the National Institutes of Health, where he developed skills in basic science as well as translational research involving patients with genetic lipid disorders.

Death

Mr. Searles, Orthopaedic Surgery

Anthony “Dr. Tony” Searles, a retired instructor in the department of orthopaedic surgery in the Perelman School of Medicine and director of splinting and casting in the Hospital of the University of Pennsylvania, passed away February 28 at the age of 76.

Mr. Searles came to the University of Pennsylvania in the mid-1960s, where he worked with Dr. Elliot Stellar in anatomy before joining the department of orthopaedic surgery in 1975, where he worked for nearly 40 years. He retired in May 2013.

Dr. Carl T. Brighton, former chairman of orthopaedic surgery (1977-1993) recounted, “During my early days as a junior faculty member, fresh out of the Navy, I remember meeting Tony. He was already working in orthopaedics. I was instantly impressed with his intellect and artistry. It was immediately obvious to me that he was special. He thought deeply about each patient. He was highly intellectual and immensely practical. He asked great questions about therapy, and I could see by the way he handled plaster that he was far better than most of the faculty in this regard. I asked him to put on all my casts. Soon, he was doing the same for the entire orthopaedics faculty. Tony was very special.”

Mr. Searles once explained his philosophy: “I have my own theory of medicine. Seventy-five percent of a diagnosis comes from listening to a patient; 15 percent comes from x-rays; and the remaining ten percent from lab results. If we just treat medical problems, then we are doing assembly-line medicine. But, if we treat the whole individual—by getting to know a little bit more about them other than their medical problems—we are practicing good medicine.”

Mr. Searles enjoyed teaching medical students the required Principles and Practice of Splinting and Casting. In addition to the accolades for his orthopaedic work, Mr. Searles was honored in 1997 with the School of Medicine’s Award for Excellence in Teaching by an Allied Health Professional—an award that was created specifically for him. In the testimonial letters that supported his nomination and award, many former students noted that Mr. Searles was singularly responsible for their trajectory into orthopaedics. Many others who did not pursue a career in orthopaedics said that Mr. Searles taught them the most practical lesson that they learned in medical school—to listen carefully to patients’ stories, and to be a caring and compassionate doctor.

Born in Philadelphia, Mr. Searles loved sculpting and painting. He attended the Philadelphia College of Art before serving in the Navy in Korea, where he was trained in facial reconstruction. During the Vietnam War, he served in the Army, and later completed his medical corps service at Fort Dix. In addition, he received medical training as a surgical assistant in prosthetic surgery at Northwestern University. His early post-military employment was at Atlantic City Hospital, and later Graduate Hospital, where he worked with orthopaedic surgeons Dr. Jesse Nicholson and Dr. James Nixon.

Mr. Searles is survived by his wife, Donna Casagrande, assistant director of the Office of Admissions at Penn Medicine; children, Phaedra and Danya; three grandchildren; two great-grandchildren; a brother; and two sisters.

A memorial service will take place on Saturday, May 10, 1 p.m. at Calvary United Methodist Church, 48th St. and Baltimore Ave., Philadelphia, PA 19143.

Donations may be made to Wissahickon Hospice, www.pennmedicine.org/homecare/services/hospice or Philabundance, www.philabundance.org

To Report A Death

Almanac appreciates being informed of the deaths of current and former faculty and staff members, students and other members of the University community. Call (215) 898-5274 or email almanac@upenn.edu However, notices of alumni deaths should be directed to the Alumni Records Office at Room 517, Franklin Building, (215) 898-8136 or email record@ben.dev.upenn.edu
Penn Nursing Teaching Awards (continued from page 1)

Linda Hatfield, assistant professor of evidence-based practice (EBP), was selected as the recipient of the Dean’s Award for Exemplary Professional Practice. This award recognizes excellence in clinical or professional practice and the integration of practice within scholarship and teaching. In addition to her position on the Clinician Educator Track at the School, Dr. Hatfield is Director of Research and Evidence-Based Practice at the Pennsylvania Hospital (PAH). Her research and scholarship have led to the institutionalization of research collaborations between Penn Nursing, PAH, and all three Penn Medicine hospitals. Dr. Hatfield was noted as influential in helping to establish a collaborative nursing research program of the School’s Center for Health Outcomes and Policy Research and nursing at PAH. Dr. Hatfield was also highlighted for her implementation of programmatic infrastructures in support of research mentorship, and her extensive history of institutional, national and international leadership. She was nominated for this award by nine of her colleagues, who wrote, “Her professional practice is defined by exceptional achievements in transforming practice environments at Penn’s School of Nursing and UPHS [University of Pennsylvania Health Systems] through clinical inquiry, EBP and scholarship making her most deserving of this award.”

Award for Teaching Excellence by Non-Standing Faculty

Lecturer Jamille Nagtalon-Ramos, associate director of the Women’s Health Nurse Practitioner Program, was nominated for the Award for Teaching Excellence by Non-Standing Faculty by several of her students and colleagues. This award recognizes demonstrated excellence in teaching that includes knowledge of the subject matter, innovative teaching methods, fostering professional development and accessibility. Her students noted that her knowledge and passion for women’s health and teaching were evident in her lectures and clinical sessions. She was lauded by both students and colleagues for her utilization of “different modes of teaching that actively engage her students.” One student wrote that Ms. Nagtalon-Ramos “has served as a personal role model to me. She always motivated me to go above and beyond.” In addition to her success as an educator, Ms. Nagtalon-Ramos authored the textbook *Maternal-Newborn Nursing Care: Best Evidence-Based Practices*, which received national recognition for achieving third place in the Child Health Category for the *American Journal of Nursing*’s “Book of the Year” award. A colleague noted in her nomination, “It is this great ability of hers to articulate clearly the meaning of complex clinical concepts that has made her such an excellent teacher. It is also her ability to do so with humor and grace that has made her so beloved by her students.”

Salimah Meghani, associate professor of nursing, was selected as the recipient of the Dean's Award for Exemplary Teaching for demonstrating excellence in teaching that includes knowledge of the subject matter, innovative teaching methods, fostering professional development and accessibility. Dr. Meghani is recognized as an internationally distinguished educator and nominator and advisor to students both at the School of Nursing and internationally. In her nomination, her students highlighted her generosity with both time and support, and described her as an “extraordinary mentor, responding quickly and making herself available for consultation when needed and an excellent role model both in and outside of the classroom.” Dr. Meghani was also noted for her dedication to students and her enthusiasm, exhibiting “creativity, command of the material and accessibility as an educator.”

Barbara J. Lowery DSO Faculty Award

Advanced Senior Lecturer June Treston was selected by the Graduate Student Organization (GSO) for their Outstanding Nurse Educator Award/MSN Award for Teaching. This award is given by the GSO for excellence in teaching at the Masters’ level, knowledge of the subject matter, ability to stimulate student interest and professional development, innovative teaching methods and responsiveness to students. In Ms. Treston’s nomination, the GSO said “students love her, unconditionally,” and noted her “positive demeanor and effervescent personality” that help students manage the stresses of a demanding program. Describing her as a “personal cheerleader,” they wrote, “She fosters an environment where students feel their voices are heard and reminds them that they do care.”

Pamela Cacchione,Ralston House Endowed Term Chair in Gerontological Nursing and associate professor of geropsychiatric nursing, was selected by the Doctoral Student Organization (DSO) for the Barbara J. Lowery DSO Faculty Award. This award is given by the doctoral students to a member of the faculty that has advanced nursing science through exemplary and unwavering doctoral student mentorship. The students that nominated Dr. Cacchione noted that she has been “extremely instrumental” to their success as doctoral students, providing them with mentorship and guidance that has led to academic and professional recognition. They highlighted her dedication and enthusiasm for her students and her “immense passion for improving the care of older adults.” One student wrote, “Dr. Cacchione has a mentoring philosophy that entails mentoring the whole person and I truly feel that she exemplifies that continuously.”

Aleaha Peoples

Advanced Senior Lecturer Aleaha Peoples was selected for the SNAP (Student Nurses at Penn) Undergraduate Award for Teaching. This award is given by the undergraduate class for excellence in teaching at the undergraduate level, knowledge of the subject matter, ability to stimulate student interest and professional development, innovative teaching methods and responsiveness to students. The SNAP Board described her commitment to her students as going above and beyond, noting her dedication to fostering a positive learning environment in both the simulation lab and in the clinical setting. They wrote, “As students, it is so important for us to have compassionate instructors who inspire us to be the best that we can be, and we are lucky to have Aleaha. She embodies all of the best qualities of a nursing educator.”

GSO Outstanding Nurse Educator Award/ MSN Award for Teaching

Advanced Senior Lecturer June Treston was selected by the Graduate Student Organization (GSO) for their Outstanding Nurse Educator Award/MSN Award for Teaching. This award is given by the GSO for excellence in teaching at the Masters’ level, knowledge of the subject matter, ability to stimulate student interest and professional development, innovative teaching methods, and responsiveness to students. In Ms. Treston’s nomination, the GSO said “students love her, unconditionally,” and noted her “positive demeanor and effervescent personality” that help students manage the stresses of a demanding program. Describing her as a “personal cheerleader,” they wrote, “She fosters an environment where students feel their voices are heard and reminds them that they do care.”

Barbara J. Lowery DSO Faculty Award

Pamela Cacchione, Ralston House Endowed Term Chair in Gerontological Nursing and associate professor of geropsychiatric nursing, was selected by the Doctoral Student Organization (DSO) for the Barbara J. Lowery DSO Faculty Award. This award is given by the doctoral students to a member of the faculty that has advanced nursing science through exemplary and unwavering doctoral student mentorship. The students that nominated Dr. Cacchione noted that she has been “extremely instrumental” to their success as doctoral students, providing them with mentorship and guidance that has led to academic and professional recognition. They highlighted her dedication and enthusiasm for her students and her “immense passion for improving the care of older adults.” One student wrote, “Dr. Cacchione has a mentoring philosophy that entails mentoring the whole person and I truly feel that she exemplifies that continuously.”

Linda Hatfield

Salimah Meghani

Jamille Nagtalon-Ramos

Rosemary Polomano

June Treston

Pamela Cacchione

Aleaha Peoples

ALMANAC May 6, 2014
A proposed revision of Penn’s current Sexual Violence Policy appears below. The proposed changes will apply to faculty, staff, students and visitors to campus. They have been thoroughly reviewed by resource offices that are responsible for providing education and training to prevent sexual violence and to investigate concerns and complaints. These changes will assure continued compliance with Title IX and the recently enacted Campus Sexual Violence Elimination (SaVE) Act and recent changes to the Clery Act. We welcome additional comments and suggestions regarding this proposed policy which should be sent to Joann Mitchell, joannm@upenn.edu or Office of the President, 100 College Hall/6380 no later than May 20, 2014.

—Amy Gutmann, President
—Vincent Price, Provost

University of Pennsylvania Sexual Violence, Relationship Violence and Stalking Policy

Introduction

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

Definitions

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

Sexual assault (including but not limited to rape) is defined as having committed any of the following acts:
• Any physical sexual contact that involves the use or threat of force, violence or any other form of coercion or intimidation.
• Any physical sexual contact with a person who is unable to consent due to incapacity or impairment, mental or physical. “Incapacity” or “impairment” includes but is not limited to being under the influence of alcohol or drugs or being too young to consent.

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

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

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

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

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

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

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

Rights of Complainants and Respondents

Persons who make a complaint and those who are responding to complaints have the following rights:
• The option to notify law enforcement;
• The option to have another member of the University community present during interviews that are part of a University-initiated investigation;
• To be notified of counseling and support services available;
• To be notified of options to change academic, living or work arrangements.

Policy Against Retaliation

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

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

FOR COMMENT

ALMANAC May 6, 2014
www.upenn.edu/almanac 5
Graduate Student Honoree

Valerie De Cruz graced Penn with her talent, passion and excellence when she became the director of the Greenfield Intercultural Center (GIC) in March 1997. She has worked tirelessly in a role that allows her to reach marginalized and disenfranchised students who are the first in their families to attend college. She believes in the importance of increasing access to quality education for all students and has worked to actualize this belief. Her goal as an administrator at the GIC has been to develop and co-sponsor programs that actively seek to support minority communities, while providing opportunities for all students to grapple with the complex issues surrounding race and class in America. She has used her experience gained from 25-plus years working with the JCC and academic students to assist young people whose needs extended beyond her reach or expertise. The GIC has become a home away from home for many students who have felt disconnected from the greater Penn community.

A champion advocate for all students in need, Ms. De Cruz has worked endless hours with students of color brokering for services on behalf of minority communities. She has been instrumental in creating intercultural programs to help students enhance their cultural competency skills. One of the ways she has done this is through her work with the Alliance and Understanding program which brings together Black, Jewish and other interested students in an attempt to explore the Civil Rights Movement and the intercultural partnerships between Black and Jewish communities.

Ms. De Cruz is a true champion of human and student rights.

Undergraduate Student Honoree

Melanie Young is a junior in the College majoring in urban studies and minoring in urban education. She entered Penn as a Mayor’s Scholar and a Benjamin Franklin Scholar, honored for the best and brightest undergraduates. A native Philadelphian, Ms. Young is said to, “love her city and thinks everyone else should too!” The breadth of her experiences and commitments clearly indicates that she also loves more than her city.

Her commitment to the youth of Philadelphia includes internships at Music and Social Change, a program that facilitates interactions between Parkway West High School, West Philadelphia High School and the University of Pennsylvania. She also worked with Leaders of Change at University City High School and Operation Public Education Research.

Ms. Young is the vice president of the Penn Education Society, and a peer advisor for the College of Arts & Sciences. As a freshman, she was selected as a participant in the Office of Student Affairs Leadership retreat, was a leader in the Interfaith Youth Core Leadership Institute and currently serves as a mentor in the Dana How Scholars Program for the Upward Bound Program. Further, her multiple international experiences as a student leader in the cities of Adamas, Kpando and Kumasi in Ghana and the Agahozo-Shalom Youth Village in Rwanda explored interfaith dialogue and strategies for the elimination of cultural and interethic violence.

Ms. Young’s commitment and devotion to her numerous academic, personal and communal goals and her outstanding leadership and her sustained the well-being of many people here and abroad. She has committed many selfless acts and has exemplified the meaning of commitment as a scholar, leader and role model. She has engaged in activities to uplift others; as one of her peers has said, “She is a tour de force and her spirit and determination are contagious.”

Women of Color at Penn Day Awards

For the 27th consecutive year, Penn and UPHS presented Women of Color at Penn Day, an effort to increase awareness of the concerns, talents and achievements of women of color. The accomplishments of these women were recognized at the Annual Women of Color at Penn (WOCA) Awards Luncheon on May 1. Below are recipients as described by their nominators.

Community Honoree

Theresa “Terri” Shockley has devoted her life to promoting and advancing the arts. She received her BFA in dance from Ohio State University and continued to hone her craft by studying various forms of dance, acting and voice. She has written, choreographed and performed numerous works at venues in Philadelphia and New York, and has extensive international touring experience including England, Germany, France, Italy, Canada, Holland, Brazil and Jamaica.

A recurring theme in Ms. Shockley’s work has been the empowerment of women, children and marginalized groups and highlighting the beauty and richness of African-American culture. Perhaps more remarkable than her contributions on the stage, Ms. Shockley has used her considerable skill and experience as a medium to enhance and enrich the lives of others by teaching dance, movement, voice and drama in private dance studios and training programs, public schools, community centers, senior centers, prisons and various urban centers.

Over the last 15 years, Ms. Shockley has been the driving force behind the Community Education Center (CEC), which is couched between the campuses of the University of Pennsylvania and Drexel University. She completed an internship under the performing arts coordinator, served as the operations manager and program director and then moved into the role of executive director. There is no function that she has not performed to keep the CEC afloat, including designing arts programs for children and adults; creating seasonal calendar and other marketing pieces; grant writing; fund-raising; overseeing the implementation of the mission, goals and program objectives; establishing financial systems and managing budget; supervising all programs and building operations; writing press releases; establishing and maintaining cooperative community relations; spearheading short and long-term organizational planning; and reporting to and communicating with the board of directors. Ms. Shockley also serves on the Dance Advisory Committee of the Painted Bride and on the board of directors for Urban Bush Women, where she is also a founding member of the dance/theatre/vocal ensemble.

Ms. Shockley has selflessly served the West Philadelphia and Mantua community for nearly 20 years with minimal compensation and acknowledgment. Sacrifice and hard-work, in addition to her humble nature, are qualities for which she is known best.

Legacy Honoree

Winnie Smart-Mapp’s caring and guiding spirit for people has allowed her to successfully network and use these relationships coupled with her own gifts to assist others. She is a retired Senior Associate Director for Finance, Administration and Faith-Based Initiatives in the Barbara and Edward Netter Center for Community Programs, with 28 years of service to the University of Pennsylvania. She began her Penn career in 1983 in the Office of Student Life. She worked with the Women of Color at Penn (WOCA) organizations for over 16 years. She has been an innovator with this organization, and has led workshops and fund-boosting events, hosted several breakfast programs to provide
Ms. Smart-Mapp had a positive impact and set the tone in excellence and service by maximizing finances and resources at the Barbara and Edward Netter Center for Community Partnerships to be supportive of the WOCAP organization. The Center developed, supported and contributed resources to the WOCAP webpage for many years. Her efforts allowed women in the Netter Center to take the time to work with this and other organizations with full support.

A gifted facilitator in gospel music history as it relates to Philadelphia, she has lectured and been embraced by Penn students in the department of music as she equipped them with the necessary tools needed to immerse them into cultures and communities of faith across the city. Her work has also fostered relationships with a number of organizations focused on health-related causes. One such organization, “Praise Is The Cure,” offers a week of free activities focusing on Breast Cancer Education and Awareness to women of color during the month of October, and culminates with a free Gospel Concert with professional artists for 5,000 people. Her work with students and communities of faith has touched thousands.

Her motto has been, “If I can help somebody as I pass along the way, then my living shall not be in vain.”

The 2014 Newly-Retired Faculty

The following faculty members were accorded emeritus status during the 2013-2014 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.

*Jonathan Baron, Professor of Psychology, Psychology/SAS ('74)
Stephen Baylor, Professor Emeritus of Physiology, Physiology/PSOM ('80)
*Raymond Boston, Professor of Applied Biomechanics, Clinical Studies-New Bolton Center/Veterinary Medicine ('90)
Nancy Cooke, Professor Emerita of Medicine, Medicine-Endocrinology, Diabetes & Metabolism/PSOM ('82)
James Coyne, Professor Emeritus of Psychiatry/PSOM ('99)—accorded status in 2012-2013
Wilfred Ethiser, Professor Emeritus of Economics, Economics/SAS ('69)
*Carolyn Gibson, Professor of Animal and Cell Biology, Anatomy and Cell Biology/Dental Medicine ('90)
Michael Grunstein, Professor Emeritus of Pediatrics, Pediatrics/PSOM ('87)
Frederick Henretig, Professor Emeritus (C-E) of Pediatrics, Pediatrics/PSOM ('93)
John Hershey, Professor Emeritus of Operations and Information Management, Operations and Information Management/Wharton ('76)
Peter Joseph, Professor Emeritus of Radiology, Radiology/PSOM ('83)
Anne Kazak, Professor Emerita of Pediatrics, Pediatrics/PSOM ('86)—accorded status in 2012-2013
Hank Kang, Professor Emeritus of Radiology, Radiology/PSOM ('87)
Lynn Lees, Professor Emerita of History, History/SAS ('74)
Leonard Lodish, Professor Emeritus of Marketing, Marketing/Wharton ('68)
*Edward Macarak, Professor of Animal and Cell Biology, Anatomy and Cell Biology/Dental Medicine ('79)
Karim McGowan, Professor Emerita (C-E) of Pathology and Laboratory Medicine, Pathology & Laboratory Medicine/PSOM ('86)—accorded status in 2012-2013
Stanley Muravchick, Professor Emeritus (C-E) of Anesthesia, Anesthesia/PSOM ('81)—accorded status in 2012-2013
Janet Pack, Professor Emerita of Business Economics and Public Policy, Business Economics and Public Policy/Wharton ('70)
Howard Pack, Professor Emeritus of Business Economics and Public Policy, Business Economics and Public Policy/Wharton ('84)
Larry Palmer, Professor Emeritus of Neuroscience, Neuroscience/PSOM ('75)—accorded status in 2012-2013
Randall Pittman, Professor Emeritus of Pharmacology, Pharmacology/PSOM ('85)
Robert Preucel, Sally and Alvin V. Shoe-maker Professor Emeritus of Anthropology, Anthropology/SAS ('95)
Arnold Rosoff, Professor Emeritus of Legal Studies and Business Ethics, Legal Studies & Business Ethics/Wharton ('71)
Lawrence Sonja, Professor Emeritus of Anesthesia and Clinical Pharmacology, Clinical Studies-New Bolton Center/Veterinary Medicine ('60)
Marilyn Stringer, Professor Emerita (C-E) of Nursing/Nursing ('97)—accorded status in 2012-2013
Brian Strom, Professor Emeritus of Biostatistics and Epidemiology, Biostatistics and Epidemiology/PSOM ('80)
Stephen Thom, Professor Emeritus of Emergency Medicine, Emergency Medicine/PSOM ('86)

Class of 2014 Ivy Stone

The Class of 2014 Ivy Stone was designed by Connie M. Li, N'14, and will be made from gray granite. The 2014 stone will be installed on the garden wall adjacent to the recently restored ARCH building.

Student Awards

Senior Honor Awards

Althea K. Hostell Award: Lindsay Y. Tsai, E’14
Gaylord P. Harnwell Award: Urja R. Mittal, C’14, W’14
David R. Goddard Award: Natalie M. Riener, W’14
R. Jean Brownlee Award: Tania V. Chairez, W’14
Spoon Award: Marcus M. Mundy, C’14
Bowl Award: Ethan R. Jones, W’14
Cane Award: Pulak Mittal, E’14, W’14
Spade Award: Jonathan E. Rosenbaum, E’14, W’14

Leadership Awards

Association of Alumnae Fathers’ Trophy: Alyssa F. Baron, C’14
Class of 1915 Award: John R. Worster, C’14
James Howard Weiss Memorial Award: Michelle I. Ho, E’14
Penn Student Agencies Award: Giorni Y. Ponce, C’14
Penn Alumni Student Awards of Merit: Julio German Arias Castillo, C’14; Dau Jok, C’14; Daniel R. Judd, W’14; Jodi L. Miller, C’14; William P. Smith, C’14
Sol Feinstone Undergraduate Awards: Abigail J. Kleva, C’15; Joy Li, C’15; Reginald S. Stewart, C’15; Nicole A. Woon, E’14, W’14
James Brister Society Student Leadership Award: Simone Során Leigh Stern, C’14
Association of Latino Student Leadership Award: Catalina Angélica Ramos, C’14
Association of Native Alumni Student Leadership Award: Robert Harold Noe Martin, C’14
Black Alumni Society Student Leadership Award: Muhga Eltigani, C’14
University of Pennsylvania Asian Alumni Network Student Leadership Award: Paulo B. Bautista, W’14
Lesbian Gay Bisexual Transgender Alumni Association Student Leadership Award: Down H. Androphy, C’15
Stephan Wise Award: Mia Garuccio, C’14; Julie Berez, C’14; Muhya Eltigani, C’14

*Note: These awards will be presented during the Ivy Day ceremony on May 17. The other awards will be presented at several different ceremonies during Alumni Weekend May 16-19.

ALMANAC May 6, 2014 www.upenn.edu/almanac
Executive Summary

This report summarizes the general functioning and procedures of University Council Committees during the 2013-2014 academic year. These committees are: the Committee on Academic and Related Affairs (CARA), Committee on Campus and Community Life, Committee on Facilities, Committee on Personnel Benefits and Committee on Diversity and Equity. Suggestions for enhancing the functioning of these committees typically covered one or more of the following four areas: (1) ask committee chairs to enhance orientation and explanation of duties to new members, especially students; (2) encourage more in-depth feedback from the Administration to committee members with regard to committee recommendations; (3) seek clarification of committee members’ roles; and (4) re-examine distribution of charges among committees with overlapping responsibilities.

Mechanism of Evaluation

Each faculty member on the Committee on Committees was assigned to review a Council committee. Each review consisted of in-person, phone and/or email interviews, typically conducted with the Committee Chair, Administrative Liaison and staff support person, using the questions below. Committee members were encouraged to speak with members of the various committees in order to explain the nature of the review in greater detail. In some cases other members of the committees were asked for responses to these questions as well. Other University constituencies were asked to provide information on committee performance via their members who serve on the committees. All committee members then reported their findings to the Committee on Committees in March for discussion. This report provides an overview of the general findings, as well as specific comments on the functioning and procedures of each committee. Steering is nevertheless encouraged to look at the individual committee reports to gain a complete view of how the committees are performing.

Questions Posed to Each Committee Chair

1. Was the committee’s specific charge for this year clear and appropriate?
2. What changes, if any, do you think need to be made in the committee’s general charge?
3. What issues were addressed this year and were they resolved?
4. How many times did the full committee meet? If subcommittees were created, how many were created, how often did they meet and what was their purpose?
5. Based on the charges for this year, and the discussion to date, was the committee able to satisfactorily resolve the issues discussed, and what do you see as issues emerging for consideration next year?
6. Which members would you recommend to serve on the committee next year? Is there anyone on the current committee who is the logical successor as chair, either now or in the future?
7. Is the membership of the committee well suited to the committee’s charge? (Expertise, representation of interests, etc.)
8. What was the role of the Administration’s liaison in your committee? (The liaison is an appropriate administrative person who can provide relevant information for a committee charge or connect the committee with others on campus with relevant information).
9. Did someone from the Administration provide explicit feedback on last year’s recommendations? Was the feedback satisfactory? Were there any remaining aspects that were not resolved or a path developed?
10. What problems did the committee encounter, e.g., access to necessary resources?
11. Did the committee structure work involving opportunities for oversight, opportunities to work with your Administrative Liaison to resolve specific issues and opportunities to generate larger recommendations?

[Each committee has been charged to operate with three approaches: 1) Perform general oversight reviews of their area of concern which may not turn up any specific problems to deal with; 2) Where there are specific issues that they want to address (or they have been charged to address) to try and resolve them working through their Administrative Liaison; 3) Where the intra-committee level effort is not able to resolve issues to move towards generating fully elaborated recommendations to be addressed outside of the committee (as formal proposals to be forwarded to the Administration, or for the Council to consider.) Was this how the committee worked? Was it an effective structure of tasks for accomplishing the committee’s charges?]

12. What recommendations about the committee’s process and organization would you make going forward?
13. Is there any question that should have been asked about process that was not included?
14. Students only: Do the student members feel their voices are heard? Was there a primary and an alternate student representative on each committee?

General Comments

1. Broad review in its area(s) of interest, as well as monitoring to determine whether there are any issues requiring deeper exploration. Sometimes no recommendations emerge from this process, but the University is well served by having a representative body tracking important institutional and community matters on a consistent basis.
2. More in-depth consideration of a small number (typically one or two) issues that arise from last year’s agenda and its recommendations, or new information relating to the work of the previous year’s committee. These issues might be examined by the committee as a whole, or by subcommittees, and will likely involve multiple meetings and conversations with people around the University engaged with the issue. Most can be resolved by working directly with the administrators responsible in the focus area to clarify issues and consider policy modifications. In the absence of a resolution of a given matter, the relevant committee may request that Council Steering reexamine the issue. Committees and Council Steering should nevertheless bear in mind the importance of closure on matters addressed by the various committees.
3. In order to be effective in fulfilling the above two roles, the most important factor appears to be the clarity of the chairs in explaining the purpose of the committee and the role of the various members of the committee. In the UC Committee on Committees’ review, many University Council committee members, especially students, asked for more orientation and a better explanation of their role in the committee and the committee’s role in the University as a whole. They also asked for more opportunities to interact informally with other committee members. Some committees were not satisfied with the Administration’s responses to their recommendations, and some felt they did not get enough information about whether their recommendations were implemented and what the outcomes were.

In light of the foregoing, and other feedback the Committee on Committees received, specific recommendations for next year include the following:
1. Enhance orientation and explanation of duties to new members, especially for students. Provide all of last year’s committee reports to committee members and encourage them to review the charges and outcomes.
2. Invite the members of the previous year’s committee to attend the first half of the first meeting of the new academic year, in order to facilitate continuity from one year to the next.
3. Continue the Administration’s practice of giving verbal feedback at
the first meeting of the year to the full Committee regarding recommendations from the previous year.

4. Consider incorporating an informal lunch or reception at the first committee meeting that would give committee members time for informal interaction.

5. Clarify the roles of committee members, especially the relation between the Chair and the Administrative Liaison.

6. Consolidate campus security matters on a trial basis under the specific charges of the Committee on Facilities in order to lighten the load of the Committee on Campus and Community Life and focus security matters in a single committee.

7. Assemble information regarding staff diversity and gender balance and consider which committee would be best suited to address this data.

Committee on Academic and Related Affairs (CARA)

General comments: The Committee met regularly, and considered the topics of undergraduate research and the reorganization of the bookstore in depth. The Committee formulated recommendations on both of those topics. Several members felt there was not enough orientation for new members, especially students. There was a suggestion to encourage some informal interactions among committee members. Some thought the General Charge for this committee was too broad.

The University Council Committee on Committees suggested the possibility of changing the Undergraduate Assembly election process to allow undergraduate members to serve longer terms on the committees, providing more continuity for student members of the committees. The UA representative will bring this to the attention of the UA.

Committee on Campus and Community Life

General Comments: Reports suggested the Committee had difficulty carrying out its specific charges for this year. Members generally regarded the charge concerning the Penn Alexander School insufficiently specific. They were unable to get data or speakers on the issue. Members also voiced the concern that they were unable to get anyone to speak to them on the issue of historic preservation. Members of the Committee were frustrated that several recommendations it had made last year had not been attended to, including recommendations made concerning Counseling and Psychological Services and Dining (Business Services). Committee members also echoed what CARA members said about increasing orientation, especially for students, and encouraging informal interactions among committee members.

The University Council Committee on Committees recommends revising the charge concerning public elementary education to make it more specific. The Committee also recommends considering ways the committee can feel their input is valued, even if their recommendations cannot be implemented.

Committee on Diversity and Equity

General Comments: This Committee focused on two of its specific charges: the role of the Diversity Search Advisors and religious diversity on campus. A Committee member asked to include charges that address staff diversity, not just faculty and students, in the future. Committee members asked for more follow-up from the Administration on the outcomes of the recommendations the Committee made: were the recommendations implemented and what were the results? The Committee also asked for more orientation for students and more informal interactions for committee members.

The University Council Committee on Committees recommends including a future charge for this committee that addresses staff diversity issues.

Committee on Facilities

General Comments: The Committee focused on Penn Connects, the Century Bond program and the planned bike paths. They are continuing to monitor spaces for nursing mothers on campus and feel they received adequate feedback from the Administration regarding the recommendations they made last year on this issue. They started to look at the issue of classroom spaces, but felt they had some difficulty gaining access to data and speakers who could help them address this issue. We note, however, that they did meet with Andy Binns and Michelle Brown-Nevers, among others. The University Council Committee on Committees suggests that the Facilities Committee’s charges relating to classroom space be clarified in order to identify precisely what information is needed for the Committee to address its charge on this item and to help identify relevant individuals to meet with the Committee moving forward.

Committee on Personnel Benefits

General Comments: The Personnel Benefits Committee addressed most of their specific charges. Several members of the Committee called for clarification regarding the roles of individuals within Committee, in particular the relative duties of the Chair and the Administration liaison. The Committee on Committees recommends continuing the discussion of staff maternity leave policy during the 2014-15 academic year in the context of a broader discussion of leaves at Penn. Mental health benefits were also suggested as a possible charge for next year.

The University Council Committee on Committees recommends that the roles of the Committee Chair and the Administrative Liaison be clarified and that the Committee to the current and future holders of these roles. It also recommends continued discussion of leave policy, as per the Committee’s recommendation, and agrees with the recommendation to add mental health benefits to the list of specific charges.

Committee on Committees 2013-2014

Chair: Claire Finkelstein; Staff: Vicki Hewitt and Joseph Gasiewski; Faculty: Eun-Ok Im, Dwight Jaggard, Ian Krautz, Erika Krick, Susan Margulies, Stephen Phipps; GAPSA: Emma Grigore; PPSA: Loretta Hau-; GAPSA: George Maliha; UA: Devin Grossman

The other Council Committee 2013-2014 Year-End Reports were published in Almanac on April 29, 2014, and are available online at www.upenn.edu/almanac/volumes/v60/n32/pdf/council.pdf
**Call for Submittals for the 4th Annual Members Exhibit at the Burrison Gallery: May 7**

The University Club at Penn and the Burrison Gallery are pleased to announce the upcoming 4th Annual University Club Members Exhibit this summer. The show will highlight the creativity of Club members and provide them with an avenue to share their work with the University community.

The application deadline has been extended to May 7, 2014. Interested Club members can download an application on the Burrison Gallery webpage, [http://cms.business-services.upenn.edu/universityclub/burrison-gallery.html](http://cms.business-services.upenn.edu/universityclub/burrison-gallery.html)

---

**2014 Summer Camps at Penn**

A listing of numerous summer camps and programs taking place on Penn’s campus was published in the January 28, 2014 issue of *Almanac*. It is available online at [www.upenn.edu/almanac/volumes/v60/n20/summercamps.html](http://www.upenn.edu/almanac/volumes/v60/n20/summercamps.html)

---

**HR has a New Name on Twitter:** @CareersatPenn

Twitter followers, take note! @PennHR_Learn is now @CareersatPenn. Human Resources will continue to share daily career advice and training opportunities on Twitter, but we’ve recently added selected job postings and recruitment information into the mix. The new Twitter name reflects our expanded scope. So keep following @CareersatPenn for the latest Penn professional development news, workplace tips, motivational quotes and more.

If you haven’t been following, now’s a great time to start. If you already have a Twitter account, just click the “follow” button on [https://twitter.com/careersatpenn](https://twitter.com/careersatpenn). If you don’t have an account, it’s free and takes less than a minute to sign up on [https://twitter.com](https://twitter.com)

Here’s a sample of some of our more popular tweets.

—Division of Human Resources

---

**Morris Arboretum Annual Plant Sale: May 9-10**

Friday and Saturday, May 9 and 10, the Morris Arboretum will host its annual Plant Sale at the Horticulture Center at Bloomfield Farm, across the street from the Arboretum’s public garden. Friday is Members-Only day, so now is the perfect time to become a Morris Arboretum member for first looks on great plants. Saturday is open to the public.

The 2014 Plant Sale will once again showcase an unusual and hard-to-find selection of plants, all grown by local nurseries familiar with the Philadelphia area’s soils, so their selections are well suited to thrive in this area. In annuals, some of the most reliable plants for attracting pollinators are being featured to combat the declining Monarch butterfly, honeybees and other native bee population. Some of the best bee and butterfly favorites include *Agastache* (hummingbird mint), *Abutilon* (flowering maple) and *Pentas* (star flower). Try some *Salvia* (garden sage) and *Cuphea* (Mexican heather), and you will likely see hummingbirds in your garden. And don’t forget the culinary herbs: basil, chives, mints, oregano and thyme are all excellent pollinator plants. Also offered this year will be a good selection of *Heirloom* and other tasty varieties of tomatoes, eggplants and peppers.

The Arboretum’s Plant Sale is always full of interesting perennials and woody plants that are not widely available at most local retailers. In the spirit of *Our Feathered Friends* theme for 2014, the perennials booth will be highlighting fabulous plants to enhance the habitat for these winged friends. Perennial suggestions that will help to heighten the beauty of your yard while providing food and shelter for many species of birds include *Liatris—Blazing star*. A favorite among bluebirds, these show stopping plants with upright purple stalks of summer blooms require full sun and grow to 2-4’ high. Another great native perennial, *Eupatorium—Boneset* has a large inflorescence made up of tiny flow- ers that create quite a show. These summer flowering perennials grow from 20” to 9” depending on the species and cultivar. In the fall as the seeds ripen, chickadees, juncos and finches will feast on this treasure.

This year, several choice woodies are being offered, all with lovely color blooms ranging from deep purple to golden yellow and everything in between. One of the featured plants is *Hydrangea serrata ‘Miyama-ya-Murasaki*’ (Purple Tiers hydrangea), which is considered to be one of the finest double lacecap forms introduced from Japan. The multi-petaled flowers of this form are a stunning array of purple to blue. Another plant to look for is *Physocarpus opulifolius ‘Podaras 3’ Lemon Candy* (Lemon Candy ninebark). This superb and compact form of the native ninebark shrub grows to three feet tall and its new foliage emerges bright lemon yellow before fading slowly to chartreuse. White flowers in late spring are borne atop the canvas of golden foliage.

Looking for roses? An exceptional selection of award winning roses is offered this year. Many are international award winners coming from growers that specialize in hardy, disease-resistant roses like *Oso Easy® Cherry Pie* from Alain Meilland in France and White Out from William Radler in the United States. Tough and beautiful, they’re sure to thrive in your garden.

For Morris Arboretum members, the 2014 free Dividend Plants are very special: *Hydrangea quercifolia ‘Ruby Slippers*’ (Ruby Slippers oakleaf hydrangea), *Lindera benzoin* (Common spicebush), *Metasequoia glyptostroboi-des* (Dawn-redwood). Once again, the Arbore- tum offers some very unusual “surprise” divi- dends this year. Plant connoisseurs eagerly antici- pate the plant sale every year to pick among the rare and unusual plants that are offered from the greenhouse inventory surplus. Come early to the members’ preview for the best selection. When they’re gone, they’re gone.

The Greater Philadelphia Chapter of the American Rhododendron Society returns to the Morris Arboretum Plant Sale this year. A large selection of outstanding rhododendrons, all hardy in the Delaware Valley, will be offered, many of which are not available elsewhere. Each was selected for the beauty of its flowers and foliage, and the appeal they add to the garden.

“Native Plant Experts” from Natural Lands Trust, the region’s foremost conservation organization, will also be on hand to offer advice and resources on the benefits of choosing native plant species for your home landscape. As one of the region’s largest owners of preserved lands, Natural Lands Trust has both a breadth and depth of experience in caring for a variety of landscapes and is continually exploring new and better approaches to problems like invasive plant control, reforestation, wildlife management and habitat restoration. Learn more at [www.natlands.org](http://www.natlands.org)

Whether it’s the old, the new or the steadfast you’re looking for, Morris Arboretum’s Plant Sale is sure to have something to pique your interest. So mark your calendars to join your friends and other gardeners for a wonderful selection of plants and the availability of expert advice from Morris Arboretum staff.

Friday May 9 from 10 a.m.—7 p.m., is Members-only day. All Morris Arboretum members are invited and will receive a 10% discount on their entire Plant Sale purchase, and receive a free dividend plant. Anyone who joins before or at the Plant Sale is eligible to receive the member benefits.

Saturday, May 10 from 10 a.m.—3 p.m. is open to the public. Morris Arboretum members receive a 10% discount on purchases.
Equal | ALMANAC   May 6, 2014 www.upenn.edu/almanac   11

Update

May AT PENN

EXHIBIT

7 End of Year Salon Featuring FNAR 264: Art, Design + Digital Culture; 6-8 p.m.; Physical Lab, Morgan Fine Arts Building (PennDesign).

AT PENN Deadlines
The May AT PENN calendar is online at www.upenn.edu/almanac. The deadline for the Summer AT PENN calendar, which includes June, July and August, is Tuesday, May 13. Info is on the sponsoring department’s website; sponsors are in parentheses. For locations, call (215) 898-5000 or see www.facilities.upenn.edu

Almanac Schedule
There is no issue scheduled for Tuesday, May 20. Submissions for the May 27 issue are due no later than May 13, space permitting. The deadline for the Summer AT PENN calendar is May 13.

Portable 3-Year Academic Calendar
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 and following the instructions from the link at the top of the page.

PennMOVES: No Sale This Year but Still Collecting
Since 2008, PennMOVES has collected over three quarters of a million pounds of items which students can’t take with them when they leave campus. Instead of ending up in a landfill, these items are donated back into the community. This year the effort is being managed by Penn Residential Services and Penn Eco-reps in collaboration with Goodwill and Philadelphia University.

Collection from College Houses began on May 5. Students who live on campus should bring their donations to the specific location designated for their campus residence. Faculty, staff and students living off campus or in fraternity and sorority houses should bring their donations to the Goodwill truck at Hamilton Village or one of the two permanent Goodwill collection bins that have been placed on campus. One bin is located under Sansom Place West and the other is outside of Rodin College House.

For more information on PennMOVES, visit www.upenn.edu/housing/moveout

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 21-27, 2014. Also reported were 18 Crimes Against Property (12 thefts, 2 burglaries, 1 incident of drunkenness, 1 fraud, 1 other offense and 1 traffic violation). Full reports are available at www.upenn.edu/almanac/volumes/v60/n335crereport.html Prior weeks’ reports are also online. —Eds.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of April 21-27, 2014. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

04/24/14 5:05 PM 699 Hollenback Dr Complaintants robbed by two unknown males Male punched complainant/Arrest
04/27/14 2:59 AM 4000 Walnut St

18th District Report
Below are the Crimes Against Persons from the 18th District; 3 incidents with 1 arrest (2 assaults and 1 robbery) were reported between April 21-27, 2014 by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

04/24/14 8:31 PM 600 University Ave Robbery
04/25/14 3:21 AM 4000 Walnut St Assault
04/27/14 3:28 AM 4000 Walnut St Assault/Arrest

Photograph by Max Poscarino

Almanac On-the-Go: RSS Feeds
Almanac provides links to select stories each week there is an issue. Visit Almanac’s website, www.upenn.edu/almanac for instructions on how to subscribe to the Almanac RSS Feed.

Almanac
3910 Chestnut Street, 2nd floor Philadelphia, PA 19104-3111 Phone: (215) 898-5274 or 5275 FAX: (215) 898-9137 Email: almanac@upenn.edu URL: www.upenn.edu/almanac

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

Editor
Marguerite F. Miller
ASSOCIATE EDITOR
Natalie Woulard
ASSISTANT EDITOR
Victoria Fierro
STUDENT ASSISTANTS
Gina Badillo, Kelly Bannan, Sue Jia, Rachel Shaw

ALMANAC ADVISORY BOARD: For the Faculty Senate, Martin Pring (chair), Sunday Ahnike, Al Filres, Carolyn Marrin, Cary Mazer, Tess Wilkinson-Ryan. For the Administration, Stephen MacCarthy. For the Staff Assemblies, Nancy McCue, PPSC; Ianaya Sanders, WPPSA; Jon Shaw, Librarians Assembly.

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)
258th Commencement

University of Pennsylvania Commencement Events 2014

School Ceremonies and Speakers

Annenberg School for Communication
BA Ceremony: Sunday, May 18, 10 a.m., Zellerbach Theater
Reception: Agora, Annenberg Public Policy Center, following the ceremony
Speaker: Christine Nieves Rodriguez, C’10, pioneer associate for the Robert Wood Johnson Foundation
PhD Ceremony: Monday, May 19, 1:30 p.m., Room 110, Annenberg School
Reception: Agora, Annenberg Public Policy Center, noon-1:30 p.m.

School of Arts & Sciences
College of Arts & Sciences:
Ceremony: Sunday, May 18, 6:30 p.m., Franklin Field
Speaker: Laura Alber, C’90, President and Chief Executive Officer, Williams-Sonoma, Inc.
Graduate Division, SAS:
Ceremony: Monday, May 19, 1 p.m., Penn Park, South Green
Speaker: Larry Klabunde, The Edmund J. and Louise W. Kahn Professor for Faculty Excellence and Department Chair of Physics & Astronomy, School of Arts & Sciences
College of Liberal and Professional Studies:
Ceremony: Sunday, May 18, 4 p.m., Penn Park, South Green
Fels Institute of Government:
Ceremony: Sunday, May 18, 1:30 p.m., Fels Institute of Government
Speaker: Honorable Marjorie O. Rendell, Federal Judge on the US Court of Appeals for the Third Circuit

School of Dental Medicine
Ceremony: Monday, May 19, 1 p.m., Irvine Auditorium
Speaker: Ambassador Joseph M. Torsella, President, American Veterinary Medical Association

School of Design
Luncheon: Monday, May 19, noon, Meyerson Hall
Ceremony: Monday, May 19, 1:30 p.m., Furness Plaza
Reception: Meyerson Hall, 3:30 p.m., following the ceremony
Speaker: Harriet Trogoning, Director, US Department of Housing and Urban Development (HUD)’s Office of Economic Resilience

Graduate School of Education
Ceremony: Saturday, May 17, 10 a.m., Franklin Field
Speaker: Anthony Byrk, President of the Carnegie Foundation for the Advancement of Teaching

School of Engineering & Applied Science
Undergraduate Ceremony: Monday, May 19, 2:30-4:30 p.m., Franklin Field
Speaker: Mark Palatucci, Co-founder and Chief Product Officer of Anki
Luncheon and Open House: Monday, May 19, immediately following the University’s Commencement ceremony

Graduate Ceremony: Saturday, May 17, 2:30-4:30 p.m., Franklin Field
Speaker: David Parekh, Vice President, Research, and Director, United Technologies Research Center (UTRC)

Law School
Ceremony: Sunday, May 18, noon, The Academy of Music
Speaker: Lilly Ledbetter, a fair pay advocate and women’s equality activist, plaintiff in the discrimination case Ledbetter v. Goodyear Tire Rubber Co., and namesake for the Lilly Ledbetter Fair Pay Act of 2009
Reception: Law School, following the ceremony

Perelman School of Medicine
Ceremony: Sunday, May 18, 9 a.m., Verison Hall, Kimmel Center
Speaker: Elizabeth Nabel, President of Brigham and Women’s Healthcare
Reception: Kimmel Center, immediately following the ceremony

Biomedical Graduate Studies:
Ceremony: Monday, May 19, 1:30 p.m., BRB II/III Auditorium

School of Nursing
Ceremony: Monday, May 19, 3 p.m., Verison Hall at the Kimmel Center
Speaker: Judith Shamian, President, International Council of Nurses
Reception: Monday, May 19, noon Carol Elizabeth Ware Lobby, School of Nursing
School of Social Policy & Practice
Ceremony: Monday, May 19, 6:30 p.m., Irvine Auditorium (tickets required)
Speaker: Nikki Giovanni, Poet, Writer, Commentator, Activist, and Educator
Reception: Houston Hall, immediately following the ceremony

School of Veterinary Medicine
Ceremony: Monday, May 19, 2:30 p.m., Zellerbach Theatre, Annenberg Center
Speaker: Jan K. Strother, Immediate Past Vice President, American Veterinary Medical Association
Reception: Annenberg Center, immediately following the ceremony

Wharton School
Wharton San Francisco MBA for Executives
Ceremony: Sunday, May 4, 10 a.m., Nourse Theatre, 275 Hayes St, San Francisco, CA
Speaker: Neel Kashkari, WG’02, former Assistant Secretary of the US Treasury Department, and current candidate for Governor of California
Doctoral Division Graduation
Ceremony: Saturday, May 17, 11 a.m., Kintner-Dietrich Galleries, University of Pennsylvania Museum of Archaeology and Anthropology
MBA for Executives Graduation
Ceremony: Saturday, May 17, 3 p.m., Annenberg Center for Performing Arts
Speaker: Dan Tangherlini, WG’01, Administrator of the US General Services Administration

Undergraduate Division Graduation
Ceremony: Sunday, May 18, 9 a.m., Palestra
Class of 2014 Speaker: Edgardo Bueser
Faculty Speaker: Kartik Hosanagur, Associate Professor of Operations and Information Management

MBA Division
Ceremony: Sunday, May 18, 1 p.m., Palestra
Speaker: David Rubenstein, Co-Founder and Co-CEO, The Carlyle Group

For additional information on Commencement 2014, visit the Commencement website:
www.upenn.edu/commencement or call the Commencement Hotline (215) 573-GRAD.