

# Almanac

UNIVERSITY OF PENNSYLVANIA

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## Penn Center for Innovation

University of Pennsylvania President Amy



Gutmann helped celebrate last week's launch of the Penn Center for Innovation, a new initiative that will provide

the infrastructure, leadership and resources needed to transfer promising Penn inventions, know-how and related assets into the marketplace for the public good.

"The new Penn Center for Innovation that we inaugurate today embraces great teamwork as an organizing principle and is part of a major plan to advance innovation at Penn," said Dr. Gutmann. "Innovation is the key to new products and processes, new opportunities and sometimes entirely new industries. Over the past six years commercialization agreements at Penn are up more than 600 percent and startups have more than doubled. The Penn Center for Innovation (PCI) will do even more to accelerate this impressive momentum."

PCI helps faculty, staff and students secure patents, enter into commercialization agreements and found start-up companies, accelerating the translation of Penn discoveries and ideas into commercial products, businesses and services.

The launch reception was an opportunity for Penn researchers to meet and share ideas with members of the local business and venture capital community. Philadelphia Mayor Michael A. Nutter also praised the new initiative.

"The focus and leadership on commercialization that is being celebrated today at the University of Pennsylvania will be a tremendous asset as we continue to grow and expand the entrepreneurial ecosystem in Philadelphia and the region. I know that with President Amy Gutmann and the rest of the University as an engaged partner that our reputation as a hub for innovation, new venture creation and job growth will be solidified."

The Penn Center for Innovation (*Almanac* July 15, 2014) consolidates and unifies the University's Center for Technology Transfer with other campus organizations devoted to the commercial advancement of University research and development, allowing for a more streamlined experience for Penn researchers and potential business and industry partners. The Center's website provides step-by-step instructions and other personalized resources for individuals ranging from student inventors to venture capitalists.

In addition, PCI is expanding its services for new venture creation. UPstart and UPadvisors, two programs that already have a strong track record of supporting faculty start-up companies, now fall under the PCI Ventures umbrella along with emerging new efforts to support a wide range of new venture creation needs for Penn faculty and students.

"PCI's ability," said PCI Executive Director John Swartley, "to serve as a one-stop-shop for creating comprehensive and strategic partnerships between faculty and the private sector part-

(continued on page 2)

## The New \$10 Million March of Dimes Prematurity Research Center at the University of Pennsylvania



(Left to right) Darwin Walker, retired defensive tackle for Philadelphia Eagles, father of a premature baby; Dr. Deborah A. Driscoll, chair of ob-gyn at PSOM; Dr. Jennifer L. Howse, president of the March of Dimes; Ralph W. Muller, CEO, University of Pennsylvania Health System; and Anne Geddes, internationally-renowned baby photographer, who took the photo on the March of Dimes poster.

In recognition of World Prematurity Day on November 17, the Perelman School of Medicine at the University of Pennsylvania and the March of Dimes Foundation announced the establishment of a new Prematurity Research Center. Celebrities and experts gathered last week to announce the collaboration aimed at discovering causes of preterm birth.

Led by physicians and researchers at the Hospital of the University of Pennsylvania and The Children's Hospital of Philadelphia, the transdisciplinary research center will focus on projects aimed at discovering the causes of preterm birth and developing new strategies to prevent it. The March of Dimes Prematurity Research Center at the University of Pennsylvania is created with a \$10 million investment over the next five years from the March of Dimes Foundation.

The Prematurity Research Center at the University of Pennsylvania brings together more than 40 scientists, physicians, faculty and staff. Under the leadership of Deborah A. Driscoll, chair of the department of obstetrics & gynecology at the Perelman School of Medicine (PSOM), research projects at the new center will focus on three themes:

- **Bioenergetics, Mitochondria and Genetics:** Mitochondria are the body's "cellular power plants," and regulate critical cellular pathways. This team will work to identify abnormalities in mitochondria function and mitochondrial DNA that contribute to preterm birth;
- **Cervical Remodeling:** As pregnancy progresses, the cervix must continuously adjust to support the weight of the growing fetus and remain closed until it is time for delivery. While doctors know this process occurs, they don't know how it happens. This research theme will

study the biomechanical processes in the cervix and how factors such as the microbiome lead to premature cervical remodeling;

- **Placental Dysfunction:** Researchers will study the placentas from women with preterm and term births to identify changes in the mitochondria, metabolic patterns, epigenetics and the microbiome that may cause placental dysfunction and ultimately lead to preterm birth.

The new center complements Penn Medicine's Prematurity Prevention Program, which aims to identify women at risk for premature labor and/or delivery. The program's high-risk pregnancy specialists educate, evaluate, diagnose and offer treatment options and support to women at risk for preterm delivery.

Preterm birth is the most common and serious newborn health problem in the United States, affecting nearly half a million babies each year. In Pennsylvania, 10.7 percent, or more than 16,000 babies, were born preterm in 2013. Babies who survive an early birth often face the risk of lifetime health challenges, such as vision and breathing problems, cerebral palsy or learning disabilities. Even babies born just a few weeks early have higher rates of hospitalization and illness than full-term infants.

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## SENATE From the Senate Office

The following is published in accordance with the Faculty Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Vicki Hewitt, executive assistant to the Senate Office, either by telephone at (215) 898-6943 or by email at senate@pobox.upenn.edu

### Faculty Senate Executive Committee Actions Wednesday, November 19, 2014

**Chair's Report.** Faculty Senate Chair Claire Finkelstein gave a brief update on the actions of the Faculty Senate committees. She informed SEC that they will soon be receiving two track change proposals for a vote, one on the Academic Clinician track at three of the Health schools and one from the School of Nursing. SEC may also be asked to vote on proposed changes to the Patent and Tangible Research Property Policies and Procedures in the near future. She noted the Administration plans to have the Proposed New Student Disciplinary Protocol for Sexual Assault, Sexual Violence, Relationship Violence and Stalking in place by the spring semester. The Faculty Senate Tri-Chairs are planning the spring symposium, and ask that any additional proposals be sent as soon as possible.

**Past Chair's Report.** Faculty Senate Past Chair Dwight Jagard noted that the Academic Planning and Budget committee and Capital Council have been meeting.

**Vote on the 2014-2015 Senate Nominating Committee Chair Ballots.** SEC members voted for the Chair of the 2014-2015 Senate Nominating Committee.

**New Business.** A copy of correspondence between a faculty member and the Chair of the Board of Trustees relating to the tobacco divestment issue was distributed to SEC at the faculty member's request.

**Update from the Office of the President.** President Amy Gutmann noted that her job as president is to articulate a strategic vision for the University and assemble the leadership team to carry it out. The goals of her strategic vision are articulated in the *Penn Compact 2020*: increasing access, integrating knowledge and engaging locally, nationally and globally. She described three new presidential initiatives: the President's Men and Women of Pennsylvania Challenge Fund, which offers matching funds for donations given to financial aid, the Distinguished Professorship Fund, which provides matching funds for endowed professorships, and the President's Engagement Prizes, which grant living expenses and project implementation expenses to Penn seniors for local, national and global engagement projects the year after they graduate. She noted that Penn's application numbers have risen over the past ten years and the admit rate has gone down. Enrollment of underrepresented minority and self-identified LGBT students has increased. The average net cost to aided students has also declined, and Penn is the largest university to meet full student financial need with all grants and no loans. There has also been progress in increasing faculty diversity, with the percentages of female and underrepresented minority faculty increasing. She noted that faculty retention in the School of Arts & Sciences had also increased, and listed some of the recent awards and honors given to members of Penn's faculty. She reported that fundraising for last year exceeded its goals. She discussed the performance of Penn's endowment, which has had a 10-year return of 8%. The University has done well controlling costs, with an annual growth rate in the central administration of about 0.6%. She talked about planned changes to Penn's campus outlined in the *PennConnects 2.0* campus development plan and Penn's involvement in community investment and education.

SEC members and the President then discussed support for international students and students engaged in global work, challenges to interdisciplinary work at Penn, and the endowment investment strategy.

**Special Services and Preventing Sexual Misconduct on Campus.** SEC heard from Patty Brennan, Director of Special Services; Hikaru Kozuma, Associate Vice Provost for Student Affairs; Jessica Mertz, Director of Student Sexual Violence Prevention and Education; and Maureen Rush, Vice President for Public Safety, on the issue of response to, prevention of, and education on sexual misconduct on campus. The group noted that many different units are in place to provide support. Some of the new education initiatives for next year include co-ed peer education groups working on bystander intervention, a student advisory group to develop new programs, and a communications campaign to publicize resources. The group described the work of the Special Services Unit, which acts as an advocate for members of the Penn community who have been victims of any crime. Faculty members with questions or concerns about how to handle these issues can contact this unit for advice at (215) 898-4481 or (215) 898-6600 off-hours.

SEC members and the guest speakers then discussed: the incidence of sexual misconduct on campus, the location of forensic exams, educating faculty about handling students in distress, what kinds of offenses need to be reported under the Cleary Act and Title IX and the importance of peer education in these issues. SEC members expressed the need for clear faculty guidance in this area so that faculty might better meet the needs of students in distress as well as comply with federal guidelines.

### Penn Center for Innovation (continued from page 1)

ners will provide tremendous benefits to the University and the region. I'm honored to have been chosen to help lead the launch of this distinct and innovative approach to commercialization."

Maximizing the ability of Penn researchers to partner with the commercial and industrial sector is in service of the University's highest goals: inclusion, innovation and impact.

"PCI represents a core mission of the University of Pennsylvania," said Dawn Bonnell, the University's vice provost for research.

"The creation of new knowledge and using it to benefit society goes all the way back to our founder Ben Franklin, who wanted us to take new knowledge and make it practical."

The University's new tech transfer initiative, the Penn Center for Innovation, streamlines efforts to bring fundamental discoveries out of the lab and into the marketplace.

To see a video about PCI, visit [https://www.youtube.com/watch?v=V7KSwjtTLUY&feature=youtu\\_gdata](https://www.youtube.com/watch?v=V7KSwjtTLUY&feature=youtu_gdata)

## COUNCIL

From the Office of the University Secretary

### Agenda for University Council Meeting

Wednesday, December 3, 2014 4 p.m.  
Bodek Lounge, Houston Hall

- I. Approval of the Minutes of October 22, 2014. 1 minute
- II. Follow Up Questions on Status Reports. 5 minutes
- III. A discussion of initiatives around active learning. 45 minutes
- IV. New Business. 5 minutes
- V. Adjournment.

## Death

### Dr. Thurman, Medicine



John Thurman

John N. Thurman, former clinical associate professor of medicine in the Perelman School of Medicine, passed away November 6 at age 73.

Raised in Swarthmore, PA, Dr. Thurman graduated from Swarthmore College in 1963. He earned his medical degree from the University of Pennsylvania in 1967. He completed his post-graduate work at Geisinger Medical Center.

Dr. Thurman served on Penn's clinical faculty intermittently from 1981 until 2010. Dr. Thurman was a clinical assistant professor from 1981-1985 and from 1996-2005; he was a clinical associate from 1995-1996 and from 2005-2010. He was an internist at PennCare Internal Medical Associates of Delaware County where he retired in 2011. He was also on active staff at Riddle Memorial Hospital from 1973-2011 where he served as chairman of the subdivision of endocrinology from 1981-2003.

Dr. Thurman is survived by his wife, Claire; son, Neal; daughter, Dawn Longenberger; grandchildren, Charles Thurman, Noelle Longenberger and Lucas Longenberger.

Contributions may be made to Taylor Hospice, [www.taylorhospice.org](http://www.taylorhospice.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](mailto: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](mailto:record@ben.dev.upenn.edu)

### 2015 Summer Camps at Penn

A listing of numerous summer camps and programs taking place on Penn's campus will be published in a late January 2015 issue of *Almanac*. Those who are planning on holding camps at Penn next summer are encouraged to notify *Almanac* by Monday, January 12 to be included.

# Honors & Other Things

## Anti-Defamation League's Americanism Award: President Gutmann

At an evening gala on November 12, the Anti-Defamation League (ADL) honored Penn President Amy Gutmann and the University of Pennsylvania with the Americanism Award for the 2014 partnership between ADL and the University.

"I could not be prouder in receiving the ADL's Americanism Award," said President Gutmann. "America at its best is what the ADL wants to achieve and what we want to achieve at the University of Pennsylvania."

"At Penn, we know that diversity and excellence go together—indeed, diversity and eminence go together. And we have set out to prove that by becoming a more and more diverse community at the level of our students, our faculty and our staff."



Amy Gutmann

On April 17, 2014, as part of its partnership with the ADL, President Gutmann and Penn hosted *Echoes and Reflections*, a multimedia Holocaust resource training workshop for Philadelphia schoolteachers and Penn students. The workshop incorporated testimonies from the USC Shoah Foundation Archive of Visual History housed at Penn (*Almanac* April 24, 2012), and Dr. Gutmann spoke to the group about Penn's shared dedication to Holocaust education.

In May, the Penn community joined in the ADL's 2014 *Walk Against Hate* in downtown Philadelphia, raising funds to support ADL's programs on anti-bias, anti-bullying and anti-hate speech education.

And in September, Penn students participated in an ADL *A World Of Difference® Institute* workshop focused on challenging stereotypes on college campuses.

Access and inclusion are tenets of President Gutmann's *Penn Compact 2020*. She has championed the all-grant, no-loan program at Penn, which was launched in 2007. Since then, the program has provided access to a Penn education for thousands of students.

## AAU Chair: President Gutmann

The Association of American Universities (AAU) elected *President Amy Gutmann* as chair of its board of directors. Her one-year term began last month. As AAU chair, President Gutmann will serve as a spokesperson for the nonprofit association, particularly on issues of special concern to research universities. She will represent AAU—an organization of 60 US and two Canadian leading public and private research universities—in meetings with national policymakers and help to develop national policy positions on issues that relate to university research and graduate, professional and undergraduate education. President Gutmann will play a significant role in determining the association's direction during the coming year. Penn is one of the 14 universities that founded AAU in 1900.

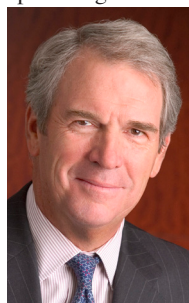
"It is an honor to assume leadership of the AAU at a time when our nation, and indeed the world, are in ever greater need of the creative knowledge and innovative discoveries produced by America's research universities," said Dr. Gutmann. "I look forward to working with our partner institutions as we constructively address the most important issues confronting higher education today."

## Penn's Annual Alumni Awards

The University of Pennsylvania honored these distinguished alumni for their outstanding service to the University at the 80th Annual Alumni Award of Merit Gala last month.

### Alumni Award of Merit

James S. Riepe was chairman of Penn's Board of Trustees from 1999 to 2009 and for whom Riepe College House is named. He earned his bachelor's and master's degrees from Wharton in 1965 and 1967. During his tenure as chair of Penn's Trustees, he launched the *Making History* campaign, which raised \$4.3 billion; chaired the search committee that brought Amy Gutmann to Penn as president; and developed the *Penn Connects* campus expansion plan.



James Riepe

Mr. Riepe and his wife, Gail Petty Riepe, a 1968 alumna of the College, are avid supporters of the Wharton School, athletics and scholarships, establishing the James and Gail Riepe Scholarship Fund, the James Riepe Trust Scholarship and a recent gift enhancing one of the President's Engagement Prizes. He received an honorary degree from Penn in 2010 (*Almanac* February 23, 2010).

Known to Quaker football fans for his 50-year tenure as "The Voice of Franklin Field," John C.T. Alexander earned his bachelor's degree from Wharton in 1956. After service in the Marine Corps, he had a career in banking, business, marketing and public service. This included volunteer service under two presidential administrations, as chief of the International Voluntary Visitor Program under Ronald Reagan and director of a grant program for the Department of Education's Center for International Education under George H.W. Bush. His service to Penn extends beyond Franklin Field to his consistent championing of the Class of 1956 Scholarship and support of reunions, including the reunion project, the Class of 1956 Trolley, which now sits at 37th and Spruce Streets, and as president of his class for the past 15 years.

William L. Derby, a 1961 graduate of the College, received an MBA from Wharton in 1965. A distinguished career culminated in his role as senior vice president at Bank of America Corporation. As a student at Penn, he was a star athlete and a member of the Friars Senior Honor Society, the Inter-Fraternity Council and the Varsity Council. He has led the Class of 1961, serving as class president for five years and bringing his dedication to the planning of its successful 45th Reunion, which set records for both 45th Reunion giving and Alumni Day attendance and won the David N. Tyre Award for Excellence in Class Communications. He also established the Derby Family Scholarship in 2006 and supports the Class of 1961 Scholarship.

Denise Green Winner, W'83, brings a high level of energy to Penn both as a volunteer leader of the Penn community in Los Angeles and as executive vice president of the Class of 1983. She balances this along with a successful career in financial engineering and computer programming with her own company, Winner Squared Inc., and her athletic skill as a marathon and ultra-marathon runner. In the 1997 New York City Marathon, she was the fastest American ultramarathoner and the fourth fastest in the world, winning gold medals at the Maccabiah Pan Am Games in 1986, the Australian Carnival in 1988 and the Master's Half Marathon at the Maccabiah Games in 2013.

### Creative Spirit Award

Founder of TED and a renowned author, architect and an award-winning graphic designer, Richard Saul Wurman, AR'58, GAR'59, was honored for his life-long commitment to and excellence in the arts. He earned both a bachelor's and master's degrees in architecture at Penn and received the Arthur Spayd Brooks Gold Medal, as well as two graduate fellowships. Widely known as an innovator, Mr. Wurman is also credited with coining the term "information architecture."

### Young Alumni Award

Nicole E. Oddo graduated from the College in 2005. While at Penn, she was a percussionist in the Penn Band. As her career moved her to Phoenix, Chicago and Philadelphia, she has continued to raise the Quaker spirit as a volunteer leader, serving in leadership roles with each city's Penn Club. Upon finishing her term as president of the Penn Alumni Club of Philadelphia, Ms. Oddo became the new chair of the Regional Clubs Advisory Board.

Warren L. Wang earned dual degrees from the School of Engineering & Applied Science and Wharton in 2000. He has served on the board of the Wharton Club of Southern California, as a club liaison for Penn Club of Los Angeles, as a member of the Regional Clubs Advisory Board and as a leader of the Los Angeles chapter of the University of Pennsylvania's Asian Alumni Network. He is currently president of the Wharton Club of Western Pennsylvania.

### Class & Club Recognition Awards

The Class of 1989 received the Class Award of Merit for its leadership, teamwork, organization and innovative programming, planning seven reunion pre-parties across the country that led to exceptional results. The Class broke the previous attendance record with 759 participants and raised \$5.6 million with its 25th Reunion.

The Class of 2009 received the David N. Tyre Award for Excellence in Class Communications for its use of various platforms to connect with classmates about its fifth reunion. The campaign resulted in 797 attendees, the largest fifth reunion attendance and the largest class attendance of any Penn reunion, setting a new record for donor participation in a fifth reunion with a gift of \$310,760.

The Penn Alumni Club of Westchester and Rockland Counties received the 2014 Club Award of Merit. The club has attracted new members through creative events that leveraged the talents of local alumni, while also mentoring and supporting other Penn alumni clubs and club leadership.

# Honors & Other Things

## Lienhard Award: Dr. Aiken

*Linda Aiken*, Claire M. Fagin Leadership Professor in Nursing, has received the 2014 Gustav O. Lienhard Award from the Institute of Medicine for her research demonstrating the importance of nursing care and work environments in achieving patient-centered, affordable healthcare.



*Linda Aiken*

"Linda's research on nursing, quality and the safety of patient care has far reaching implications for national and global health and epitomizes the path breaking scholarship being done at Penn Nursing," said Penn President Amy Gutmann. "We are proud to have her contribution to nursing education, patient-to-nurse ratios and improved work environments recognized by the Institute of Medicine. Her pioneering work has had a critical effect on improving healthcare."

The 29th recipient of the Lienhard Award, Dr. Aiken has focused her research career around successful patient outcomes, along with the roles that nurse education, workloads and working environments play in those outcomes. She has taken her work one step further, by translating her research findings into practice and policy in the United States. The Award recognizes outstanding national achievement in improving personal health care services. It consists of a medal and \$40,000.

## Institute of Medicine: Dr. Aronowitz

*Robert Aronowitz*, a physician and historian at the University of Pennsylvania, has been elected to membership in the Institute of Medicine (IOM), one of the nation's highest honors in the health care field. He joins 69 other new members and 10 foreign associates in the 2014 class.



*Robert Aronowitz*

Established in 1970 by the National Academy of Sciences, IOM has become recognized as a national resource for independent, scientifically informed analysis and recommendations on health issues. With their election, members make a commitment to volunteer their service on IOM committees, boards and other activities.

Dr. Aronowitz is chair of the department of history & sociology of science in Penn's School of Arts & Sciences and also holds an appointment in Penn's Perelman School of Medicine.

Part of the IOM's mission is to recognize professionals not only in medicine but in the social sciences and humanities. Dr. Aronowitz's career has encompassed a broad range of disciplines, from English literature and linguistics to medicine and history. Dr. Aronowitz's research interests revolve around the history of medicine and epidemiology and the role that risk and efficacy have played in driving trends and outcomes in health care.

## Honorary Fellow: Dr. Berry

The American Society for Legal History (ASLH) elected *Mary Frances Berry* an Honorary Fellow of the Society. Dr. Berry is the Geraldine R. Segal Professor of American Social Thought and professor of history in the School of Arts & Sciences. Election as an Honorary Fellow is the highest honor the Society confers.



*Mary Frances Berry*

"No one has done more than Mary Frances Berry to advance our understanding of race, gender and the Constitution in the United States, as evidenced by her work and by the work of the many scholars she has influenced," said Michael Grossberg, ASLH president.

In 1987, Dr. Berry joined the Penn faculty where she teaches courses on the History of American Law and the History of Law and Social Policy. She also advises graduate students in legal history and African-American history.

Dr. Berry came to Penn after a distinguished career in public service. President Jimmy Carter appointed her to the US Commission on Civil Rights in 1980; President Bill Clinton named her chair 13 years later. During her 25-year tenure, the Commission emerged as a visible protector of minority rights, creating significant reports on issues ranging from environmental justice and affirmative action to conditions on Native American reservations. She earned a reputation as a courageous advocate on behalf of politically unpopular causes and as an independent thinker who vastly expanded the commission's mandate.

## President of GAPNA: Dr. Cacchione

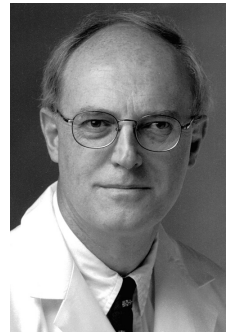


*Pamela Cacchione*

*Pamela Z. Cacchione*, the Ralston House Endowed Term Chair in Gerontological Nursing, and interim program director of the Psychiatric Mental Health Program at the University of Pennsylvania School of Nursing, has been elected president of the Gerontological Advanced Practice Nurses Association (GAPNA), a national organization of advanced practice nurses, nurse practitioners and clinical nurse specialists who care for older adults. The organization advocates for excellence in quality care for older adults, works to increase the numbers of advanced practice nurses prepared to care for older adults, helps to advance the scope of practice for advanced practice nurses caring for older adults. It also supports consumers regarding issues on aging.

"This is a time of great opportunity for our organization as we work to influence advanced practice nursing and health policy, and support expert practice, education and research that enhances the care of older adults," said Dr. Cacchione. "Our organization is a strong resource for clinical practitioners who care for these patients."

## Sinclair Lecturer: Dr. Davies



*Peter Davies*

*Peter F. Davies*, Robinette Foundation Professor of Cardiovascular Medicine and Professor of Pathology & Laboratory Medicine in the Perelman School of Medicine was selected as the 2014 *Sinclair Lecturer*, the British Atherosclerosis Society's highest recognition of distinguished research. The lecture was delivered at the Society's Autumn conference at Queens College, Cambridge University.

## van der Pol Gold Medal: Dr. Engheta

*Nader Engheta*, H. Nedwill Ramsey Profes-

sor of Electrical and Systems Engineering in Penn Engineering, is the recipient of the Balthasar van der Pol Gold Medal from the International Union of Radio Science (URSI) for "ground-breaking contributions and innovations in electromagnetic theory and applications of composite materials, metamaterials and nanoscale optics, bio-inspired imaging and sensing and material-based optical nanocircuitry."



*Nader Engheta*

The van der Pol Gold Medal is one of the highest awards URSI gives and is awarded only once every three years. The Medal is awarded to outstanding scientists for career achievements with evidence of significant contributions within the most recent six-year period. The award honors the memory of Balthasar van der Pol, a physicist who was closely associated with URSI for many years.

Dr. Engheta's research activities span a broad range of areas involving the physics of fields and waves. He is a leading figure in the field of metamaterials, which combines physics, engineering and nanotechnology to bend and manipulate waves in ways that natural materials cannot.

The URSI is a non-governmental and non-profit organization under the International Council for Science. It is responsible for stimulating and coordinating, on an international basis, studies, research, applications, scientific exchange and communication in the fields of radio science.

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## Almanac On-the-Go: RSS Feeds

*Almanac* provides links to select stories each week there is an issue. RSS is a way to distribute new content to users of RSS readers or news aggregators directly to your computer and other web-enabled devices. Visit *Almanac's* website, [www.upenn.edu/almanac](http://www.upenn.edu/almanac) for instructions on how to subscribe to the *Almanac* RSS Feed.



## Board Chairman: Mr. Hollenberg

The University architect *David Hollenberg*, has been elected as chairman of the Board of Eastern State Penitentiary Historic Site, Inc., to serve through June 2015.

ESPHS works to preserve and restore the architecture of Eastern State Penitentiary; to make the Penitentiary accessible to the public; to explain and interpret its complex history; to place current issues of corrections and justice in an historical framework; and to provide a public forum where these issues are discussed. While the interpretive program advocates no specific position on the state of the American justice system, the program is built on the belief that the problems facing Eastern State Penitentiary's architects have not yet been solved and that the issues these early prison reformers addressed remain of central importance to our nation.

## Hinshaw Award: Dr. Jemmott

*Loretta Sweet Jemmott*, the van Ameringen Professor in Psychiatric Mental Health Nursing and director of the Center for Health Equity Research, has received the Friends of the National Institute of Nursing Research (FNINR) 2014 Ada Sue Hinshaw Award for her distinguished research in the field of HIV/AIDS prevention among African American adolescents. Dr. Jemmott's work is acknowledged by her colleagues as the vanguard in health promotion and disease prevention, particularly in the field of behavioral intervention research.

For the past 10 years, Dr. Jemmott has been involved in extensive outcome-based, theory driven and culturally competent federally-funded research designing and evaluating interventions to reduce HIV risk-associated sexual behaviors. To date, three of her evidenced-based interventions have been translated into programs used both nationally and internationally by community-based organizations and clinics in high-risk urban areas.

The Ada Sue Hinshaw Award is the preeminent award given by FNINR in honor of the first permanent director of the National Institute of Nursing Research, acknowledging the substantive and sustained program of science that affords the recipient recognition as a prominent senior scientist. In addition to this distinguished award, Dr. Jemmott was also named an FNINR ambassador, along with *Victoria Rich*, associate professor of nursing administration. Drs. Jemmott and Rich were appointed for their contribution to ensuring that nursing's role in science is highly relevant and deserving of funding.



*David Hollenberg*

## Benjamin Franklin Medal: Two Penn Physicists—Dr. Kane and Dr. Mele

Two University of Pennsylvania physicists have been chosen as 2015 recipients of the Benjamin Franklin Medal, one of the world's oldest science and technology awards. The laureates will be honored April 23 at an award ceremony at the Franklin Institute in Philadelphia.

*Charles Kane*, the Class of 1965 Endowed Term Chair Professor in the School of Arts & Sciences' department of physics & astronomy, and *Eugene Mele*, also a professor in that department, are among eight scientists recognized with Benjamin Franklin Medals this year for their achievements in chemistry, civil engineering, computers and cognitive science, earth sciences, electrical engineering, life sciences and physics.

"Recognizing global breakthroughs in science and technology and outstanding business leadership is instrumental in inspiring the next generation of great scientists and engineers," said Larry Dubinski, president and CEO of the Franklin Institute. "These are some of the greatest minds and most influential pio-



*Charles Kane*



*Eugene Mele*

neers of our time who come to Philadelphia to receive this honor and inspire us all. They are the Franklins of today, and through their remarkable contributions there is no question that they will inspire the Franklins of tomorrow."

The 2015 Benjamin Franklin Medal in Physics goes to Drs. Kane and Mele for their work that introduced a new class of materials known as topological insulators. These materials are electrical insulators on the interior but conduct electricity on their surface; their special properties could be useful for applications ranging from low power electronics to creating a topological quantum computer. They share the medal with Shoucheng Zhang of Stanford University.

Founded in honor of Benjamin Franklin, the Franklin Institute is one of America's oldest and premier centers of science education and development. The Franklin Institute Awards have recognized preeminent accomplishment in science and technology on an international level since the Institute was founded in 1824.

## Robertson Stem Cell Investigator: Dr. Phillips-Cremins

*Jennifer Phillips-Cremins*, assistant professor in the School of Engineering & Applied Science's department of bioengineering and the Epigenetics Program in Penn's Perelman School of Medicine, has been named one of the three 2014 New York Stem Cell Foundation Robertson Stem Cell Investigators. The New York Stem Cell Foundation (NYSCF) has granted Dr. Phillips-Cremins \$1.5 million for the next five years to study how the three-dimensional organization of DNA within cells directs the development of the human brain.

NYSCF's Robertson Stem Cell Investigator Award was created to support talented scientists as they make the transition from postdoctoral research to establishment of their own laboratories. The Investigator awards build off NYSCF's Postdoctoral Fellowship Program, the largest program of postdoctoral support for stem cell researchers in the United States.

"NYSCF's support is of immense value at this critical early juncture in my career and is a testament to the fantastic environment here at Penn," said Dr. Phillips-Cremins. "The award will empower the students in my lab to pursue high-risk, high reward ideas and potentially make some real breakthroughs that could benefit those who suffer from debilitating neurological disorders."



*Jennifer Phillips-Cremins*

## National Academy Academician: Professor Weiss

*Marion Weiss*, Graham Professor of Architecture, is among a select group of prominent artists and architects elected into the National Academy. As a National Academy Academician, distinguished practitioners are recognized for their "exceptional creative work and contribution to the arts."

Elected annually by the Academy membership, these artists and architects are being recognized for their contribution to American art and architecture.

National Academicians are central to the Academy's core mission of promoting art and architecture in America. Each Academician contributes a representative work—the diploma presentation—upon election. These works from Academicians, spanning the nineteenth, twentieth and twenty-first centuries, form the Academy's ever-evolving permanent collection of over 7,000 paintings, sculptures and drawings, as well as architectural drawings, photographs and models.



*Marion Weiss*

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## Human Resources: Upcoming Programs

### Professional and Personal Development

Improve your skills and get ahead in your career by taking advantage of the many development opportunities provided by HR. You can register for programs by visiting [knowledgeink.upenn.edu](http://knowledgeink.upenn.edu) or contacting Learning and Education at (215) 898-3400.

**Your Career at Penn;** 12/2; 11 a.m.-2 p.m. Your Career @ Penn has been developed to assist staff in building their careers at Penn by helping to connect your skills and abilities with career opportunities. The focus will include both career resource breakout sessions and Penn Career Panels on ISC, Finance and Administrative Support. All sessions will be facilitated by Penn HR and experienced professionals and career specialists. Topics include: Increasing Your Marketability at Penn, Internal Job Strategies and Building a Career Development Plan. Please check [www.hr.upenn.edu/CareeratPenn](http://www.hr.upenn.edu/CareeratPenn) for more information.

**Project Management;** 12/4; 9 a.m.-noon; \$75. Managing projects can feel daunting. It requires a focus on defining the initiative, planning for work, managing the initiative and monitoring results. Join us for a seminar to learn about tools and techniques that can help you manage your projects. Learn how to identify the key activities in the project life cycle and how to construct a project timeline. Understand the role of the "triple constraint" in project management and apply it in determining project scope. Learn how to keep projects on track by managing project risks and effectively using a communication plan. Capture valuable project lessons and use them to define and improve project management practices within your organization.

**Brown Bag Matinee: Delegating for Diehards;** 12/4; 1-2 p.m. Master the art of delegating, and learn why delegating is often mishandled. This video will show you hidden traps that can undermine your efforts to delegate. It'll also provide some basic steps to help you ease your workload.

**Brown Bag: Money Matters—Taking Retirement to the Next Level;** 12/5; noon-1 p.m. This program, facilitated by PNC Bank, will help you make informed plans as you ease toward retirement.

**Brown Bag: Giving & Receiving Feedback;** 12/10; noon-1 p.m. Successful completion of this course will increase your knowledge and ability to: implement a five-step process for giving effective feedback; choose language that conveys the specific results you want; support your message with appropriate body language; implement the three keys to receiving feedback; avoid defensive reactions when receiving feedback; and evaluate feedback and determine its importance and validity.

**Brown Bag: Building Confidence;** 12/10; 1-2 p.m. Projecting a confident professional presence is important in your quest to be effective in your current role and to move to the next level in your career. Would you like to learn ways to appear

more confident in the workplace and ultimately build more confidence? Attend this presentation, explore some ideas with us, and get some tips.

**Project Management Webinar (1 of 2);** 12/11 & 12/18; 12:30-1:45 p.m.; \$40. This workshop is designed for business professionals who want to enhance their project management skills and better manage projects of all kinds. While traditional project management concepts are covered, this session is focused on bringing innovative insights and practical techniques to revolutionize managing projects of all sizes.

**Brown Bag Matinee: Developing your Presentation Skills;** 12/16; noon-1 p.m. Fear. That's the main reason most people won't make presentations—or make them poorly. By following the three simple lessons in the video, "I Wasn't Prepared for That," anyone can conquer presentation phobia and go on to make his or her case successfully and professionally.

**Own the Interview;** 12/19; 11:30 a.m.-1 p.m. One of the most important parts of the job search process is the interview. Competition is tough and your preparation and presentation is more important now than ever. With all of the different interview techniques that Hiring Managers use, you need to be prepared for anything. We will review Linked-In and other ways to use it gain valuable knowledge before and throughout the interview process. Learn tips, tricks and preparation tools to help you feel confident in every interview situation and ultimately, land your dream job!

### Quality of Worklife Workshops

Dealing with the demands of work and your personal life can be challenging. These free workshops, sponsored by HR and led by experts from Penn's Employee Assistance Program and Quality of Worklife Department, offer information and support for your personal and professional life challenges. For complete details and to register, visit [www.hr.upenn.edu/myhr/registration](http://www.hr.upenn.edu/myhr/registration) or contact HR at (215) 573-2471 or [qowl@hr.upenn.edu](mailto:qowl@hr.upenn.edu)

**Effective Listening and Communication;** 12/9; noon-1 p.m. This workshop will teach listening and communication and techniques that enhance your professional and personal relationships. You'll learn how to listen for better understanding, and how to choose what to say, when to say it, and how. The workshop also covers differences between professional and personal listening and communication.

### Healthy Living Workshops

Get the tools you need to live well year-round. From expert nutrition and weight loss advice to exercise and disease prevention strategies, we can help you kick-start your body and embrace a healthy lifestyle. These free workshops are sponsored by HR. For complete details and to register, visit [www.hr.upenn.edu/myhr/registration](http://www.hr.upenn.edu/myhr/registration) and choose Health Promotions from the Browse by Category section. Or contact HR at (215) 573-2471 or [qowl@hr.upenn.edu](mailto:qowl@hr.upenn.edu)

**Be in the Know Biometric Screenings** Learning and Education Conference Room; 12/1; 9 a.m.-3 p.m. Sign up for a free and confidential screening test of your blood pressure, blood sugar (glucose) and non-fasting cholesterol (total and high density lipoproteins).

Boost your health and your paycheck by participating in a biometric screening session (available on campus now through December 5) and completing an online health assessment, which will be available **January 12-February 27** through Penn's wellness portal at [penn.staywell.com](http://penn.staywell.com). By taking these two steps, you'll receive our *Be in the Know* \$100 cash incentive award (less applicable payroll taxes) to be included in your April paycheck.

**Be in the Know Biometric Screenings** New Bolton Center; 12/2; 10 a.m.-2 p.m.

**Be in the Know Biometric Screenings** Veterinary Medicine; 12/3; 9 a.m.-4 p.m.

**Be in the Know Biometric Screenings** Claudia Cohen Hall Terrace Room; 12/4; 9 a.m.-2 p.m.

**Be in the Know Biometric Screenings** Vance

Hall Hoover Lounge; 12/5; 9 a.m.-3 p.m.

**Chair Yoga;** 12/3; and 12/17; noon-1 p.m. Plenty of people turn to yoga for exercise, but striking a pose isn't for everyone. If you've been tempted to try it but don't know where to start, it's time to try chair yoga, a more moderate form of yoga that's done while sitting in a chair or using a chair for support. You get the same benefits of a regular yoga workout (like increased strength, flexibility and balance) but don't have to master complex poses. Chair yoga can even better your breathing and teach you how to relax your mind and improve your wellbeing. Don't worry about your experience or flexibility—chair yoga can be modified for all levels! This will be led by Lieutenant John Wylie, Department of Public Safety at Penn.

**Gentle Yoga;** 12/4; and 12/18; noon-1 p.m. Let your body reward itself with movement! Join us for this Gentle Yoga session and explore the natural movements of the spine with slow and fluid moving bends and soft twists. During this session, you will flow into modified sun salutations that loosen those tightened muscles and joints of the lower back, neck, shoulders and wrists. And as an added bonus, you'll get a workout in the process. Mats and props will be provided.

### Be In the Know Biometric Screenings End December 5

*Be In the Know* biometric screenings are available now through **December 5** for Penn faculty and staff at various campus locations. Register online today at the <https://www.hr.upenn.edu/beintheknow>

At the biometric screening, a health educator will measure key indicators of your overall health, including blood pressure, total cholesterol, high density lipoprotein (HDL) cholesterol, and blood sugar (glucose levels).

The *Be In the Know* campaign offers fast, free, convenient and confidential ways to check in on your health and receive up to \$135 (less applicable payroll taxes). All returning 2012 or 2013 *Be In the Know* participants will also be entered in a drawing for iPads and Fitbits. No wonder over 4,500 Penn faculty and staff members have registered for this year's *Be In the Know* wellness campaign so far.

For more information on *Be In the Know*, visit <https://www.hr.upenn.edu/beintheknow> or contact Penn Wellness Specialist Chris Hyson at [chyson@upenn.edu](mailto:chyson@upenn.edu)

### Important Tips from Penn Vet to Keep Pets Safe on Thanksgiving

Dr. Kenneth Drobatz, chief of the emergency service at Penn Vet's Ryan Hospital, offers the following tips to keep pets healthy and out of the emergency room this Thanksgiving:

- Maintain your pet's regular diet. Treats of turkey, ham, gravy, cookies and other goodies can lead to gastrointestinal upsets like diarrhea and vomiting.
- Dispose of all bones carefully so that pets cannot get to them. Poultry bones are particularly dangerous, as they can splinter and cut the intestines or get lodged in your pet's esophagus.
- Guilty pleasures for humans, like chocolate and alcohol, can be toxic to pets. Keep chocolate, nuts and alcoholic beverages out-of-reach from your pets, as they can cause vomiting, diarrhea or a condition called pancreatitis, which can be deadly. Grapes and raisins can be toxic to pets, as well.
- Be sure that everyone in your family knows and understands what your pets can and cannot consume.

#### In Case of Emergency

As with any potential emergency, immediate attention from a veterinarian is imperative. Penn Vet's Emergency Service is open 24 hours a day, seven days a week, 365 days a year. Call (215) 746-8911 or visit Ryan Hospital at 3900 Spruce Street.

### Knowledge Link's New Interface

Knowledge Link—the University and Health System online learning management system—will feature an updated interface beginning **December 2**. While users should be able to quickly navigate their way around the updated layout, there will also be a number of new features, including:

- A configurable home screen with a cleaner look and feel
- An enhanced and more intuitive search engine
- More information at a glance available on your Learning Plan
- Any courses due on a repeating basis appear on your Learning Plan no more than 120 days prior to their due date
- A similarly updated look and feel on the 'My Team' tab for Managers

For more information on these updates or on Knowledge Link in general, please see: <http://knowledgeink.upenn.edu>, or send your questions to [kl\\_help@lists.upenn.edu](mailto:kl_help@lists.upenn.edu)

—The Knowledge Link Team

## Secure Share Interface Changes Coming December 4

Interface changes are coming to the Secure Share file exchange application. Secure Share is a web-based application used to share documents with sensitive information across campus and it provides a secure and easy-to-use mechanism to ensure the safety and privacy of University data. As of *December 4*, the application will have an updated look and feel, and more intuitive interface similar to email.

### Who Is Affected?

All Penn faculty and staff who use Secure Share to exchange (upload or download) files will be affected.

### What Will Change?

Changes will include:

- More intuitive interface
- New look similar to email
- Ability to send short, encrypted messages in addition to encrypted documents
- Ability to select multiple files to upload at once
- Single page to add Recipients, Subject, Encrypted Message and file attachment (used to be multiple pages)

### Benefits of Secure Share

Some of the key benefits of Secure Share are:

- Reduces the University's exposure to data compromise issues such as identity theft
- Protects confidential data in documents, such as Social Security Numbers, financial information, health information, student grades, etc.
- Eliminates the need for individual departments or Schools to develop in-house secure file exchange systems
- Helps ensure that those who request confidential data are properly authorized to receive it
- Data protected by encryption when uploaded, downloaded and while stored on Secure Share
- Secure and easy-to-use application

For more information on how to use Secure Share for sending documents with sensitive or confidential information to targeted recipients at Penn, see the Secure Share website at <http://www.upenn.edu/computing/security/secure-share/>

### End User Support

For help with Secure Share, users should contact their Local Support Providers (see <https://secure.www.upenn.edu/computing/resources/content/get-it-help> for a contact list).

For general information about Secure Share, visit the web site at <http://www.upenn.edu/computing/security/secure-share/>

—Joshua Beeman, Information Security Officer

## A Visible Feast at the Burrison Gallery

*A Visible Feast—Photography by Sally Mattison* is now at the Burrison Gallery through *December 18*. A reception is scheduled for *Friday, December 5* from 6-8 p.m. in the Burrison Gallery.

Her goal is to spot and photograph images of nature, truth and beauty (not necessarily all in the same picture)—to document some of what is lovely, fascinating or significant in the world around us. She tries to capture what it is in her surroundings that excites and moves her. In all of them, she endeavors to seek out dramatic lighting and/or striking colors and to create eye-catching compositions.

Priscilla "Sally" Mattison is a Penn Law graduate who has worked as an entertainment lawyer since 2000. Her strong visual sense, combined with a musical background and a love of drama, first led her to a career in film and television. She began pursuing photography as a creative outlet in the late 1990s, when several of her photographs were published in the *Philadelphia Inquirer*. Her images have been exhibited widely and are held in private collections across the US and in Germany.



## Happy Thanksgiving

### Almanac Schedule

Due to the Thanksgiving Break, there is no issue scheduled for December 2. There will be an issue on *Tuesday, December 9* as well as an issue on *Tuesday, December 16*; that one will contain the January AT PENN calendar.

*Almanac* will resume publishing weekly starting with *Tuesday, January 13* issue. Submissions for that issue are due no later than *Monday, January 5*, space permitting.

Breaking news will be posted in the *Almanac* Between Issues section of the *Almanac* website; and sent out to *Express Almanac* subscribers. To subscribe, see [www.upenn.edu/almanac/express.html](http://www.upenn.edu/almanac/express.html)



*Still Life With Stem (above)* by Sally Mattison at the Burrison Gallery. Some of her photographs are intended to tell a story or comment on a setting, while others are intended to convey a mood or "simply" to aesthetically please.

## AT PENN Deadlines

The November and December AT PENN calendars are online at [www.upenn.edu/almanac](http://www.upenn.edu/almanac)

The deadline for the January AT PENN calendar is *Tuesday, December 2*.

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

## CLASSIFIED—RESEARCH

**Are you an African-American or Black man with high blood pressure?** Do you take high blood pressure medication? You may qualify for a research study to understand factors that influence men taking medication. School of Nursing seeks men age 18 and older to track your medication intake for 12 months. Participation includes five study visits to complete surveys and have your blood pressure taken. Compensation provided. For information, call (215) 746-6078.

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

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

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## The University of Pennsylvania Police Department Community Crime Report

**About the Crime Report:** Below are all Crimes Against Persons and Crimes Against Society from the campus report for **November 10-16, 2014**. Also reported were 16 Crimes Against Property (9 thefts, 3 frauds, 2 other offenses, 1 disorderly conduct and 1 incident of drunkenness). Full reports are available at: [www.upenn.edu/almanac/volumes/v61/n15/creport.html](http://www.upenn.edu/almanac/volumes/v61/n15/creport.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 **November 10-16, 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.

11/11/14	5:43 PM	3615 Market St	Complainant harassed by known female
11/12/14	9:15 PM	3400 Civic Center Blvd	Unwanted phone calls received
11/13/14	6:01 AM	4225 Chestnut St	Complainant robbed by unknown male
11/14/14	8:48 PM	3602 Chestnut St	Male causing disturbance/Arrest

## 18th District Report

Below are the Crimes Against Persons from the 18th District: 7 incidents with 2 arrests (3 aggravated assaults, 2 robberies, 1 assault and 1 indecent assault) were reported between **November 10-16, 2014** by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

11/10/14	12:36 PM	4540 Baltimore Ave	Aggravated Assault
11/11/14	6:45 PM	121 S 46th St	Aggravated Assault
11/12/14	4:18 PM	4600 Market St	Assault/Arrest
11/13/14	6:01 AM	4225 Chestnut St	Robbery
11/13/14	3:17 PM	4800 Cedar Ave	Indecent Assault
11/13/14	3:29 PM	4900 Locust St	Aggravated Assault
11/14/14	9:25 PM	126 S 45th St	Robbery/Arrest

## Guiding Students from Individual Experiences to Group-Level Patterns: An Example Using Race and Ethnicity

Grace Kao

"My mother was born in the US but my father was born in Korea and I was born in the US—so am I a first or second generation American?"

"My father is black and my mother is white from Cuba. Am I black, white or Hispanic?"

"I think African Americans are only American-born descendants of slaves from Africa."

Students look to instructors for answers. In this example from my classes, they want me to define for them which racial, ethnic and immigration status categories to which they belong. They want answers in discrete categories (on which survey researchers must rely) rather than those that are continuous and multidimensional (that more closely approximates how individuals think of themselves). At the very beginning of these discussions, students not only think about what categories they belong in, but how to categorize other people in the class and on campus and beyond more generally. These quotes are similar to those I get every year in my classes on race and ethnicity, which I have taught in the Sociology Department and for Asian American Studies over the past 17 years. These courses are crosslisted under Sociology, Asian American Studies, Africana Studies and Urban Studies. I always begin the class with an anonymous survey asking students to self-identify their race, ethnicity, birthplace (US or foreign-born) and social class background. I use these responses to begin a conversation that starts with self-identification—the bottom line here is that I tell students they can say whatever they want about themselves. We then move to thinking about how others identify them (if you look like someone who is Asian by the observer, then you are Asian) to how the US government and other official entities identify them. While these classifications usually overlap, they are rarely identical to each other.

My goal here is to talk about the challenges faced by many faculty members as we nudge our students to make the leap from reflecting on their individual experiences to thinking and analyzing data about larger groups in US society and beyond. Since sociologists are, by definition, largely focused on groups, students' individual experiences can sometimes serve as examples typical of the point being discussed, but more often they can be obstacles to understanding larger phenomena in contemporary US society. Instead of avoiding discussions about individuals, I embrace the use of individual examples to illustrate larger demographic patterns. However, I very clearly remind them that using an individual example to make generalizations about a group is not scientifically sound. So, what do I do? To the extent possible, I try to use their lived experiences to demonstrate social facts—this becomes easier as I get to know them, and when I also know that some students do not mind my using them as examples. I may show them a graph or a bar chart produced by the US Census Bureau using data from the American Community Survey. I draw their attention to a particular data point and patterns between group averages by using an individual-level fact about me, my husband, family, friends, colleagues or students (not by name of course). Knowing someone's sociodemographic background (their race, ethnicity, immigrant-status, education and class) gives us a lot of information about other group-

level characteristics. I also remind them how individual identities necessarily become simplified when we aggregate data and think about categories. Embedded between these examples are constant reminders to my students that my examples are not typical of a particular group of people. Just because their mother or uncle's immigration histories do not fit these patterns is not reason enough to reject descriptions of group-level phenomena. I also remind them that they themselves are not like the "average" American or even the "average" 18-22 year old. Likely, they are not even typical of the "average" Penn student, however we define it, since they decided to take my class. Sociologists always think about groups and group-level phenomena but our empirical illustrations often sound as if we are talking about individuals and micro-level analyses (which we sometimes do as well).

I also use the survey responses from the beginning of the semester to demonstrate some social facts—these are fun tricks that most sociologists have at their disposal. For me, it is simply knowing that most Asian Americans in the US today are foreign-born or children of foreign-born parents, while very few white non-Hispanics are from immigrant families—by using their survey responses to demonstrate some of these patterns, I can help them begin thinking about how their individual family experiences fit within the larger US society (although this doesn't always work perfectly given that the average student in my class is not randomly selected from Penn students, and Penn students are not a random selection of 18-22 year olds in the US). Still, this trick works pretty well. Having students learn the actual figures on the proportion of the US population who have a BA Degree or more or the median household income helps them to place their own family experiences within the distribution of Americans today. This is very powerful especially for students who feel marginalized at Penn by virtue of their relative family economic status, parental income or their racial background. Some of them learn that they are, in fact, more like the "average" American or that their family histories are typical of individuals from their country-of-origin and that the students from higher socioeconomic status backgrounds are less like the "average" American. Making students who feel isolated realize that they are a part of a large sociodemographic group can be comforting.

I use these examples to demonstrate ideas of the hierarchy of categories. Groups that we identify as normal can serve as examples of privilege. Hence, someone like me has to be a "Chinese American" or "Asian American," but cannot be a "regular American" because that term implies someone who is white (and sometimes black). My husband is a white immigrant from Canada but no one ever asks him where he's from since he is seen as a "regular American." As someone who is heterosexual, I never had to come out to my parents as "straight." I do not have to think about my status as being "physically-abled." Simply put, my aforementioned three examples, I am not privileged in terms of my racial status, but I am privileged in the other two categories. Using individuals and their positions to demonstrate social relationships and norms is possible, but one always has to bring the discussion back to group-level analyses (at least I do in a sociology class).

*Grace Kao is a professor of sociology, education and Asian American studies in the School of Arts & Sciences.*

*This essay continues the series that began in the fall of 1994 as the joint creation of the College of Arts and Sciences and the Lindback Society for Distinguished Teaching.*

*See [www.upenn.edu/almanac/teach/teachall.html](http://www.upenn.edu/almanac/teach/teachall.html) for the previous essays.*