Rutendo Chigora: Rhodes Scholar

Rutendo Chigora, a University of Pennsylvania senior from Harare, Zimbabwe, has been named one of Zimbabwe’s two recipients of a Rhodes Scholarship which will fund two or three years of study at Oxford University in England. At Oxford, Ms. Chigora will pursue a master’s degree in public policy.

“Rutendo is a great representative of the outstanding and dynamic students at Penn,” said Andrew Binnix, vice provost for education in Penn’s Office of the Provost. “We are very proud of her success, and we are grateful to the Center for Undergraduate Research and Fellowships and to all the faculty and staff who supported her work.”

Established in 2000, Penn’s Center for Undergraduate Research and Fellowships (CURF) assists students in applying for scholarships such as the Rhodes.

“CURF is delighted to see Rutendo’s outstanding academic performance and her initiative in starting her own social engagement project recognized by the Rhodes Committee,” said Harriet Joseph, CURF director.

Ms. Chigora is a Benjamin Franklin Scholar and Penn World Scholar pursuing a bachelor of arts degree in international relations and political science, with concentrations in international development and political economy. She has conducted research on microfinance in Ghana, post-apartheid economic identities in South Africa and the impact of social and economic remittances on African development.

Ms. Chigora founded ZW Connect, a business incubator that creates economic opportunities for vulnerable communities in Zimbabwe. ZW Connect was a social venture challenge winner at the 2014 Clinton Global Initiatives University Conference.

Ms. Chigora has served as vice president of Penn Mock Trial, associate editor for the Sigma Iota Rho Journal for International Relations, been a member of the Penn International Mentorship Program, the College Cognoscenti and a resident advisor in Riepe College House. She will graduate in May 2015.

The most recent Rhodes Scholar from Penn was Sarah-Jane Littleford, C’09, who is also from Harare, Zimbabwe (Almanac December 22, 2009). Ms. Littleford was also one of the two Rhodes Scholars from that country.

Rhodes Scholarships, the oldest international fellowships, have been awarded by the Rhodes Scholarship Trust since the death of Cecil Rhodes in 1902. Penn student Ellis T. Robins was among the first group of Americans named as scholars in 1904.

For a list of Penn recipients, see www.archives.upenn.edu/people/notables/awards/rhodes.html

Women in the American Wilderness: Unique Fiction Collection Donated to the Penn Libraries

The discovery and settlement of the American wilderness is a history not often considered from a woman’s perspective. This fall, the Penn Libraries is proud to have acquired a unique collection of fiction from Penn alumnna, Caroline Schimmel, CW’67, which captures, in women’s words, their story of the settling of the American wilderness in North and South America and the Poles.

Ms. Schimmel developed the Caroline F. Schimmel Fiction Collection of Women in the American Wilderness over a 45-year period. The donation to the Penn Libraries comprises over 6,000 works of fiction—novels, short stories, poetry and song—written for adults, works by Native Americans and works for children. The Penn gift features several authors of significance and many now neglected or forgotten. Notably, authors included in Ms. Schimmel’s collection include, in most cases, all published editions of an author’s works. For example, she has acquired over 180 editions of Willa Cather’s published novels. Her gift includes other interesting gems such as spurious Indian captivities of women; board games (with Annie Oakley and Nelly Bly); film posters; folklore of Native Americans and works for children.

The collection will be part of the Penn Libraries’ special collections at the Kislak Center for Special Collections.

Caroline Schimmel
Executive Vice President Craig Jaggard will chair the committee. In November, SEC members voted for the chair of the Nominating Committee. The vote resulted in a tie, so Beth Winkelstein (SEAS) and John Wolfe (Vet) will co-chair the committee. The Provost is scheduled to attend the January SEC meeting, as is Vice Provost for Research Dawn Bonnell who will discuss the patent policy and other matters relating to faculty research. The tentative title and date for the SEC Symposium were announced: “Perceptions of Risk: How We Manage Emergencies,” on Wednesday, April 1, 2015. The Chair then gave a brief update on the actions of the Faculty Senate committees and a survey about the University Club was distributed to SEC members.

Past Chair’s Report. Dr. Jaggard noted that the Academic Planning and Budget committee and Capital Committee are preparing to request additional features for Canvas, providing Teaching Assistants with training on Canvas, integrating Canvas with other programs, lack of collection space at the library and access to materials kept in storage off-site.

Discussion and Vote on the Proposed Faculty Handbook Change requested by the School of Nursing. The Senate Executive Committee discussed the proposal from the School of Nursing to combine the current caps on Senior Lecturers and Advanced Senior Lecturers, so that the total number in either category. The committee voted unanimously to approve the proposal.

Update on Canvas and Penn Libraries. Director of Teaching, Research & Learning Services Kimberly Eke described how the Libraries were supporting Canvas, which now has approximately 25,000 users on campus. There is a distributed support model in place, with support for Canvas in all of the schools in addition to central library resources. Vice Provost and Director of Libraries H. Carton Rogers reported that the level of responsiveness from the vendor has been lacking and they have taken steps to address the issue. He also spoke about overall Penn Library initiatives, saying that the transition from print to mixed environment including digital resources has happened more slowly than anticipated and a full transition to digital is unlikely. He reported that Penn Libraries are funded by contributions from the schools, with the largest share coming from the School of Arts & Sciences. Due to the increasing cost of information, the library budget has not been sufficient in recent years to increase and maintain the collection at desired levels. This has resulted in the Library having to fundraise for any new improvements and to close gaps in its collections.

SEC members and the EVP then discussed: how potential risks were prioritized, energy-efficient renovations for the Vice Provost for Education position to contact him.

To: Members of the Standing Faculty
From: Claire Finkelstein, Chair

Nominations for Officers Requested
In accordance with the Rules of the Faculty Senate you are invited to suggest candidates for the posts and terms stated below, with supporting letters if desired. Candidates’ names should be submitted promptly to Beth Winkelstein or John Wolfe, co-chairs of the Senate Nominating Committee, by telephone at (215) 573–4589 or (215) 590–7028, or by email to winkels@seas.upenn.edu or jhwolfe@vet.upenn.edu

The following posts are to be filled for 2015–2016:

Chair-elect: (Incumbent: Reed Pyeritz)
Secretary-elect: (Incumbent: Lydie Mouldino)
Four At-Large Members of the Senate Executive Committee (three-year term) (Incumbents: Gustavo Aquirre, Paulo Arratia, Christine Bradway, Salimah Meghani)
Three Assistant Professor Members of the Senate Executive Committee (two-year term) (Incumbents: Brian Gregory, Victor Preciado, Vacant)
Five Members of the Senate Committee on Academic Freedom and Responsibility (three-year term) (Incumbents: Shyamkrishna Balganes, John Bassant, A. T. Charlie Johnson, Edward Lally, Timothy Rebbeck)

One Member of the Senate Committee on the Economic Status of the Faculty (three-year term) (Incumbent: Vacant)

Nominating Committee Elected
The Senate Executive Committee’s slate of nominees for the Senate Nominating Committee was circulated to the Senate Membership on November 18, 2014. No additional nominations by petition have been received within the prescribed time. Therefore, according to the Senate Rules, the Executive Committee’s slate is declared elected.

Those elected are: Karen Beckman (Elliot and Roslyn Jaffe Professor of the History of Art, School of Arts & Sciences) Cristina Bicchieri (Sascha Jane Patterson Professor of Social Thought and Comparative Ethics, School of Arts & Sciences) Matthew Blumberg (professor of medicine, Perelman School of Medicine) Joseph Cappella (Gerald R. Miller Professor of Communication, Annenberg School for Communication) A. T. Charlie Johnson (professor of physics, School of Arts & Sciences) Charles W. Mooney (Charles A. Heimbold Jr. Professor of Law, School of Law) Melissa Wilde (associate professor of sociology, School of Arts & Sciences) Beth Winkelstein, co-chair (professor of bioengineering, School of Engineering & Applied Science) John Wolfe, co-chair (professor of pathology, School of Veterinary Medicine)
Women in the American Wilderness: Unique Fiction Collection Donated to the Penn Libraries

Unique Fiction Collection Donated to the Penn Libraries

voices of women—that have been mostly silent in the story of the Americas. She added, “Many historians denigrate the role of fiction, but I think this collection shows how this genre and global engagement have been a unique teaching tool for how children and adults understand the settling of the American wilderness. The perception derived by Americans from these works of fiction is a vital historical point of view and one that I hope will be explored more broadly at Penn. I hope that I am only a small brick in the wall of women in the Americas and hope that this gift will inspire other Penn women to collect women’s histories of all kinds and donate those treasures to Penn.”

“Acquiring the fiction portion of the Women in the American Wilderness collection is truly a transformational gift for the Penn community,” shared Carton Rogers, director and vice provost of the Penn Libraries. “There is no other collection of its kind in American institutions that documents, to this level, women’s perspectives on the settling of the Americas. It is also a wonderful complement to our other collections. We are truly honored and hope that this will be a valuable resource for those studying women’s studies, American history, pioneer life, popular culture and more.”

Ms. Schimmel is one of the last graduates of the former Columbia University Library School. She is an elected member of the Grolier Club, the Royal Geographical Society and the Explorer Club. She is a full-time book collector and bibliographer. Her passion for her subject, inspired in the late 1960s by the women’s movement, and her training as a rare book librarian, have contributed to the development of her remarkable collection. In addition to the fiction Ms. Schimmel has just given to Penn, she has collected roughly 15,000 non-fiction works that document female accounts of settling the west, exploration and science in the wilderness, local histories, cookery and Native American women. Ms. Schimmel remains an active collector and intends to continue adding to the Penn collection.

Members of the Penn community can access the Women in The American Wilderness collection at the Van Pelt-Dietrich Library Center in the Kislak Center for Special Collections, Rare Books and Manuscripts.

(continued from page 1)

Rules Governing Final Examinations

1. No instructor may hold a final examination nor require the submission of a take-home final exam except during the period in which final examinations are scheduled; when necessary, exceptions to this policy may be permitted for postponed examinations (see 3 and 4 below). No final examinations may be scheduled during the last week of classes or on reading days.

2. No student may be required to take more than two final examinations on any calendar day during the period in which final examinations are scheduled. If more than two are scheduled, the student may postpone the middle exam. If a take-home final exam is due on a day when two final examinations are scheduled, the take-home exam shall be postponed by one day.

3. Examinations that are postponed because of conflicts with other examinations, or because more than two examinations are scheduled on the same day, may be taken at another examination time during the final examination period if the faculty member and student agree on that time. Otherwise, they must be taken during the official period for postponed examinations.

4. Examinations that are postponed because of illness, a death in the family, for religious observance or some other unusual event, may be taken only during the official periods: the first week of the spring and fall semesters. Students must obtain permission from their Dean’s office to take a postponed exam. Instructors in all courses must be willing to offer a make-up examination to all students who are excused from the final examination.

5. An instructor may postpone the middle exam of a final exam without permission from the appropriate Dean.

6. No instructor may increase the time allowed for a final exam beyond the scheduled two hours without permission from the appropriate Dean.

7. No classes or required class activities may be held during the reading period.

8. The first examination of the day begins at 9 a.m. and the last examination concludes by 8 p.m. They may be one hour blocks.

9. All students must be allowed to see their final examinations. Exams should be available as soon as possible after being graded with access allowed for a period of at least one regular semester after the exam has been given. To help protect student privacy, a student should have access only to his or her own exam and not the exams of other students. Therefore, for example, it is not permissible to leave student exams (or grades or papers) in publicly accessible areas.

10. Students may not be asked for their Social Security Numbers. Instructors may not publicly display a student’s Penn ID or any portion of the Social Security Number, nor use name, initials or any personally identifiable information to post grades. Even when an identifier is masked or absent, grades may not be posted in alphabetical order, to protect student privacy.

11. Final exams for the College of Liberal and Professional Studies (LPS) courses must be given on the regular class meeting night during the week of final examinations. No change in scheduling is permitted without unanimous consent of all students in the class and notification to the LPS. LPS final exams may not be administered during the last week of class or on a reading day.

In all matters relating to final exams, students with questions should first consult with their Dean’s offices. Faculty wishing to seek exceptions to the rules above should consult with their Dean’s offices. Finally, the Council of Undergraduate Deans and SCUE urge instructors to see that all examinations are actively procured.

—Vincent Price, Provost
**Honors & Other Things**

**Lifetime Achievement: Dr. Allen**

Roger Allen, the Sascha Jane Patterson Harvie Professor Emeritus of Social Thought and Comparative Ethics, School of Arts & Sciences, received the 2014 Lifetime Achievement Award from the American Association of Teachers of Arabic (AATA) at its annual meeting in Washington in November 2014.

**Penn-made President: Dr. Flanagan**

Scott Flanagan, GrEd’09, became the seventh president of Edgewood College in Madison, Wisconsin in August. For more Penn-made presidents, see www.upenn.edu/almanac/pennpres.html

**OSA Fellow: Dr. Salzberg**

Brian M. Salzberg, professor of neuroscience and of physiology in the Perelman School of Medicine, was elected a Fellow of the Optical Society (OSA) "for development of optical methods in cell physiology and neuroscience, including the discovery of voltage-sensitive dyes and calcium indicators as functional imaging using these probes."

Since the early 1970s, Dr. Salzberg has pioneered the application of optical methods to cell physiology and neuroscience. In 1972, he and Larry Cohen and their colleagues discovered the first molecular probes of membrane potential, the merocyanine voltage-sensitive dyes. This was followed by optical recording of action potentials from individual neurons and then multiple site optical recording of membrane voltage, which paved the way for functional imaging of the nervous system. Dr. Salzberg, Y. Shen, J.E. Brown and their colleagues then introduced the first calcium indicator dye (Arsenazo III), which led to R.Y. Tsien’s development of fluorescent calcium indicators and the thousands of papers that followed. Other contributions include the first recording of voltage changes from vertebrate nerve terminals, the discovery of light scattering changes in these terminals, the detection of robust intrinsic fluorescence changes from these same terminals that help us to understand the coupling of action potentials to mitochondrial activation and the discovery of extremely rapid mechanical “spikes” in nerve terminals.

**PSADR Award: Dr. Stineman**

Margaret G. Stineman, professor emeritus of physical medicine and rehabilitation in the Perelman School of Medicine, received the Prince AATA Award for Disability Research (PSADR) in the branch of rehabilitative and social sciences. PSADR, a newly created award by the Prince Salman Center for Disability Research, in Saudi Arabia, is for distinguished work in the fields of health and medical sciences, educational sciences, rehabilitative and social sciences. The awards hope to encourage scientific research to explore effective solutions to disability.

**Packard Fellowship in Science and Engineering: Dr. Sweeney**

The David and Lucile Packard Foundation announced that Alison Sweeney, an assistant professor of physics & astronomy in the School of Arts & Sciences, will receive a 2014 Packard Fellowship for Science and Engineering. Dr. Sweeney is one of 18 innovative early-career scientists and engineers who will each receive a grant of $875,000 over five years for research. The fellowship is designed with minimal constraints on how the funding is used, giving researchers the freedom to think big and look at complex issues with a fresh perspective.

Dr. Sweeney holds an appointment in the School of Arts & Sciences’ department of physics & astronomy but she was trained as a biologist. Her research involves studying sea creatures that exhibit living photonic structures or cells that can manipulate light for a variety of purposes. Responsible for these animals’ shifting, iridescent coloration, these cells provide a distinct survival advantage in attracting mates or hiding from predators.

Most recently, however, Dr. Sweeney has shown how these structures allow giant clams to function as efficient living greenhouses, filtering sunlight into the optimal wavelengths for growing nutritious algae inside their bodies. Learning how these structures assemble themselves has implications for designing new light-harvesting materials. Such an approach typifies Dr. Sweeney’s role in the School of Arts & Sciences’ evolution cluster, which brings together scholars from across departments to study different facets of this core scientific concept.

“Alison epitomizes the culture of innovation Penn strives for,” Penn President Amy Gutmann said. “Not only does she integrate insights from biology, physics and materials science, she collaborates across disciplines, departments and schools to consider problems from bold new angles. To enlist giant clams on a tropical reef in our quest for alternative energy solutions takes a special kind of scientist, one that we are proud to have at Penn and to have recognized by the Packard Foundation.”

The program provides early-career scientists with flexible funding and the freedom to take risks and explore new frontiers in their fields. Each year, the Foundation invites 50 universities to nominate two faculty members for consideration.

**President’s Award: Dean Taylor**

Marilyn Jordan Taylor, dean of the School of Design and Paley Professor, received the President’s Award celebrating her “amazing career trajectory” at the Heritage Ball in October, the annual black tie event hosted by the American Institute of Architects’ New York Chapter and the Center for Architecture Foundation.

**NIH Innovators: Dr. Bonasio; Dr. Huh**

Roberto Bonasio, assistant professor of cell & developmental biology, Perelman School of Medicine, and a core member of the Penn Epigenetics Program and Dongeun (Dan) Huh, the Wilf Family Term Assistant Professor in the School of Engineering & Applied Science’s department of bioengineering, are the two Penn recipients of the 2014 National Institutes of Health (NIH) New Innovator Awards. The NIH Director’s New Innovator Award, totaling $1.5 million over five years for each of the 50 recipients this year, supports highly innovative research and creative, new investigators who exhibit strong potential to make great advances on a critical biomedical or behavioral research problem. The initiative, established in 2007, supports investigators who are within 10 years of their terminal degree or clinical residency, who have not yet received a research project grant (R01), or equivalent NIH grant, to conduct unusually innovative research.

Dr. Bonasio studies the molecular mechanisms of epigenetic memory, which are key to a number of biological processes, including embryonic development, cancer, stem cell pluripotency and brain function. In particular, he will be looking at gene expression controlled by epigenetic pathways that alter the chemical structure of chromosomes and allow for multiple cell identities to arise from a single genome. These pathways are also critical in the brain and their improper functioning can cause mental retardation, cognitive decline and psychiatric disorders.

Dr. Huh, a pioneer in the development of “organisms-on-chips,” tiny, three-dimensional models of living human organs, uses nature’s creativity as a source of inspiration and will use the next five years to develop microfabricated systems that mimic diseased human lungs. This technology could help researchers to better understand the progression of chronic lung diseases, including asthma and develop effective therapeutics against them.

**Honorary Doctorate: Dr. Vuchic**

Vukan R. Vuchic, professor emeritus of electrical and systems engineering in the School of Engineering & Applied Sciences, has received an honorary doctor of environmental studies from the University of Waterloo in Ontario, Canada. Dr. Vuchic, who taught at Penn from 1967 to 2010, was the IPS Foundation Professor of Transportation Engineering. His research included the interrelationship of cities and transportation with respect to urban planning, livability and sustainability. Dr. Vuchic has greatly influenced the construction of urban transport networks throughout the world.

(continued on page 5)
AppitUP Finalists

AppitUP is part of the Penn Center for Innovation and PCI Ventures. The following five teams were chosen as finalists from among the 11 semi-finalists. In April 2015, the winning idea will get a $50,000 offer of investment from the Ben Franklin Technology Partners.

Live Directory: A dynamic phone directory for hospitals that automatically updates the phone numbers for each team based on who is physically in the building. Finalist: Benjamin Ranard (graduate student, Perelman School of Medicine); Development Partner: Codify.

MobileOptx: Compliments a device that directly records ophthalmoscopes onto smartphones. Optimizes recording, organizes metadata and acts as an interface for medical records and telemedicine. Finalists: Jason Brant and Natasha Mirza (faculty, Perelman School of Medicine) with Jodi Cook, CEO; Development Partner: Semperson.

PathwayRx: Helps deliver and evaluate clinical pathways that allow for interactive progression, creation of patient-specific checklists, shared workflow and real-time collection of usage data. Finalist: Kathleen Lee (resident, Penn Hospital); Development Partner: Tangled Web Communications.

Stroke Vision: A Google Glass app to assist patients with neurological problems with rehabilitation. Finalist: Claude Nguyen (faculty, Perelman School of Medicine); Development Partner: SkyLess Game Solutions.

Vision Testing with OKN: Measures vision in infants with moving screen patterns while watching the visual behavior. Pattern size can be changed to measure visual acuity threshold. Finalists Monte Mills and Shivanii Sethi (faculty, Perelman School of Medicine); Development Partner: Kanda Software.

Three Bassini Writing Apprentices

Three students have been selected as Bassini Writing Apprentices for winter/spring 2015. They will work closely with a member of the Creative Writing faculty as an “apprentice” to projects being undertaken by this experienced practicing writer (and will receive credit for this work). They are:

Jacob Gardenswartz, a freshman who is managing editor of The Spectrum, a campus political publication as well as a member of the interview team for the Penn Political Review, will be working with professional blogger and journalist Dick Polman.

Annika Neklason, a sophomore English major with a concentration in creative writing, will be working with fiction writer and magazine editor Karen Rile.

Leah Davidson, a junior concentrating in management and innovation and an English minor, will be working with journalist, fiction and nonfiction editor, essayist and magazine writer Avery Rone.

Each will work on a project (or series of projects) that is at the heart of the mentor’s work as a practicing writer and/or as a member of a professional writing community.

Leaders in LGBT Healthcare Equality: Penn Medicine Hospitals

All four hospitals in the University of Pennsylvania Health System, including the Hospital of the University of Pennsylvania, Pennsylvania Hospital, Penn Presbyterian Medical Center and Chester County Hospital were listed as 2014 LGBT Healthcare Equality Leaders from the Human Rights Campaign (HRC).

They were selected based on an annual survey identifying healthcare institutions that lead in efforts to offer equal care for lesbian, gay, bisexual and transgender (LGBT) patients. Penn Medicine hospitals earned top marks in meeting nondiscrimination and training criteria that demonstrate commitment to equitable, inclusive care for LGBT patients and their families. The hospitals standardized patient and employee non-discrimination policies to include sexual orientation and gender identity or expression and provided LGBT patient care training in organization leadership, nursing management, patient relations, admitting and human resources management.

“...This is a major honor for our health system and reflects our commitment to advancing LGBT patient care, research and education,” said Dr. Baligh Yehia, assistant professor of medicine and director of the Penn Medicine Program for LGBT Health.

Penn Ranked #1 In Safety & Security

The University of Pennsylvania has been ranked #1 in safety and security in the higher education sector, according to Security Magazine’s “Security 500” list. This is the 8th consecutive year that Penn has taken the magazine’s top honors in their respective vertical market.

The Security 500 Benchmarking Survey tracked 18 vertical markets and collected unique data where appropriate and applied this data to key metrics. The key metrics collected include the definition of resources each organization makes to their safety and security programs. The survey received its information from data supplied directly by national universities and colleges, as well as data obtained through public resources and records.

Security Magazine states that the “purpose of the Security 500 is to create a reliable database to measure your organization versus others and create a benchmarking program among security organizations. The results will enable you to answer the question, “Where Do I Stand?” as a basis of an ongoing peer review process.”

“We are so grateful to be recognized for the 8th year in a row by Security Magazine, as the #1 Public Safety organization in the country within the University Market,” said Maureen S. Rush, the vice president for Public Safety.

Penn Libraries’ Treasure Hunt for 60 Fifth-Grade Students in the Kislak Center for Special Collections, Rare Books and Manuscripts

The Penn Libraries’ Kislak Center for Special Collections, Rare Books and Manuscripts (the Kislak Center) welcomed 60 fifth-grade students and their teachers, Sacha Marie Langley, Lindsey Coyne and Jill Morgan, from the Henry C. Lea School (the Lea School) in West Philadelphia on October 24. Students visited the Kislak Center as one of many enrichment opportunities offered as part of the University of Pennsylvania’s ongoing partnership with the Lea School.

Students participated in a treasure hunt based on the Henry C. Lea Elementary School is celebrating its 100th anniversary in 2014. It is at the corner of 47th and Locust Streets.
Human Resources: Upcoming Programs

Professional Personal Development

Improve your skills and get ahead in your career by taking advantage of the many development opportunities provided by Human Resources. You can register for programs by visiting knowledge@upenn.edu or contacting Learning & Development (215) 988-3400.

Communicating Your Value by Factoring Your Skills, Interests and Abilities; 1/14; noon-1 p.m. Winners in the workplace are those who understand their value and are able to communicate that value to others in a powerful way. Need help figuring out exactly what you bring and how to communicate it? Come to this two-hour session armed with some ideas about the accomplishments you’ve had in your life and we’ll help you factor out your strengths, the value that you bring and ways to communicate it!

Achieving Exemplary Staff Recognition; 1/20; 1-2 p.m. Staff recognition is not just about saying “thank you” when someone does a good job. And it’s not just about monetary rewards. Recognizing staff also includes effective communication that impacts people as well as the University. If you’re a Penn supervisor or manager, join this session to learn how to motivate employees by recognizing their achievements and accomplishments.

Essentials of Management; 1/21, 2/4, 2/18, 3/4, 4/1, 4/15, 4/29, 5/6, 5/20; 9 a.m.-noon; $250 for the nine-session course. Essentials of Management provides new managers with knowledge of effective management practices, applicable skills and the information needed to manage people. Through active learning, participation and dialogue, you can increase knowledge of human resource management practices and other key workplace considerations. Interact with a cohort of peers and course instructors over a four-to-five month period to develop your management skills through the various parts of the employee life cycle, including interviewing, hiring, development, engagement and performance management. Learn how to use judgment in evaluating situations and applying HR policies and procedures. The program is comprised of classroom sessions, online training and assignments, 360 degree feedback process and the opportunity to discuss the results and privacy. The new location includes ample room for current needs while providing CAPS with the potential to expand to accommodate future anticipated growth.

“I am excited about this move and the opportunities it represents,” said Bill Alexander, CAPS director. “We now have more space, and more efficient space, allowing us to continue all current treatment without disruption and continuously evaluate ways to enhance our services and programs for students.”

“I’m very pleased that CAPS will now be a close neighbor of the Student Health Service,” added Max King, associate vice provost for health and academic services. “Having both centers in easily accessible spaces on the same block shows Penn’s commitment to student health and wellness.”

CAPS staff and operations will begin relocating on December 29, during Winter Break, so as not to disrupt student treatment. Clinicians will begin seeing students in the new space on January 6.

At 3624 Market, CAPS gained 25% net square feet. The new complex occupies a 13,748 square-foot custom suite on the first floor. Individual staff offices will increase by 10%, conference and group therapy space by 300%. A single spacious lobby area comfortably accommodates students, as do larger offices that can comfortably accommodate sessions with family members.

The flexible layout and on-off lobby entrance thoughtfully facilitates individual and group sessions while offering clients ease of access and privacy. The new location includes ample room for current needs while providing CAPS with the potential to expand to accommodate future anticipated growth.

Moving to Market Street in January

The Counseling and Psychological Services Department (CAPS) at the University of Pennsylvania will relocate in January 2015 to 3624 Market Street, just two blocks from its current location at 36th and Walnut Streets and a half-block from the Student Health Service (SHS). This move was necessitated by plans to open the Ronald O. Perelman Center for Political Science and Economics in the West Philadelphia Trust Building where CAPS and other University offices are now located.

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CAPS signed a 15-year lease for the space. The customization of the 3624 Market location was overseen by the Strada firm of Philadelphia, www.stradallc.com.

The 3624 Market Building is staffed by guards from Allied Barton. Other Penn tenants in the building include the Division of Sleep Medicine, Human Resources and SAS Business offices.

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 available on campus. For complete details and to register, visit www.hr.upenn.edu/myhr/registration or contact Human Resources at (215) 573-2471 or gowl@hr.upenn.edu.

Chair Yoga; 1/21 & 1/28; noon-1 p.m. Plenty of people turn to yoga for exercise, but striking a pose isn’t the best for everyone. If you’ve never been too keen to try it but don’t know where to start, it’s time to try chair yoga. Chair yoga is 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.

Building Healthy Relationships; 1/13; noon-1 p.m. This seminar provides a comprehensive overview of the dynamics of relationships, as well as some of the important factors that either interfere with or maintain them. Participants will cover: relationship perspectives and stressors, effective communication and relationship balance and priorities including relationship at career and relationship and children.

Managing Stress for Positive Results; 1/21; noon-1 p.m. Gain the skills to identify, manage and use job stress to improve performance and prevent burnout. You should leave the workshop feeling confident in your ability to accurately identify sources of workplace stressors, measure the effects of stress on your performance, reframe stress and manage stress for positive results.

Counseling & Psychological Services: Announcing an Updated Deals@Penn Website

As members of the Penn community, faculty and staff can take advantage of special discounts on a wide range of products and services. These offers are easily accessible through the Deals@Penn website, www.hr.upenn.edu/dealsatpenn. There you will find programs managed by the University as well as options from well-known local and national service providers.

The YouDecide Portal

PENN IS PLEASED TO ANNOUNCE A SPECIAL RELATIONSHIP WITH YOUDECIDE, A COMPANY THAT PROVIDES MANY ORGANIZATIONS WITH A CONVENIENT ONLINE PORTAL, AFFORDING ACCESS TO HUNDREDS OF DISCOUNTS IN A VARIETY OF CATEGORIES. THROUGH THE YOUDECIDE PROGRAM, YOU WILL FIND SAVINGS AT ESTABLISHMENTS SUCH AS RESTAURANTS, SPAS, ENTERTAINMENT VENUES, POPULAR APPAREL RETAILERS AND MANY MORE. THERE ARE NUMEROUS OPPORTUNITIES FOR YOU TO SAVE.

Browse at Your Convenience

The options found on the Deals@Penn site are available for you to browse and select at your convenience. Please note that some of the links require you to enter your PennKey username and passcode. For the YouDecide program, you may either access the portal via the web or by contacting the PennKey registered service line to speak to a representative at 1 (800) 367-9497. We invite and encourage you to explore these opportunities.

—Division of Business Services and Division of Human Resources
Update

December AT PENN

SPECIAL EVENT

18 #MadeATDMD: the Department of Making + Doing showcases the work of its makers and doers at the makerspace’s first exhibition and sale; Esther Klein Gallery; reception: December 18; including refreshments and hand-on maker activities; 5-7:30 p.m. Through January 16.

AT PENN Deadlines

The December and January AT PENN calendars are online at www.upenn.edu/almanac

The deadline for the February AT PENN calendar is Tuesday, January 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

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

Special Checks of Residential Property

During the busy travel times of Winter Break the Division of Public Safety provides free Special Checks of Residential Properties for anyone living within the Penn Patrol zone. If you or someone you know will be travelling over the Penn Winter Break, please encourage them to register for the property checks.

The Penn Police will conduct special checks during Winter Break: between 5 p.m. Friday, December 19, 2014, to 7 p.m. Sunday, January 11, 2015. Students, faculty and staff who live within the following geographical boundaries—Schuylkill River to 43rd Street and Baltimore Avenue to Market Street—may register their residence for Special Checks during the period it will be vacant.

Penn Police officers will periodically check the exterior of the property for signs of criminal activity or security breaches. If any are discovered, the officers will take appropriate action with subsequent notification to the listed occupant.

Visit https://secure www.upenn.edu/publicsafety/forms/propertycheck to register for your Special Property Check. Additionally, to register in person, pick up an application at the Penn Police Headquarters, 4040 Chestnut Street. You need to complete and return the application prior to vacating the premises.

—Division of Public Safety

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 December 1-7, 2014. Also reported were 10 other incidents (5 thefts, 1 drunkenness, 1 fraud, 1 other offense, 1 liquor law and 1 vandalism). Full reports are available at: www.upenn.edu/almanac/volumes/v61n17/crreport.html Prior week’s 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 December 1-7, 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.

18th District Report

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

12/02/14 1:45 PM 46th & Market Sts Robbery

12/04/14 3:21 PM 47th & Locust Sts Assault

12/05/14 9:04 AM 4700 Locust St Indecent Assault

12/06/14 3:23 PM 4100 Sansom St Robbery

12/07/14 1:42 AM 3820 Locust Walk Aggravated Assault

12/07/14 1:42 AM 3820 Locust Walk Aggravated Assault

Holiday Garden Railway: Goin’ Round the Track Until January 4

Make sure to stop by the Morris Arboretum to visit the Holiday Garden Railway before it leaves for the season on January 4. The Holiday Garden Railway includes a quarter mile of track featuring model trains, all set in the Winter Garden of the Morris Arboretum. The buildings are also decorated for the holidays with twinkling lights. Visit on Friday, December 19 or Friday, December 26 for extended hours. For more information visit http://tinyurl.com/k09xml

2015 Summer Camps at Penn

A listing of numerous summer camps and programs taking place on Penn’s campuses 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.

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) 748-6079.

For information about placing an ad, call (215) 898-5274 or visit www.upenn.edu/almanac/faqs.html#ad

Almanac is not responsible for contents of classified ad material.

Planning an end-of-year, office cleanup? got envelopes?

Please send extra classified ad material.

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.

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The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class status in the administration of its admissions, financial aid, educational or athletic programs, or other University-administered programs or in its employment practices. Questions or complaints regarding this policy should be directed to the Equal Opportunity Officer, 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).
For FY’16 ISC will hold steady rates for the majority of networking and telecommunications services. The Central Service Fee (CSF) will increase by 1.21% beginning July 1, 2015 to support strategic service enhancements. These changes reflect broad discussion with the Network Planning Task Force (NPTF), a cross-campus team of technology and business staff that discusses strategies and issues surrounding planning and funding for PennNet, as well as within the context of Information Systems and Computing (ISC) strategic planning. For a summary of NPTF recommendations, please see: http://www.upenn.edu/computing/group/nptf/2014/11.10.pdf

For help determining which services you require, please visit the ISC Client Care website at http://www.upenn.edu/isc/help/ or call 8-1000. All ISC networking and telecommunications rates for FY’16 are available at: http://www.upenn.edu/computing/isc/networking/rates/

—Tom Murphy, Vice President for Information Technology and University Chief Information Officer

ISC Networking & Telecommunications Services & Rates for FY 2016

Highlights of FY’16 Rates

In consultation with the Network Planning Task Force, ISC has identified upgrades and additions to network services, as well as to the Central Infrastructure Bundle through which ISC provides numerous core networking, security and identity management services to the University community. A series of strategic efforts is allowing ISC to keep FY’16 rates low, while greatly enhancing network capacity, security and services and providing substantial value to our clients across the University.

In FY’16, major infrastructure enhancements to the campus network, including substantially increased connectivity to Internet2, will augment Penn’s capacity to support its research and education mission. These additions and enhancements to network services will result in a 1.21% increase to the Central Service Fee, which funds the Central Service Bundle. To offset these increased costs, ISC is maintaining the majority of current service rates for FY’16. 10/100/1000 Base-T ports will continue to be charged at the same rate of $4.75/month, and there will be no increase in rates for wireless, AP support, Call Center Services (ACD), PennNet Phone services, email services and video outlets.

For more information about ISC rates and what is included in the Central Service Bundle, see: http://www.upenn.edu/computing/isc/networking/rates/data/csf.html

Infrastructure and Ports

Our Next Generation PennNet project continues to augment network capacity and to address the big data and collaboration needs of University researchers. Additionally, with funding from the National Science Foundation, ISC will continue to implement a 100 Gbps-capable “Science DMZ,” a high-speed sub-network that is distinct from the general purpose campus network and engineered for research applications.

<table>
<thead>
<tr>
<th>Data Rates (Monthly)</th>
<th>FY’15</th>
<th>FY’16</th>
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</thead>
<tbody>
<tr>
<td>IP Address Fee (CSF)</td>
<td>$1.57</td>
<td>$1.56</td>
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<table>
<thead>
<tr>
<th>Port Fees</th>
<th>FY’15</th>
<th>FY’16</th>
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</thead>
<tbody>
<tr>
<td>10Base-T</td>
<td>$4.75*</td>
<td>$4.75*</td>
</tr>
<tr>
<td>100Base-T</td>
<td>$4.75</td>
<td>$4.75</td>
</tr>
<tr>
<td>1000Base-T</td>
<td>$4.75</td>
<td>$4.75</td>
</tr>
<tr>
<td>10000Base-T</td>
<td>$80.00</td>
<td>$80.00</td>
</tr>
</tbody>
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*Limited availability. Ongoing monthly connectivity charges include a bandwidth surcharge to support increased costs associated with the campus backbone and external Internet. Additional installation fees may include fiber, additional optical components and contractor charges. Please contact ISC Client Care at help@isc.upenn.edu to discuss associated costs for specific network environments.

<table>
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<tr>
<th>Wireless Networks</th>
<th>FY’15</th>
<th>FY’16</th>
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</thead>
<tbody>
<tr>
<td>Access Point Installation</td>
<td>$800*</td>
<td>$800*</td>
</tr>
<tr>
<td>Access Point Support &amp; Port Fee</td>
<td>$30.50</td>
<td>$30.50</td>
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*This is an estimate for budgeting purposes. Monthly support costs include equipment capitalization, hardware and software maintenance and staff support.

Telephony

Rates for PennNet Phone will remain the same for FY’16.

For a complete description of telephony services and rates, see: http://www.upenn.edu/computing/voice/

Call Center Services (ACD)

Rates for ACD will remain the same for FY’16.

For a complete description of Call Center Services (ACD) and rates, see: http://www.upenn.edu/computing/isc/networking/rates/voice/acd.html

Email Services

Rates for email services will remain the same for FY’16.

For a complete description of email services and rates, see: http://www.upenn.edu/computing/isc/networking/rates/data/email.htm

Penn Video Network (PVN)

PVN operates the campus cable television network and the Penn Video Productions group, which offers full Coursera production, as well as a range of other professional video services for the Penn community. PVN can also broadcast course-related content to academic buildings and student residences.

For additional information about PVN, see: http://www.upenn.edu/video/pvn/

<table>
<thead>
<tr>
<th>Video Rates (Monthly)</th>
<th>FY’15</th>
<th>FY’16</th>
</tr>
</thead>
<tbody>
<tr>
<td>PVN Outlet</td>
<td>$21.50</td>
<td>$21.50</td>
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For a complete description of Penn Video Productions rates and available services, see: www.upenn.edu/video/pip/