University of Pennsylvania President Amy Gutmann recently announced that Vice President Joseph R. Biden, Jr. has been named the Benjamin Franklin Presidential Practice Professor at the University of Pennsylvania, where he will lead the Penn Biden Center for Diplomacy and Global Engagement, a new center focused principally on diplomacy, foreign policy and national security. The Center will be located in Washington, DC. Mr. Biden will also have an office on the Penn campus in Philadelphia.

“Joe Biden is one of the greatest statesmen of our times,” said President Gutmann. “In his distinguished career of service to our nation, he has demonstrated a unique capacity to bring people together across divides and to craft constructive responses to some of the toughest and most important policy challenges of our day. His unsurpassed understanding of diplomacy and far-ranging grasp of world issues make him an ideal fit to further Penn’s global engagement—including the work of Penn Global and Perry World House, signature initiatives to develop innovative interdisciplinary global strategies and programs that distinguish Penn as a global agenda setter in higher education.”

The Penn Biden Center promises significant impact for both Penn’s teaching and research missions. As Presidential Practice Professor, Vice President Biden will hold joint appointments in the Annenberg School for Communication and the School of Arts and Sciences, with a secondary affiliation in the Wharton School.

“At Penn, I look forward to building on the work that has been a central pillar of my career in public office: promoting and protecting the post-WWII international order that keeps the United States safe and strong,” said Vice President Biden. “The Penn Biden Center and I will be engaging with Penn’s wonderful students while partnering with its eminent faculty and global centers to convene world leaders, develop and advance smart policy, and impact the national debate about how America can continue to lead in the 21st century.”

“Providing students with a chance to examine foreign policy dynamics from someone who has been at the forefront of international relations both in the Senate and in the Executive Branch truly sets Penn apart,” said Vice Provost for Global Initiatives Ezekiel Emanuel. “At the same time, the Penn Biden Center for Diplomacy and Global Engagement will partner with Penn’s many academic centers and programs, in particular Perry World House, to advance understanding of—and develop novel solutions to—the pressing challenges facing the world in the 21st century.”

One of the youngest people ever elected to the US Senate, Mr. Biden served as a Senator from Delaware for 36 years, establishing himself as a leader on many of the nation’s most important global and domestic challenges. Over the course of his more than four decades of public service, he has represented the United States in every region of the world. As Chairman or Ranking Member of the Senate Foreign Relations Committee for 12 years, Mr. Biden played a pivotal role in shaping US foreign policy. He was at the forefront of issues and legislation related to terrorism, weapons of mass destruction, post-Cold War Europe, the Middle East, and Southwest Asia. He also left a lasting mark on domestic policy as a Senator; as Chairman or Ranking Member of the Senate Judiciary Committee for 17 years, Mr. Biden was widely recognized for his work on criminal justice issues, including the landmark 1994 crime law (Violent Crime Control and Law Enforcement Act) and the Violence Against Women Act.

As the nation’s 47th Vice President, Mr. Biden continued his leadership on important issues facing the nation. A close advisor to President Barack Obama on international affairs, Vice President Biden has represented our country in every region of the world, developed deep relationships with numerous world leaders and demonstrated US commitment through high-level, face-to-face diplomacy. He was the Obama Administration’s point person for diplomacy within the Western Hemisphere, working to realize his vision of a Hemisphere that is “middle class, secure and democratic, from Canada to Chile and everywhere in between.” The Vice President also led the Administration’s efforts to support a sovereign, democratic Ukraine, visiting the country three times in 2014. He was deeply involved in the Middle East, particularly by shaping US policy toward Iraq.

(continued on page 3)
**Cyril Evian, Periodontics**

Cyril I. Evian, GD ’79, D’81, a periodontist specializing in dental implants and a former professor at the University of Pennsylvania, died on January 26 at the age of 68. Dr. Evian was born in Johannes-burg, South Africa, and earned a bachelor of dental surgery from the University of Witwatersrand in Johannesburg. He earned a doctor of dental medicine degree from Penn in 1981 and joined Penn’s faculty that year. He established his private practice in King Of Prussia in 1986 and became a clinical professor of periodontics in the School of Dental Medicine in 1997. He became director of the department of graduate periodontics and implant dentistry, and was interim chairman of the depart- ment of periodontics from 2001-2005. Dr. Evian joined Penn’s 25-Year Club in 2003 (Almanac November 4, 2003). He received Penn’s Coslet Award of Excel- lence in Teaching in 1989 and Penn Dental’s J. George Coslet Distinguished Teaching Award in 2003. Throughout his career he was also a clinical professor at the University of Maryland, a faculty member at New York University and a clinical professor at Temple University.

He is survived by his former wife, Andrea; children, Alon Hellmann, Samantha E. Zemble, Tracy Waasdorp, Debra Cheshbrough and Michael; nine grandchildren; and two brothers. Dr. Evian’s children established an education fund to benefit dental students who share his passion for higher education but lack the funds to pursue it. Information on the fund is available at http://cyrilevian.org

Memorial donations may be made to the Col- lon Cancer Alliance, www.ccalliance.org

**John Parkes, Biochemistry & Biophysics**

John H. Parkes, L’58, G’66, GR’74, a former laboratory research associate in the University of Penn- sylvania’s department of biochemistry & biophysics, died on January 15. He was 83.

Dr. Parkes was a native Philadelphian and lived for decades in West Philadelphia. After earning a bachelor’s degree at Swarth- more College, he earned a Penn Law degree in 1958. He served as a captain in the United States Army from 1961-1963 and then returned to Penn, earning a master’s degree in physics in 1966 and a PhD in molecular biology in 1974. While working toward his master’s, Dr. Parkes began working in the anatomy department and then became a teaching fellow in the physics department.

In 1974, he became a research associate in the department of ophthalmology. He worked in the departments of cell & developmental biology and neuroscience before moving to the department of biochemistry & biophysics, where he developed novel opto-electronic research instrumentation and computing techniques for collaborative eye investigations, principally in the laboratory of Paul Liebman, professor of biochemistry & biophysics. Dr. Parkes helped educate dozens of undergraduate, doctoral and postdoctoral students until his retirement in 2000. He is survived by his wife, Charlotte (Jones) and his brother, Alan.

**Robert Schattner, Dental Overseer**

Robert I. Schattner, D’48, a member of the University of Pennsylvania School of Den- tal Medicine’s Board of Overseers and major supporter of Penn Dental Medicine, died on January 29 at the age of 91.

Dr. Schattner, who was born Isaac Schattner, grew up in the Bronx. He received a bachelor of arts in chemistry from the City University of New York and a doctor of dental medicine from Penn’s School of Dental Medicine. While at Penn, he legally changed his first name to Robert, according to the Washington Post.

Dr. Schattner invented the sore throat anesthes- thetic Chloraseptic and the disinfectant Sporidicin, and held 70 other patents and trademarks. He ran the Chloraseptic Company until 1964, when he sold it to Norwich Pharmacal Co. and ran Sporicidin International for about 30 years before selling it in 2008.

He had a private dental practice in both New York and in Washington, DC. In 1984, he was selected “Dentist of the Year” by the Association of Entrepreneurial Dentists (Almanac November 12, 2002).

In 1997, Dr. Schattner and his late wife, Kay Ferrell Schattner, made their first major gift to Penn Dental Medicine (Almanac March 30, 1999). They donated $5.5 million to construct the Robert Schattner Center and surrounding gardens. The 70,000-square-foot Robert Schattner Center opened in 2002.

In 2015, Dr. Schattner donated $10 million to Penn Dental Medicine, its largest gift from a living alumnus (Almanac October 6, 2015). The gift supported the planned renovation of the main clinic—to be named the Robert I. Schattner Clinic upon its completion—as well as the construction of a two-story addition to the Schattner Center.

When he retired from active dentistry prac- tice, he founded the R. Schattner Company and continued researching antimicrobial products for hospital use.

He is survived by his wife, Charlotte (Jones); nine grandchildren; and two brothers. Dr. Schattner’s children established an education fund to benefit dental students who share his passion for higher education but lack the funds to pursue it. Information on the fund is available at http://cyrilevian.org

Memorial donations may be made to the Col- lon Cancer Alliance, www.ccalliance.org

**James Strazzella, Penn Law**

James A. (Strazz) Strazzella, GRL’64, a former assistant professor of law at University of Pennsyl- vania, died on January 28. He was 77.

Professor Strazzella grew up in Hanover, Pennsylvania. He earned a bache- lor’s degree from Villanova University and a law degree from Penn. After law school, he clerked for Justice Samuel J. Roberts of the Pennsylvania Supreme Court and was an Assistant US Attorney in Washington, DC.

In 1970, he joined the faculty of the University of Pennsylvania as an assistant professor of law. He served as vice dean at Penn Law School before leaving Penn Law in 1973. He was appointed to the first faculty chair at Penn Law.

In 1970, Professor Strazzella was named chief counsel to the Presidential Commission’s investi- gation of the Kent State shootings. He also served on a statewide task force on how law enforcement could improve its response to violence against children, elders and spouses. He also chaired the Pennsylvania Supreme Court criminal rules committee under five Chief Justices.

He left to teach at Temple Law, where he was recognized with the Lindback Award for Distingui- shed Teaching in 1983 and the George Wil- liams Award for Outstanding Professor in 2010.

He served as head of the Pennsylvania Bar Association’s criminal law section and head of the Federal Bar Association’s criminal law com- mittee. He also chaired the Federal District Court magistrate judges’ appointment committee and the mayor’s public safety transition task force and was a member of the American Law Institute.

He is survived by his wife, Jean; brother, Henry; daughters, Jill Dixon (James) and Tracy A. Grazianio (Jerold); sons, Steven (Christina) and Michael (Kara); grandchildren, Sonoma, Sawyer, Slone, Mia, Mason, Sophie, Allie, Meri and Anna; and former wife Judy (Cappolla). Professor Strazzella directed that there be no service and that the funeral be private. Donations in his memory may be made to the Smith Memo- rial Playground, Fireman’s Hall Museum Phila- delphia or to Temple Law Faculty Scholarship.

**James Strazzella, Penn Law**

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**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 alumnai@ 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

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ALMANAC February 14, 2017
The Task Force on a Safe and Responsible Campus Community  

University of Pennsylvania President Amy Gutmann and Provost Vincent Price formally charged The Task Force on a Safe and Responsible Campus Community, asking the student, staff and faculty members to focus attention on and develop a collective understanding of, how best to promote a respectful and healthy campus environment.

This Task Force comes in response to public concerns over gender-based discrimination by students and staff. It is to be led and convened by Mark D. Turco, who is a native of the University of Pennsylvania and has been a leader in health care business and community engagement. The Task Force will convene campus conversations and gather as a body to discuss and formulate recommendations for the President and Provost. The work will conclude in April 2017. In addition to the information that will be gathered through in-person sessions with students, members of the campus community will be encouraged to submit recommendations and comment electronically via the Task Force website: https://provost.upenn.edu/initiatives/task-force

Task Force Tri-Chairs
• Valerie Swain-Cade McCoullum, Vice Provost for University Life
• Maureen S. Rush, Vice President for Public Safety, Superintendent of Penn Police
• Beth Winkelman, Vice Provost for Education

Each Tri-Chair will oversee a working group pursuing one of the three charges:
• Recommend ways to further strengthen the University’s efforts to foster a campus climate and culture that is free of sexual harassment and sexual violence, alcohol and other substance abuse and other forms of behavior that may violate Penn’s Code of Student Conduct. (Valarie Swain-Cade McCoullum, Vice Provost for University Life)
• Ensure that we are holding students in unaffiliated and unsupervised groups accountable for violations of University policy to the maximum degree permitted. (Maureen Rush, Vice President for Public Safety, Superintendent of Penn Police)
• Review Penn policies and protocols to ensure that we are doing all we can to make students aware of their responsibilities under Penn’s Code of Student Conduct. (Beth Winkelman, Vice Provost for Education)

Student Members:
• Christopher D’Urso, C’18, University Honor Council (Co-Chair), Penn Consumer Assistance, Support & Education (Founder and President), Sigma Iota Rho, Journal of International Relations (Deputy Editor-in-Chief), Leadership Residential Program, Rodin College House (Programming Chair)
• Rosario Jaime-Lara, PhD candidate in Nursing, Graduate Associate in Ware College House, GAPSA Chair for Student Life
• Michelle Xu C’18, Undergraduate Assembly (Treasurer), Student Activities Council (Executive Board Member)

Faculty & Staff Members:
• José Bauermeister, Presidential Associate Professor of Nursing
• Kent Bream, Assistant Professor of Clinical Family Medicine and Community Health, Perelman School of Medicine
• Joann Mitchell, Vice President for Institutional Affairs
• Wendy White, Senior Vice President and General Counsel

Task Force Administrative Staff:
• Kathleen Shields Anderson, Director of Operations & External Affairs, Division of Public Safety
• Monica Yant Kinney, Executive Director, Strategy, Communications and External Affairs, Division of the Vice Provost for University Life
• Rob Nelson, Executive Director for Education and Academic Planning, Office of the Provost

Penn Biden Center for Diplomacy and Global Engagement

(continued from page 1)

On the domestic front, Vice President Biden was tasked with implementing and overseeing the $840 billion stimulus package in the American Recovery and Reinvestment Act. He also led the Ready to Work Initiative, the Administration’s key effort to identify opportunities to improve the nation’s workforce skills and training systems. A long-time advocate against sexual assault and domestic violence, the Vice President appointed the first-ever White House Advisor on Violence Against Women. In his final State of the Union address in January 2016, President Barack Obama tasked Vice President Biden with leading the nation’s Cancer Moonshot program to “end cancer as we know it,” an effort that the Vice President formally launched several days later when he visited Penn’s Abramson Cancer Center (Almanac January 26, 2016).

On January 12, 2017, President Obama awarded Vice President Biden the Presidential Medal of Freedom, with Distinction, the highest civilian honor in the United States.

Mr. Biden and his family have a long affiliation with Penn. His late son Beau, daughter Ashley, and granddaughter Naomi are all Penn graduates. In May of 2013, Mr. Biden received an honorary degree from Penn and was the University’s commencement speaker. As both US Senator from Delaware and Vice President of the United States, Mr. Biden has spoken numerous times at Penn and has been a regular visitor to campus. As a significant component of President Gutmann’s Penn Compact 2020, Penn has made a major commitment to extend the University’s global engagement by bringing the world to Penn and Penn to the world through broad-ranging University-wide programs, including the opening of the Penn Wharton China Center in 2015 and Perry World House in 2016. Penn Global was established in 2012 with the goals of preparing students for a globalized world, strengthening Penn as a global agenda setter, and deploying Penn research to promote healthy, inspiring and productive lives. It works with faculty and schools across the University to bring new ideas and perspectives to global education around the world. Perry World House, Penn’s new global research hub dedicated to advancing interdisciplinary, policy-relevant approaches to the world’s most urgent global affairs challenges, will play a critical role integrating the work of the Penn Biden Center with Penn’s broader academic and policy communities.

The Penn Biden Center for Diplomacy and Global Engagement will open its Washington, DC office later in 2017.

From the Office of the University Secretary

University Council Meeting Agenda
Wednesday, February 22, 2017
4 p.m.
Bodek Lounge, Houston Hall
I. Approval of the minutes of the meeting of February 1, 2017, 1 minute
II. Follow up questions on Status Reports, 5 minutes
III. A discussion of online learning initiatives, 40 minutes
IV. Open Forum. 70 minutes
V. New Business. 5 minutes
VI. Adjournment.

Genome Editing for Treatment of Cystic Fibrosis

Pilot Grant Program: February 17

The Gene Therapy Program (GTP) of the Perelman School of Medicine at the University of Pennsylvania presents this request for applications (RFA) to support research on genome editing for the treatment of cystic fibrosis. All individuals holding a faculty-level appointment at the University of Pennsylvania, The Wistar Institute, Children’s Hospital of Philadelphia or the University of Massachusetts (UMass) are eligible to respond to this RFA.

Up to two grants will be awarded at up to $50,000 direct costs per grant (plus 10% indirect costs) to be used over a one-year period based on your research plan. This application will use a two-step process: (1) one-page LOI, followed by (2) an “invitation only” submission of full application (five pages).

LOI document is to be submitted via email no later than 5 p.m. on Friday, February 17, to limberis@upenn.edu

Applicants will be notified via email by Friday, February 24, with a decision regarding their LOI. If successful, they will be invited to submit a full application by Friday, March 24.

Questions regarding the scientific content of potential projects can be directed to Maria Limberis at limberis@upenn.edu

PCT’s Chief Innovation & Corporate Outreach Officer

(continued from page 1)

Dr. Turco also played a role in the development of several medical devices currently being utilized in the field of vascular medicine.

After leaving Washington Adventist Hospital, Dr. Turco served as the chief medical officer for Covidien Vascular Therapies where he was responsible for Covidien’s clinical affairs, health economics and reimbursement, as well as professional affairs and clinical education for the vascular business unit. While at Covidien, he led and collaborated with Medical Affairs staff and operations globally, orchestrated new business development, new technology evaluation and strategy, as well as regulatory and economic considerations.

Dawn Bonnell, Penn’s vice provost for research added, “As we continue to expand PCT’s capacity to leverage the commercialization potential of faculty generated ideas and research, Mark’s experience and insight will be critical for fostering new partnerships with the private sector. We are looking forward to increasing productive corporate interactions with our faculty as a direct result of his efforts.”
The University of Pennsylvania is committed to the protection and responsible use of information collected from and about its many constituents. The Information Security and Privacy Program Charter was created to establish principles regarding the responsible use and protection of information by the Penn community. This Charter also serves to outline the roles and responsibilities of those University officials tasked with overseeing University programs designed to protect individual privacy as well as the confidentiality, integrity and availability of Penn’s information resources and data. Questions about the Charter can be directed to the University’s Information Security Officer (Joshua Beeman, jbeeman@isc.upenn.edu) and/or the University’s Privacy Officer (Scott Schafer, sschafer@upenn.edu)

—Vincent Price, Provost

—Craig Carnaroli, Executive Vice President

—Scott Schafer, University Privacy Officer

—Joshua Beeman, University Information Security Officer

Information Security and Privacy Program Charter

Preamble
The University of Pennsylvania (the “University” or “Penn”) is committed to the protection and responsible use of information collected from and about its students, faculty, staff, business partners and others who have provided such information to the University. The responsible use and protection of such information requires that Penn and members of the Penn community respect individual privacy, ensure the confidentiality, integrity and availability of Penn’s information resources and comply fully with all laws and government regulations.

The purpose of this Charter is to set forth certain principles regarding the responsible use of information by the Penn community. This Charter also serves to outline the roles and responsibilities of those University officials tasked with overseeing University programs designed to protect individual privacy as well as the confidentiality, integrity, and availability of Penn’s information resources and data.

Business Need
Penn is committed to preeminence in research, teaching and service. As a result, Penn owns significant assets in the form of information. Penn’s informational assets include, but are not limited to, student education records, employment records, financial information, research data, protected health information, alumni and donor information, Penn operational data, Penn intellectual property, and other data relating to Penn’s infrastructure, technology resources and information security. The improper use of such information, the unauthorized or inadvertent disclosure, alteration or destruction of information assets, or a significant interruption in their availability, can disrupt Penn’s ability to fulfill its mission. Such actions can also result in regulatory, legal, financial and/or reputational risk to Penn and to the individuals whose data Penn maintains.

Scope
This Charter applies to all members of the Penn community including students, staff, faculty members, officers and employees of the University as well as other individuals authorized to use and/or access University technology resources and data.

Statement of Principles
Information security and privacy protection serve as the cornerstones by which members of the Penn community (defined in Scope, above) can demonstrate that they are good stewards of the data entrusted to them. The Information Security and Privacy programs strive to ensure that information security and privacy efforts consistently demonstrate a commitment to the core mission and principles of the University while protecting the overall security and privacy of information at Penn.

It is understood that successful information security and privacy programs at Penn will involve not only the protection of University data and systems, but also the appropriate preservation of personal privacy. This Charter and Penn’s information security and data privacy policies (identified in Policies below) define the principles and terms of the Penn’s Information Security and Privacy programs as well as the responsibilities of the members of the Penn community in carrying out and adhering to the respective program requirements.

Policies
- Applicant Data Policy
- Closed Circuit Television Monitoring and Recording of Public Areas for Safety and Security Purposes
- Confidentiality of Health Records under HIPAA
- Confidentiality of Faculty & Staff Records–HR Policy 201
- Confiscation of Publications on Campus
- Confidentiality of Student Records
- Computer Security Policy
- Guidelines on Open Expression
- Information Systems Security Incident Responses
- Photocopying for Educational Use
- Policy on Acceptable Use of Electronic Resources
- Policy on Computer Disconnection from PennNet
- Policy on Requirements for Authenticated Access to PennNet
- Policy on Security of Electronic Protected Health Information (ePHI)
- Policy on Unauthorized Copying of Copyrighted Media
- Privacy in the Electronic Environment
- Privacy of Alumni Data
- Protocols for the University Archives and Records Center
- Red Flag Rule
- Relationships Between Members of the University Community and Intelligence Organizations
- Social Security Numbers

Roles & Responsibilities
All members of the Penn community have a responsibility to help ensure that Penn’s information assets are used only in the proper pursuit of the University’s mission and that the confidentiality, integrity and availability of Penn’s information is maintained, regardless of where it is processed or stored. All members of the Penn community have an obligation to appropriately use and protect information in a manner that is respectful of personal privacy. Members of the Penn community also must use and protect information in compliance with applicable laws.

The Information Security program and Privacy program described below are charged with assisting and supporting members of the Penn community in meeting these responsibilities and strengthening accountability.

The Information Systems and Computing (ISC) Information Security program is charged with overseeing University efforts to preserve the confidentiality, integrity and availability of Penn’s digital assets, the University network, systems and data. This includes coordinating School and Center security-related activities, developing and implementing proactive technical and non-technical measures to help detect and prevent security risks, establishing policy, standards and guidance, and providing effective incident response when necessary.

The University Information Security Officer is responsible for overseeing the ISC Information Security program.

The Vice President of Information Technology (IT) and University Chief Information Officer (CIO) is responsible for identifying and delegating the responsibility for information security, for approving security policies (continued on page 5)
Information Security and Privacy Program Charter (continued)

(continued from page 4)

cies, standards and guidelines, overseeing incident response as necessary, and reporting periodically to senior University administration and the Board of Trustees on matters of Information Security.

The Office of Audit, Compliance and Privacy (OACP) University Privacy Program is responsible for developing an overall privacy framework to: 1) establish governance, implementation and accountability structures across the University with respect to privacy; 2) ensure compliance with federal and state privacy laws as well as Penn’s privacy-related policies and procedures; 3) raise awareness about privacy risks and how to mitigate those risks; 4) and provide effective incident response when necessary.

The University Privacy Officer is responsible for overseeing the OACP University Privacy program.

The Associate Vice President for Audit Compliance and Privacy is responsible for identifying and delegating the responsibility for implementation of the University Privacy program, providing senior-level review of privacy-related policies and key privacy initiatives, overseeing incident response as necessary and reporting periodically to senior University administration and the Board of Trustees on matters involving University Privacy.

Schools and Centers are responsible for establishing local Security and Privacy mechanisms in order to ensure compliance with University policies and guidelines, protect data, systems and networks, implement security- and privacy-related controls, and to cooperate with the Office of Information Security and the Office of Privacy in responding to incidents.

The Information Security program and the Privacy program maintain strong relationships with the Office of General Counsel, Division of Public Safety, Information Systems and Computing, the Office of Audit, Compliance and Privacy, the Provost and EVP offices, the Office of Student Conduct and many other offices handling confidential University data. These partners are essential to the provision of information security services and privacy protections to the Penn community.

Security & Privacy Steering and Governance

The following have been established to provide input, support and steering to the Information Security program and the Privacy program:

- Privacy & Security Executive Committee (PSEC)–Broad-based membership of senior Penn leaders providing input to ensure that the implementation of security and privacy controls and policy requirements remain strong, appropriate and in alignment with the University mission.
- IT Roundtable (ITR) and the IT Security Council (IT-SEC)–The role of ITR is to share knowledge across Penn IT organizations and provide input to IT decisions and policies that have University-wide implications. IT-SEC, a sub-group of ITR, is responsible for providing feedback to ISC Information Security on matters relating to the execution and operation of their respective local information security programs.
- Network Policy Committee (NPC)–The NPC’s charge is to develop, review and recommend IT- or data-related policies for approval to IT Roundtable, and ultimately to the Vice President for IT and University CIO.
- Senior Incident Response Team (SIRT)–SIRT is made up of senior Penn leaders who provide input on the approach to handling significant privacy or security incidents.

Enforcement

Violations of any Information Security and/or Privacy policies identified above may result in corrective actions as set forth in the applicable policy.

Program Review & Renewal

The Information Security program, the Privacy program and this Charter are evaluated on an ongoing basis by the Provost and the Executive Vice President of the University.

Classification of Individual Service Providers as Employees or Independent Contractors

Dear Colleagues:

A cross-functional team recently reviewed Penn’s policies to ensure the University’s compliance with federal laws and regulations on how individual service providers are classified, paid, and taxed. A pilot of the updated policies and procedures was conducted with the Perelman School of Medicine, School of Arts and Sciences, School of Design and Wharton.

Based on feedback from pilot participants, and following discussions with leadership and other stakeholders, these policies, procedures and processes have been finalized and are now available to the University community. More information, including the updated policies and documents, and background on the review process, may be found at www.hr.upenn.edu/isp

The most relevant points to be aware of include:

- Classification of an individual service provider as either an employee or independent contractor must be completed prior to any agreement with the individual or performance of service.
- The classification decisions will be made by the School/Center Human Resources Director and will be made based on information provided by the individual and an evaluation of the position and the services to be conducted. Beginning January 1, 2017 all individual service providers must go through the review process to determine their status. The tools located on the Individual Service Provider Classification website at http://www.hr.upenn.edu/isp will help you with this determination.
- It is likely that under new guidelines issued by the US Department of Labor that individual service providers who have in the past been considered independent contractors will now be considered temporary, part-time, or full-time employees.
- Guest speakers, artists, presenters, special lecturers and distinguished speakers at University functions who provide one-time or one-per-year services will use a special “limited engagement” process.
- Agreements with independent contractors and limited engagement individuals must be documented in writing, via contract prior to the performance of services.
- Positions filled by individuals who are currently paid as independent contractors who have conducted work for the University on a regular or ongoing basis for one year or more are required to be evaluated for proper classification.

Training on these policy updates has been conducted for Business Administrators and others. BAs and School/Center HR Directors are aware of these changes and can be a resource if you have questions. Rollout of the changes is ongoing, with full implementation expected by July 1, 2017. This timeline allows Schools/Centers time to identify and resolve any issues while minimizing impact on work.

We understand the role individual service providers can play in furthering research and enhancing the education of our students. At the same time, the University must be in compliance with federal, state, and local laws and regulations. The Internal Audit team will be performing reviews in the future to help ensure compliance.

The financial consequences of non-compliance can be significant. More importantly, we must consider the reputational risk to the University. Penn is a responsible employer with a global reputation for excellence, and we each play a role in maintaining that reputation.

We appreciate your attention to these matters and thank you for your support.

—Jack Heuer, Vice President of Human Resources
—Mary Frances McCourt, Vice President for Finance and Treasurer
2017 Models of Excellence Honors Outstanding Staff Members

At Penn, we recognize excellence in all areas of the University. In that spirit, the 2017 Models of Excellence Program will honor 59 outstanding staff members who play key roles in Penn’s ongoing success.

This is the 18th year that President Amy Gutmann and other senior University leaders will provide honorees from schools and centers across the University with awards for their exemplary service on Tuesday, March 28, 2017, in Irvine Auditorium.

The awards are presented in three categories: Models of Excellence, Pillars of Excellence, and Model Supervisor.

Models of Excellence

The Models of Excellence Award recognizes staff member accomplishments that reflect initiative, leadership, increased efficiency and a deep commitment to service.

The Pennovation Center Project Team and the Thrive at Penn Team will be presented with the Models of Excellence award this year.

The Pennovation Center Project Team was selected for creating a physical hub to develop and create an environment to foster innovation and entrepreneurship for faculty and student inventors and researchers, as well as start-ups and other creative venues from all over the region.

Pennovation Center Project Team

- Laurie Actman, Provost’s Center
- Steven Becker, FRES
- Michael Borda, Provost’s Center
- Edwin Datz, FRES
- Leandra Davis, SEAS
- Ira Kauderwood, President’s Center
- Dora Mitchell, Provost’s Center
- Michael David Poisel, Provost’s Center
- Jennifer Rizzi, FRES
- Essa Sanchez, FRES
- Paul Sehert, FRES
- Tony Sorrentino, Office of the EVP
- Ira Winston, SEAS
- Heidi T. Wunder, FRES
- Thomas Yoo, FRES

The Thrive at Penn Team was chosen for developing a new orientation program emphasizing student safety and success through a multimedia format using an innovative, online platform.

Thrive at Penn Team

- William Alexander, VPUL
- Molly Bonnard, University Library
- Christopher Cook, ISC
- Erin G. Cross, VPUL
- David Fox, Provost’s Center
- Marjan Osman Gartland, VPUL
- Aman Goyal, VPUL
- Ashleigh Halbritter, VPUL
- Mayumi Hirtzel, ISC
- Monica Yant Kinney, VPUL
- Meeta Kumar, VPUL
- Troy Majnerick, Provost’s Center
- Anita Mastroieni, Provost’s Center
- Laurie McCall, VPUL
- Stephen McCann, VPUL
- Noelle Melartin, VPUL
- Jessica Mertz, VPUL
- Ryan Miller, VPUL
- Julie Nettleton, Provost’s Interdisciplinary
  Programs
- Giang Nguyen, VPUL
- Litty Paxton, VPUL
- Vanessa Stoloff, VPUL
- Deborah Westerling, VPUL

Models Honorable Mentions

The Amazon@Penn Team, Facilities and Real Estate Services (FRES)/New College House Team and Sung Youn Sonya Gwak will receive Models of Excellence Honorable Mentions.

Amazon@Penn Team

- Douglas Berger, Business Services
- Christopher Bradie, Business Services
- Rafael de Luna III, FRES
- David Dunn, FRES
- Barbara A. Lea & Kruger, Business Services
- Roman Petyk, President’s Center
- Stephen Wielgus, Business Services

FRES New College House Team

- Douglas Berger, Business Services
- Mariette Buchman, FRES
- Michael Dausch, FRES
- Michael Doherty, FRES
- David Dunn, FRES
- John Eckman, Residential and Hospitality Services
- David Hollenberg, FRES
- Monique Jermain, FRES
- Paul Klirbide, Residential and Hospitality Services
- Pamela Lampitt, Residential and Hospitality Services
- Marty Redman, CHAS

Sung Youn Sonya Gwak, SEAS

Pillars of Excellence

The Pillars of Excellence Award recognizes the important support Penn’s weekly-paid staff members provide to promote the University’s mission.

This year’s Pillars of Excellence Award will go to Katie Carlin Birch of Business Services. Ms. Carlin Birch is recognized for exemplifying the essence of a customer service mentality through collaboration, dedication and innovative thinking while continually demonstrating a commitment to excellence in Parking, Transportation, the Ice Rink and Mail Services (PTIRM).

Maya Smith of Business Services is this year’s Pillars of Excellence Honorable Mention. She will be honored for her sound decision making, outstanding customer service and superior organizational skills as the “face of PennCard.”

Model Supervisors

The Model Supervisor Award honors supervisors who are effective and productive leaders for the University.

This year Tina Skov Cowan in Development and Alumni Relations and Lilian Wu in School of Engineering and Applied Science will receive Model Supervisor Awards.

Each Models of Excellence, Pillars of Excellence and Model Supervisor Award winner and winning team member will receive $500 and a symbolic award. Staff members who have earned Honorable Mentions will receive $250 and a symbolic award.

The 22-member 2017 Selection Committee included people from across the Penn community: administrators, faculty, weekly-paid staff, supervisors, and past Models of Excellence honorees. This year, the Selection Committee carefully reviewed 15 Models of Excellence nominations, four Pillars of Excellence nominations, and nine Model Supervisor nominations submitted by University colleagues and supervisors. All nominees merit recognition for their noteworthy work. Honorees were selected based on their distinguished efforts and impact above-and-beyond expectation.

Congratulations to all honorees, finalists and nominees!

The Penn community is invited to attend the Models of Excellence Award Ceremony and Reception on Tuesday, March 28, at 4 p.m. in Irvine Auditorium. Visit https://www.hr.upenn.edu/myhr/appreciation/models for ceremony details and to learn how you can nominate a coworker for this prestigious award.

—Division of Human Resources

Protecting Against Phishing

According to Verizon’s 2016 Breach Report, “phishing”—the attempt to obtain sensitive information or gain access to a system through deception—continues to be a major source of fraud, resulting in the theft of personal identities, sensitive information and even property or funds.

Phishing is characterized by urgent language stating that immediate action must be taken in order to prevent serious negative consequences (e.g., termination of an account). These attack messages press you to provide sensitive or personal information, either via email or on a linked website. These demands frequently contain telltale flaws; generic salutations, grammatical errors and spelling mistakes can be a tip-off that something is amiss.

A more targeted version of this type of attack is known as “spear phishing.” Spear phishers misappropriate specific language and images from legitimate institutional communications (e.g., Penn logos, names of Penn organizations, or Penn-specific terms like “PennKey”) in order to lure users to malicious websites.

Spear phishing can target specific individuals as well as groups. Phishers may closely examine organizational charts and public website information for details that allow them to impersonate a supervisor, business administrator, or other trusted source via email. These emails often urge recipients to act quickly while also discouraging further follow-up. Comments like “Please do this ASAP; I will be away and can’t be reached by phone,” are a clue that a message may be fraudulent.

To further protect yourself against phishing:

- Try to confirm offline any electronic communications that expect you to initiate financial transactions with unfamiliar partners, or in undue haste.
- Speak with your Local Service Provider (LSP) about using Penn’s SafeDNS service, which blocks connections to known malicious web addresses.
- Report email that JDLR (Just Doesn’t Look Right) to security@upenn.edu. The sooner possible phishing threats are identified, the quicker they can be stopped from endangering others at Penn.

To learn more, visit:

- http://www.upenn.edu/computing/security/phish/
- http://www.upenn.edu/computing/security/advisories/phishing.php
Additional 2017 Summer Camps at Penn

Below are two more options for children to enjoy summer 2017 at Penn—Penn/Wilson Tennis Camp and Penn Vet’s Canine Handler Academy (below). See the recent Almanac Supplement with a collection of numerous 2017 Summer Camps and Programs at Penn at http://www.upenn.edu/almanac/volumes/v63/n21/summercamps.html.

Canine Handler Academy: Beginner Session I: July 10-14; Beginner Session II: July 17-21; Advanced Session I: July 24-28; Advanced Session II: July 31-August 4. Open to students entering seventh, eighth and ninth grades. Students will gain hands-on training experience, learn from guest presentations and enjoy various working dog demonstrations. Cost: $650/week. Scholarships available for qualified students. Contact: canine-handleracademy@gmail.com

Penn/Wilson Tennis Camp: June 12-August 11. A day camp open to players of all skill levels, ages 3-17. Each camper receives personal attention, advanced teaching techniques, intensive drill work and game/match play, all in a fun and competitive environment. The camp runs Monday-Friday, 9 a.m.-3 p.m. Extended day available 3-6 p.m. Cost: $405/week; $360/week for three weeks or more. Register: www.wilsontenniscamps.com/penn/

Second Life at Slought

Second Life, a series of previously unpublished works about social and institutional boundaries and thresholds will be exhibited at Slought through March 23. (above) Adrian Paci, Centro di Permanenza Temporanea, (2007). Courtesy the artist and kaufmann repetto. For more information on the exhibit, visit: https://slought.org/resources/second_life

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons or Crimes Against Society from the campus report for January 30-February 5, 2017. Also reported were 9 Crimes Against Property (8 thefts, 2 frauds and 1 burglary). Full reports are available at: www.upenn.edu/almanac/volumes/v63/n23/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 January 30-February 5, 2017. 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: 9 incidents with 1 arrest (6 robberies, 2 assaults and 1 domestic assault) were reported between January 30-February 5, 2017 by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

18th District Report

01/31/17 3:11 PM 3400 Market St Complainant punched in the back several times
01/31/17 6:19 PM 4300 Chestnut St Male wanted on warrant/Arrest
01/31/17 6:22 PM 220 S 40th St Complainant punched in the chest
01/31/17 7:47 PM 3335 Market St Complainant punched in the chest
01/31/17 10:25 PM 200 S 40th St Male wanted on warrant/Arrest
02/01/17 1:05 AM 3800 Chestnut St Intoxicated driver/Arrest
02/01/17 1:29 PM 4000 Market St Males in possession of marijuana/Cited and released
02/02/17 2:28 AM 200 S 40th St Male cited for public urination
02/05/17 4:29 PM 3400 Spruce St Patient threatened complainant

Correction: The cost of the Penn Tennis Camp (separate from Penn/Wilson Tennis Camp at left) is $420/week. The cost was listed incorrectly in the 2017 Summer Camps and Programs at Penn supplement (Almanac: January 31, 2017). More information is available at www.penn/tenniscamps. Almanac regrets the error.—Eds.

Quaker Career Wardrobe: Professional Clothing Drive

Start your spring cleaning now and help Penn students dress for career success!

Career Services is creating the Quaker Career Wardrobe, where students in need of attire for interviews and other career-related events will be invited to “shop” for a free professional outfit. They need help to stock the shelves!

Drop off donations of clean, new or gently used professional attire (men’s suits, dress shirts, belts, shoes, and ties; and women’s suits, separates, blouses, and shoes) at locations around campus through Thursday, February 16:

Penn Career Services—McNeil Building, Suite 20
Franklin Building (First Floor Lobby)
Fagin Hall lobby

Update

February AT PENN

SPECIAL EVENT

21 Fractured Lands: How the Arab World Came Apart; Scott Anderson, Pulitzer Center journalist and author; 6 p.m., Perry World House (Middle East Center and South Asia Center).

AT PENN Deadline

The February AT PENN calendar is now online at www.upenn.edu/almanac. The deadline for the March AT PENN calendar is today, February 14, 2017.
Traditional African music and contemporary African dance, storytelling, a drumming workshop, arts, crafts, an African marketplace, games, family gallery tours, films and more all come alive at the Penn Museum’s 28th Annual Celebration of African Cultures on Saturday, February 25, 11 a.m. to 4 p.m. The celebration, presented in the Museum’s African galleries and around the Museum, is free with Museum admission (15, general admission; 13, seniors [65+]; 10, children [6-17] and full-time students [with ID]; $2 ACCESS and Museums for All cardholders; free to children under 5, members, active United States Military, STAMP and PennCard holders).

100.3 WRNB’s Lady B and the promo crew join in the festivities, with lots of fun, prizes and surprises in store, from noon to 2 p.m.

Shake your Sekere and Dance, Dance, Dance
West African Vibe (WAVE) is a modern West African dance group that performs to a variety of contemporary Afrobeat artists from across the region. At 2:30 p.m., about 15 of the group’s 20 members offer a short dance “mash up” of some of their best performances, followed by a short workshop, as the audience is invited to learn a few of the group’s dance moves!

Culture Shock is a multicultural dance group affiliated with the University of the Sciences’ International Society, a student organization responsible for representing students from all over the world. The group applies elements of traditional music to modern dance performances. For this year’s event, Culture Shock’s performance will reflect traditional dances from areas of both East and West Africa, with hints of Caribbean influence—and some African belly dance. They take the stage at 1:30 p.m.

The Women’s Sekere Ensemble infuses the Museum galleries with the rhythms and tones of the sekere, a traditional Nigerian percussion instrument made from intricately beaded gourds and an agogó, a bell with origins in traditional Yoruba music. Dedicated to the preservation of African music, the percussionists, led by Omomola Iyabummi, perform at noon and again at 2:15 p.m.

Guests are encouraged to bring a drum or instrument to the celebration, to join master percussionist Abba Paul Lucas, who invites guests to experience the rhythm within, at an African Drum Workshop at 3 p.m. (A limited number of percussion instruments will be available to borrow.)

The Liberian Women’s Chorus for Change concludes the day’s rich line up of performances with a concert at 3:30 p.m. The Chorus, partnered with the Philadelphia Folklore Project, brings the power of Liberian traditional song to the forefront of efforts to make communities safe and strong. Composed of renowned singers and dancers from Liberia—Fatu Gayflor, Marie Nyenabo, Zaye Tete and Tokay Tomah—the Chorus inspires awareness and dialogue about domestic violence and other concerns of the approximately 15,000 Philadelphia-area Liberian immigrants.

Stories, Tours, Films and Games
The Watoto of Joy youth group, part of Philadelphia’s Keepers of the Culture Afrocentric storytelling group, perform African stories at 12:30 p.m. The youth group recently performed at the 34th “In the Tradition” annual national Black Storytelling Festival and Conference held in Philadelphia in the fall. Families can join in on an African object-focused gallery tour, led by members of the Penn Museum’s new Teen Ambassadors program, at 11 a.m. and again at 2 p.m.

Penn Museum’s Archives joins in the day, presenting an award-winning short film for children and families, Mwansa the Great (2011), directed by Rungano Nyoni, and introduced by Film Archivist Kate Pourshariati, at 11:30 a.m. and again at 1 p.m.

The Teen Ambassadors are on hand to teach and guide guests who want to learn to play African games. Visitors can learn to play the traditional “board” game mancala, which originated in West Africa, playing on traditional mancala boards in the Museum’s African galleries and around the Museum. Guests are encouraged to bring a drum or instrument to the celebration, to join master percussionist Abba Paul Lucas, who invites guests to experience the rhythm within, at an African Drum Workshop at 3 p.m. (A limited number of percussion instruments will be available to borrow.)

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The Museum’s renowned Egypt Galleries will once again focus on the historical rise and fall of the boyhood home of Pharaoh Tutankhamun, and The Egyptian Mummy: Secrets and Science.

Partners at the Event
Philadelphia has a strong and diverse African and Caribbean community, and several organizations have partnered with the event, providing more information about their organizations and the people they serve: the : Ethiopian Community Association of Greater Philadelphia is a community-based mutual and assistance association serving the city’s Ethiopian community and preserving and promoting Ethiopian culture. The African Family Health Organization addresses the need among members of the African and Caribbean immigrant and refugee communities who experience difficulties accessing health services due to cultural, geographic, and linguistic barriers. AFRICOM, the Coalition of African and Caribbean Communities in Philadelphia, empowers African and Caribbean Communities by facilitating access to health and social services, promoting economic development and facilitating conflict resolution. The University of Pennsylvania’s Center for African Studies is dedicated to fostering a deeper understanding of the peoples of Africa, their diaspora and the impact of this diaspora on humanity through its research, academic initiatives and public programming.

An African Marketplace and African Foods
Throughout the celebration, visitors have the chance to browse and shop at an African mini-marketplace featuring wooden, leather, and bronze accessories, as well as colorful prints, art, jewelry and apparel available for purchase, from special vendors, including Rashida Watson of The Silk Tent, Puyâ Yohannes of Boles Lig, Chakir Bouchaib of Nayaz Boutique, and Desiree Langford of Ryazay Boutique. Guests can also stop by the Museum Shop, which features a collection of African-inspired and fair trade, African-made items.

The Pepper Mill Café also gets into the spirit, offering an African-inspired lunch menu and snacks for purchase.

Signature Galleries
The Africa Gallery features objects from cultures throughout the continent. Highlights include Akan goldweights, and musical instruments made from wood, skins, gourds, and plant fibers. The Museum was among the first American museums to begin collecting art and artifacts from Africa; most items in the collection were obtained between 1891 and 1930.

The Museum’s renowned Egypt Galleries feature a massive red granite Sphinx (the largest Egyptian Sphinx in the Western hemisphere), and monumental architecture from the Palace of Merenptah. Special exhibitions include Amarna: Ancient Egypt’s Place in the Sun, about the meteoric rise and fall of the boyhood home of Pharaoh Tutankhamun, and The Egyptian Mummy: Secrets and Science.