Mapping Penn GSE’s Partnerships with Philadelphia Schools

The crisis of Philadelphia’s schools drew preeminent teaching expert Pam Grossman to the deanship of Penn’s Graduate School of Education (GSE), which she has led since January 2015 (Almanac April 1, 2014).

The City of Philadelphia is a national testing ground for many of the issues facing America’s educational system: school reform, charters, school funding, deep poverty and a diverse and diversifying student body. Dr. Grossman felt compelled to make a difference here—hoping her work at Penn could have an impact on the community and in national discussions.

Crucial to her strategy was understanding Penn GSE’s direct work with Philadelphia schools, which she was surprised to learn extends into every city neighborhood with 513 activities in 247 schools. Dean Grossman also discovered that faculty within Penn GSE and on the Penn campus, although united in their commitment to Philadelphia, do not always have a detailed understanding of the many projects underway. Without that shared knowledge, it is difficult to foster the alchemy necessary for larger change.

To illustrate Penn GSE’s work and partnerships in Philadelphia, the school launched an interactive and evolving “heat map.” To explore it, see https://phillymap.gse.upenn.edu/

Dean Grossman’s hope is that the map forms a foundation for further partnerships across not only GSE, but the larger Penn and Philadelphia communities. “At Penn GSE, we’re committed to putting our research to work to develop teachers, leaders and resources that can help unlock opportunities for the children of Philadelphia,” said Dean Grossman. “We partner with schools in small and large ways to work towards social justice—always endeavoring to leverage the expertise of the larger research university in service of a better education for all.”

The map (above) demonstrates the range and depth of Penn GSE’s work. Penn GSE’s master’s and doctoral students participate in training partnerships in more than 90 city schools; they are teaching, counseling and leading. GSE’s researchers are engaged in efforts like Shared Solutions, a deep partnership between the University and school district to better understand the district’s turnaround efforts in order to make changes that can work across systems. Also, programs like the Philadelphia Writing Project provide professional development to hundreds of area educators.

Penn GSE also prepares teachers and leaders for city schools, and students stay committed to Philadelphia after graduating. A majority of its teaching graduates work in Philadelphia area schools. Their leadership programs prepare aspiring and mid-career principals and leaders to make a positive difference in their schools. These alumni are often the catalyst for bringing Penn students, faculty and resources into their schools.

“This is only the first step,” said Dean Grossman. “In the weeks and months to come, I’m looking forward to announcing new collaborative efforts to harness the energy and resources of Penn to work towards improving education for all Philadelphia students.”
The following is published in accordance with the Faculty Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Should you have any questions and/or requests and to schedule a brief meeting to further discuss your ideas, contact the Senate Office, either by telephone at (215) 898-6943 or by email at almanac@pobox.upenn.edu

Faculty Senate Executive Committee Actions

Wednesday, February 10, 2016

Chairs Report. Faculty Senate Chair Reed Pyeritz reported that the annual Faculty Senate Symposium is scheduled for April 6, at 4 p.m., in Houston Hall’s Hall of Flags; the topic is the role of faculty in the evolution of the research university. Presidents from three major research universities have committed to participate thus far. Dr. Pyeritz also informed SEC that revised policies on sexual violence and assault will be available for review next month. He announced that Penn Libraries have engaged a PR firm to understand how best to communicate to the University community about the services it offers; he asks all faculty to contribute input on this matter by email.

Past-Chair’s Report. Faculty Senate Past Chair Claire Finkelstein reported that the Academic Planning and Budget Committee held a meeting on February 9 and the Capital Council held one on February 10. She gave an update on the Campaign for Community (C4C), informing SEC members that the Faculty Senate’s co-sponsored event, “A Conversation About Race and Respect in the Classroom” on January 27, was well received. The C4C Steering Committee continues to solicit proposals for the current academic year and recommends that SEC members encourage their constituencies to submit proposals. The Senate Office can advise faculty seeking to develop proposals. Interested faculty members should contact the Senate Office.

Update from the Office of the President. President Amy Gutmann reported on progress toward the three pillars (Inclusion, Innovation, Impact) of the Penn Compact 2020. US Vice President Joe Biden chose Penn as the home of the “Cancer Moonshot” research program that President Obama recently announced in his State of the Union address; it received a warm reception from both major political parties and speaks to the strength of Penn faculty and multidisciplinary engagement. The Penn Museum has opened its Golden Age of King Midas exhibit that represents excavations by Penn archaeologists in Turkey. President Gutmann will embark on a ten-city “Our Penn” tour of the US, Asia and the UK in which she will convene panels with students in front of alumni, parents and Penn friends to highlight the current Penn student experience. The Action Plan for Faculty Diversity and Excellence has invested $157 million over the past four years; a report will be released next year that describes the progress made toward the Plan’s goals. The Faculty Council on Access and Academic Support has worked for the past eight years to increase access for underrepresented students in STEM fields; it has recently facilitated the introduction of Structured Active In-class Learning (SAIL) environments for classes that engage students in blended learning and improved teaching. First generation and low-income-family students are also being tracked by the Financial Aid office to ensure they have the support they need; a multi-campus student group, FirstGen, is facilitating this effort. The Penn Center for Innovation (PCI) has a model that aids faculty members in bringing new discoveries into the marketplace; President Gutmann encouraged SEC members to engage with PCI in proposing innovative, cross-school ideas worthy of further research and faculty support.

Update from the Office of Information and Systems Computing. Tom Murphy, University chief information officer, provided SEC members with an update on the O365 common email and calendar initiative, which involves all schools and centers except PSOM. Primary benefits include access to contacts from a single Global Address list, viewing of free/busy information on all calendars, one terabyte of personal data storage on OneDrive for Business and free Office 365 ProPlus usage on five devices (available for faculty to download this month). Mr. Murphy also discussed the continuing work on Next Generation Student Services initiatives, the development of the Penn Research Administration Gestalt of Management Applications (PRAGMA), a Human Capital Management Process program, and information security initiatives including development of a University-wide firewall. He emphasized the importance of transparency and faculty oversight on defining the firewall’s initial settings, which are intended to prevent harmful attacks to University technology and not to censor users’ free-dom of expression or research. He noted that a “Transparency and Accountability Program” will soon be launched within established University policies to allow for proactive management of Penn’s computing environments and that more information is forthcoming.

Faculty Wellness Ambassador Program. In May 2015, SEC approved a Mental Health and Welfare Pilot program, which aims to help educate faculty on the handling of student mental health issues, thereby improving the response of faculty to students experiencing psychological distress. The program will soon begin its pilot phase and is seeking participation from faculty members who are willing to undergo a one-day training and serve as a resource on mental health issues in their schools or departments. SEC members were asked to nominate colleagues who can serve effectively in this role.

Call for Proposals for the Penn China Research & Engagement Fund: April 15

Penn Global is excited to announce the 2016 Call for Proposals for the Penn China Research & Engagement Fund and the Global Engagement Fund.

The Penn China Research & Engagement Fund (Penn CREF), launched in March 2015, is a five-year, $10 million commitment matching program designed to stimulate and support activity in China and engagement with the Penn Wharton China Center. All Penn faculty and senior administrators are eligible to apply. Proposals for Penn CREF are due by April 15. For additional details about and submission instructions for Penn CREF, visit: https://global.upenn.edu/global-impact/penn-china-research-engagement-fund

The Global Engagement Fund (GEF) Annual Program seeks to seed creative projects that will further Penn’s global initiatives in the key regions of India, Africa and Latin America and the Caribbean. All Penn faculty and senior administrators are eligible to apply. Proposals for the Global Engagement Fund are due March 14. For additional information and submission instructions, visit: http://global.upenn.edu/GEF

Penn Global strongly encourages faculty and staff who are interested in applying for either fund to contact global@exchange.upenn.edu with any questions and/or requests and to schedule a brief meeting to further discuss your ideas.

Penn Trustees Winter Meetings

On February 25 and 26, the following University of Pennsylvania Trustee Committee meetings will be held at the Inn at Penn, except where noted.

Thursday, February 25
8:30-10 a.m.
• Local, National & Global Engagement Committee
10:15-11:45 a.m.
• Facilities & Campus Planning Committee
1:45-3:30 p.m.
• Student Life Committee, Counseling & Psychological Services (CAPS), 3624 Market Street
3:45-5:15 p.m.
• Academic Policy Committee
• Budget & Finance Committee
Friday, February 26
11:30 a.m.-12:30 p.m.
• Stated Meeting of the Trustees

Deaths

Harold S. Rosenbluth, Penn Libraries Overseer

Harold S. Rosenbluth, C’47, L’50, a former Overseer of Penn Libraries, died of cancer at home in Havertown, Pennsylvania, on February 3. He was 91 years old.

Mr. Rosenbluth was born in Philadelphia and graduated from Central High School. He served in the US Army from 1942-1944. He earned his bachelor’s degree in 1947 and his law degree in 1950, both from Penn.

He worked for three years as a corporate lawyer before joining the family business, Rosenbluth International, Inc. The family sold the business to American Express Co. in 2003, but retained Rosenbluth Vacations. Mr. Rosenbluth remained chairman until his death.


In addition to his wife, Frances, Mr. Rosenbluth is survived by two sons, Lee and Hal; a daughter, Amy; and seven grandchildren.

Donations may be made to the Harold S. Rosenbluth Memorial Fund at Rodeph Shalom Synagogue, 615 N. Broad Street, Philadelphia, PA 19123.

To Report A Death

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

No Issue March 8: During Spring Break

Almanac will not publish an issue. Therefore the March AT PENN Update in the March 1 issue will span two weeks, through March 16. The deadline is February 23.

ALMANAC February 16, 2016
Call for Volunteers for 2016-2017 Committee Service: March 23

**Committees and Their Work**

**Academic and Related Affairs** has cognizance over matters of undergraduate recruiting, admissions and financial aid that concern the University as a whole or those that are not the specific responsibility of individual faculties; of all programs in recreation, intramural and club sports and intercollegiate athletics; and of all matters of policy relating to research and the general environment for research at the University, including the assignment and distribution of indirect costs and the assignment of those research funds distributed by the University. The Committee considers the purposes of a university bookstore. It advises the administration on policies, developments and operations of the bookstores and libraries; in such areas as international student services, foreign fellowships and studies abroad, exchange programs and cooperative undertakings with foreign universities; on athletic operations and recommends changes in policy when appropriate; and on those proposals for sponsored research referred to it because of potential conflict with University policy.

**Campus and Community Life** has cognizance over the University’s electronic and physical communications and public relations activities; advises on the relationship of the University to the surrounding community; has cognizance of the conditions and rules of undergraduate and graduate student life on campus; and considers and recommends the means to improve safety and security on the campus.

**Facilities** keeps under review the planning and operation of the University’s physical plans and all services associated therewith, including transportation and parking.

**Honorary Degrees** is charged with soliciting recommendations for honorary degrees from faculty, staff and students and submits nominations to the Trustee Committee on Honorary Degrees.

**Personnel Benefits** has cognizance over the benefits programs for all University personnel. Special expertise in personnel, insurance, taxes or law is often helpful.

**Diversity and Equity** aids Penn in fostering and taking full advantage of its diversity as well as in strengthening ties across all boundaries to enrich and enliven the campus community. The Committee shall advise the offices of the president, provost and the executive vice presidents on ways to develop and maintain a supportive atmosphere on campus for the inclusion and appreciation of diversity among all members of the University community. The Committee will review and provide advice regarding the University’s equal opportunity and affirmative action programs and policies. The areas in which the Committee shall report to the Council include diversity within the educational and work settings, integration of staff and faculty into the larger campus community and ways to foster a campus environment that is inclusive and supportive of difference.

**Note:** Faculty who wish to serve on the Committee on Open Expression may also use the form below. Nominations will be forwarded to the appropriate Faculty Senate Committee. Please forward names and contact information to Patrick Walsh, Faculty Senate Office, Box 9 College Hall/6303, tel. (215) 898-6943; fax (215) 898-0974 or email at senate@pobox.upenn.edu

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**To:** University Faculty, Penn Professional Staff Assembly and Weekly-Paid Professional Staff Assembly Members

**From:** 2015-2016 University Council Committee on Committees

**RE:** Volunteers Needed for Committee Service

The University Council 2015-2016 Committee on Committees invites you to nominate yourself or others for service on University Council Committees. Council committees serve as advisory bodies in shaping academic/administrative policy. Please consider taking advantage of this opportunity to learn about the administrative structure of the University and have input into its decision-making.

Membership on the committees listed is open to faculty and staff, and we invite individuals who have previously served to volunteer again. We also encourage faculty and staff who have not previously participated to volunteer so that committees may have a mix of new ideas and experience. Most committees also are open to students; their participation is being solicited through other channels.

Please submit nominations by **March 23, 2016**, using the form below.

To support participation, it is strongly encouraged that offices provide flexibility and release time to the extent possible for staff attendance at University Council Committee meetings. We encourage staff and supervisors to work together to arrange release time in recognition of the operational needs of their school/center. We encourage staff members to provide as much notice as possible in scheduling time for attendance at Council Committee meetings.

To have an idea of a particular committee’s work, you may wish to review its most recent annual report published in **Almanac** (March 5, 2015) by visiting the University Council website at [http://www.upenn.edu/secretary/council/committees.html](http://www.upenn.edu/secretary/council/committees.html)

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**2015-2016 University Council Committee on Committees**

**Chair:** Laura Perna (GSE, Faculty Senate Chair-Elect)

**Faculty:** Claire Finkelstein (Law, Faculty Senate Past Chair)

Karen Glanz (PSOM/Nursing)

Firoozeh Kashani-Sabet (History)

Reed Pyeritz (PSOM, Faculty Senate Chair)

Florian Schwarz (Linguistics)

Christophe Van den Bulte (Wharton)

**Students:** Sangya Agarwal (Graduate Student)

Michael Roberts (Undergraduate Student)

**PPSA:** Kuan Evans, Office of Affirmative Action and Equal Opportunity Programs

**WPPSA:** Loretta Hauber, Weingarten Learning Resources Center

**Staff to the Council Committee on Committees:**

Joseph Gasiewski (Office of the University Secretary)

Patrick Walsh (Office of the Faculty Senate)

Please respond by **March 23, 2016**.

For Faculty volunteers, mail the form to: Patrick Walsh, Faculty Senate Office, Box 9 College Hall/6303, tel. (215) 898-6943; fax (215) 898-0974; or email at senate@pobox.upenn.edu

For Penn Professional Staff Assembly volunteers, mail the form to: Kuan Evans, Office of Affirmative Action and Equal Opportunity Programs, Suite 228, Sansom Place East/6106, tel. (215) 898-6993; or email at kuevans@upenn.edu

For Weekly-Paid Professional Staff Assembly volunteers, mail the form to: Loretta Hauber, Weingarten Learning Resources Center, Suite 300, 3702 Spruce St./6027, tel. (215) 573-9235; or email at lhauber@exchange.upenn.edu

**Committee(s) of interest:**

Candidate: __________________________________________

Title or Position: ____________________________________

Department: ________________________________________

Campus Address (including mail code): ____________________

Campus Phone and Email: ______________________________

Please specify if you think that you are especially qualified for or interested in serving on a particular committee: ____________________________________
Recognizing Outstanding Penn Staff Members with 2016 Models of Excellence Honors

At Penn, going the extra mile gets you noticed. In its 17th year, the Models of Excellence Program will honor 77 outstanding staff members who play key roles in Penn’s successes every day.

President Amy Gutmann will present honorees from across 13 schools and centers with awards for their exemplary service on April 21 in Irvine Auditorium.

The Models of Excellence program spotlights remarkable staff contributions to the University’s standing as a global leader in education, research and public service. It’s also a unique opportunity for staff to appreciate and be appreciated by their colleagues along with the entire Penn community.

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.

Both the Penn Wellness/Be in the Know Team and the Penn Wharton China Center Project Team will be presented with the Models of Excellence Award.

Penn Wellness/Be in the Know Team

The Penn Wellness/Be in the Know Team implemented a University-wide health initiative that engaged thousands of employees on a path to wellness.

Amy Blake, Human Resources
Chris Blockley, Human Resources
Stephanie Brown, Human Resources
Elizabeth Devietri, Perelman School of Medicine
Matt Gauntt, Human Resources
Tamika Graham, Human Resources
Ashlee Halbritter, University Life, Student Health Service
Moriah Hall, Perelman School of Medicine
Rebecca Huxta, University Life, Student Health Service
Chris Hyson, Human Resources
Karen Kille, Human Resources
Soncerae Lewis, Human Resources
Erica Schulte, Human Resources
Sara Solomon, Perelman School of Medicine
Katrina Terrell, Human Resources
Geri Zima, Human Resources

Penn Wharton China Center Project Team

The Penn Wharton China Center Project Team was chosen for their work supporting research opportunities and fostering Penn’s faculty and student relationships with Chinese partners.

Dan Alig, The Wharton School
Jessie Burns, Provost’s Center
Laura Cavender, President’s Center
Leo Charney, Provost’s Center
Christina Cook, President’s Center
Edwin Datz, Facilities & Real Estate Services
Tara Davies, Development & Alumni Relations
Malini Doddamani, The Wharton School
Jeffrey Edwards, Information Systems & Computing
Stefan Frey, The Wharton School
Amy Gaidis, Penn Global
Eric Greenberg, The Wharton School
Yanan Guo, The Wharton School
Michael Hugel, The Wharton School
Marko Jarymowycz, The Wharton School
Artemis V. Koch, Division of Finance
Karuna Krishna, The Wharton School
Jimmy Lieu, The Wharton School
Anna Loh, The Wharton School
Maureen McGinnness, The Wharton School
Amanda Most, President’s Center
Alison Noji, Penn Global
Maria O’Callaghan-Cassidy, The Wharton School
Kelly O’Connor, Development & Alumni Relations
Janice Orlov, Provost’s Center
Roman Petyk, President’s Center
MaryAnn Q. Piccolo, Division of Finance
Josh Piven, Provost’s Center
James Quinn, The Wharton School
Orna Rosenthal, Development & Alumni Relations
Charles Ramford, Information Systems & Computing
Elizabeth Santilli, The Wharton School
Scott Sharpe, Development & Alumni Relations
David Siedell, The Wharton School
Jane Simons, The Wharton School
John Singler, The Wharton School
Laura Park Smith, Facilities & Real Estate Services
Jerold Steinbrink, The Wharton School
Mark Wehrle, Information Systems & Computing

Honorable Mentions

The Division of Facilities & Real Estate Services (FRES) ACE Mentor Team, the Springfield Mills Restoration Team and the Wharton Course Match Team will receive Models of Excellence Honorable Mentions.

FRES ACE Mentor Team
Marie Buchman, FRES
David Dunn, FRES
Marilyn Jost, FRES
Susan Long, FRES

Springfield Mills Restoration Team
Robert Gutowski, Business Services
Thomas Wilson, Business Services

Wharton Course Match Team
Frank DeVecchis, The Wharton School
Alec Lamon, The Wharton School
Jason Lehman, The Wharton School
Hugh MacMullan, The Wharton School
Amy Orttwein, The Wharton School
John Pietrowski, The Wharton School
Margaret Troncettli, The Wharton School

Pillars of Excellence

The Pillars of Excellence Award, introduced in 2014, recognizes the important support Penn’s weekly-paid staff members provide to promote the University’s mission.

This year’s Pillars of Excellence awards will go to Brian Anders of Development & Alumni Relations and Greg Szydlowski of Facilities & Real Estate Services.

Mr. Anders is recognized for his leadership, problem solving and customer service in his role as Sweeten Alumni House Building Manager.

With his electrical expertise, Mr. Szydlowski is being honored for his exemplary customer service and initiative in situations of urgent need.

Honorable Mentions

Collin Anthony of the College Houses & Academic Services, S. Tyler Hoffman of The Wharton School and Wilma Smith of Residential and Hospitality Services will receive Pillars of Excellence Honorable Mentions.

Model Supervisor Finalists

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

The three finalists for the Model Supervisor Award are:

- Gary Garofalo, Parking Services; Business Services;
- Erica Gross, University Life, Student Health Service;

The recipient of the Model Supervisor Award will be announced at the Awards Ceremony.

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 24-member 2016 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 11 Models of Excellence nominations, 11 Pillars of Excellence nominations and seven 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 Thursday, April 21 at 4 p.m. in Irvine Auditorium.

—Division of Human Resources
The University Research Foundation: March 25

The Office of the Vice Provost for Research is pleased to announce three new funding opportunities as part of a restructured University Research Foundation (URF). The goal of the new programs is to optimize resources for impact faculty to create new knowledge.

The reconfigured URF will offer three grant opportunities: Research Grants, Impact Seminar Grants and Research Opportunity Development Grants. There will be two solicitations for these grant applications each year with the same deadlines.

URF Research Grants will continue, as in the past, with awards up to $50K. Conference support up to $3K will also continue.

URF Impact Seminar Grants will make awards up to $20K for support for a cross-school, cross-disciplinary event to be held on Penn's campus within a year of the award. Funding for this award can be used to augment an already scheduled University event. The event—which can be a symposium, forum or conference—should occur over one to two days and be open to the entire Penn community. It should highlight the scholarship of Penn faculty and bring distinguished scholars to Penn’s campus, with a particular focus on the University’s distinguishing strength in integrating knowledge. Documented school and/or department matching funds are required.

URF Research Opportunity Development Grants (RODG) assist teams of interdisciplinary investigators in exploring new fields and creating competitive proposals to support substantive new research programs. Teams must include faculty from multiple departments and/or schools and aim to increase Penn’s impact in an emerging field by identifying and securing the necessary resources to continue pursuing their research. The RODG program offers two grant awards with distinct terms and expected outcomes. A Phase 1 grant would typically lead to a Phase 2 grant.

In the most recent cycle, Fall 2015, of Penn’s internally funded University Research Foundation and URF Conference Support (noted with *), the Office of the Vice Provost for Research has announced awards to the following members of the faculty for the projects listed below.

Fall 2015: University Research Foundation Awards and Conference Support Awards

Nataliya Balashova, School of Dental Medicine, pathology, Mechanisms of Kingella Kingae RTX-toxin Interaction with Host Cell Membrane
*Tracy Baele, School of Veterinary Medicine, biomedical sciences, Organization for the Study of Sex Differences
Igor Brodsky, School of Veterinary Medicine, pathobiology, Penn Vet Epigenetics Resource
David Cornode, Perelman School of Medicine, radiology, Effect of Composition and Coating on In Vitro Anti-HIV Nanoclusters
Francis DiTraglia, School of Arts & Sciences, economics, A Framework for Eliciting, Incorporating and Disciplining Identification Beliefs in Linear Models
Ivan Dmochowski, School of Arts & Sciences, chemistry, Blue Laser Advances Chemistry-SEAS-PSOM Collaboration, Stimulates Undergraduate Research
Raffaella Fabiani Giannetto, School of Design, landscape architecture, Georgic Grounds and Gardens: From Palladio’s Villas to American Plantations
Zahra Fakhraei, School of Arts & Sciences, chemistry, Keysight Magnetic AC Mode Upgrade for an Existing Agilent AFM
*Grant Frame, School of Arts & Sciences, chemistry, Near Eastern languages and civilizations, Reconstrue Assyriologica International
Yale Goldman, Perelman School of Medicine, physiology, Single Molecule Fluorescence and Light Scattering Microscope
*Mantu Guna, School of Veterinary Medicine, biomedical sciences, Establishing the Contribution of mtDNA Depletion Towards Metastasis Using a Novel PDX Model
*Nancy Hirschmann, School of Arts & Sciences, Alice Paul Center for Research on Gender, Sexuality & Women, Rethinking Leadership from the Bottom Up
Megan Kassabaum, School of Arts & Sciences, anthropology, The Smith Creek Archaeological Project
*Justin Khoury, School of Arts & Sciences, physics & astronomy, New Frontiers in Cosmology and String Theory
Deb Hafner-Kohler, School of Arts & Sciences, society, Understanding Global Family Change
*Julia Lynch, School of Arts & Sciences, political science, 23rd International Conference of Europeanists
Eugene Mele, School of Arts & Sciences, physics & astronomy, Shape and Function of Nanomaterials
Keiko Miyadera, School of Veterinary Medicine, clinical studies-Philadelphia, Molecular Characterization of a Multigenic Canine Model of Retinal Degeneration
Philip Nelson, School of Arts & Sciences, physics & astronomy, From Photon to Neuron: A Testbed on Light, Imaging and Vision
*Mitchell Orenstein, School of Arts & Sciences, Slavic languages & literatures, Russian Foreign Policy in the Putin Era
*Eugene Park, School of Arts & Sciences, James Joo-Jin Kim Program in Korean Studies, Korea with Empire: Resisting, Contesting and Appropriating Transnational Universalism
*Annette Reed, School of Arts & Sciences, religious studies, Regional Workshop in Ancient Judaism
*Ralph Rosen, School of Arts & Sciences, classical studies, The Syriac Galen Palimpsest
Talid Simno, School of Engineering & Applied Science, biomolecular engineering, Spatially Coarse-Grained Simulations for Multicomponent and Multiphase Systems
Krysta Strong, Graduate School of Education, education, culture & society, Training a New Generation of Leaders: The Institutionalization of Leadership for Development in Africa
*Delia M. Talos, Perelman School of Medicine, neurology, Exploring Novel Anti-Inflammatory Pathways in the Brain and Their Relevance to Epilepsy
Orkan Telhan, School of Design, fine arts, Biological Design Studio for Biological Design and STEM Education
Ebony Elizabeth Thomas, Graduate School of Education, reading, writing & literacy, Restoring History and Ourselves: An Investigation of Reader Responses to Historical Fiction
*Julia Verkholantsev, School of Arts & Sciences, languages & literatures, Charles IV: An Emperor in Europe (1316-2016)
*Bethany Wiggin, School of Arts & Sciences, Germanic languages & literatures, Screen Engagements: An Environmental Film Series and Symposium
Shu Yang, School of Engineering & Applied Science, materials science & engineering, Continuous Fabrication of Color-Changing and Force-Recording Mechanochromic Sensor Films
*Susan Yoon, Graduate School of Education, teaching, learning & leadership, App Inventor for Socioscientific Issues to Build Engagement in STEM
Relâche, Philadelphia’s renowned new music ensemble, will offer a Turkish-inspired concert on Saturday, February 27 in honor of The Golden Age of King Midas exhibition at the Penn Museum.

Admission to the special exhibition at 2 p.m. and concert at 3 p.m. is $20; $15/Penn Museum members; $5/students with ID (and free for an accompanying second student). Guests may pay online in advance (www.pennmuseum.org/calendar) or at the door, subject to availability.

To make the Turkish connection, Relâche will present two works that reference traditional Turkish music by Turkish-American composer Kamran Ince: Strange Stone and Turquoise. Also on the program is Pleiades by Cypriot-American composer Sophia Serghi. Close by Erling Wold, some Turkish-inspired improvising and a Relâche favorite, Raymond Scott's Twilight in Turkey.

Sophia Serghi's Pleiades is a suite of musically colorful portraits of six sisters of Greek mythology whose names were given to the stars of the Pleiades cluster in the constellation Taurus. The composer discovers a wide range of musical proclivities among the sisters, from the mesmerizing to the pedantic, with a "funky tango," too.

The Relâche octet commissioned Kamran Ince’s ‘Strange Stone’ in 2004; the composer also orchestrated his 1996 Turquoise for the ensemble. Imbued with the sound of Turkish music, Mr. Ince’s compositions operate at extremely high intensity, alternating with equally intense spiritual calm.

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@ink.upenn.edu or contacting Learning and Education at (215) 898-3400.

Career Focus Brown Bag—Communicating Your Value by Factoring Your Skills, Interests and Abilities; 3/1; 12:30-1:30 p.m. Need help figuring out exactly what value you bring and the best ways to communicate it? Winners in the workplace understand their value and are able to communicate that value to others in a powerful way. Come to this 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.

Strategies for Improved Communication; 3/3; 9 a.m.-noon; $75. Learn how to plan the conversation with the end result in mind; take a systems approach to communicating; identify your communication style; develop more productive working relationships through enhanced interpersonal communication; practice listening techniques to ensure effective communication; and prepare yourself to manage the conversations that overcome challenges and achieve positive outcomes.

Performance Reviews for Staff; 3/9; 12:30-1:30 p.m. Join this workshop to understand the performance appraisal process and learn how you can prepare for your next review session.

Effective Performance Management; 3/18; 9 a.m.-5 p.m.; $75. Conducting annual performance reviews is a task many managers are not comfortable with. This workshop provides you with information, tools, and applications that will make the process easier.

Dealing with the Elephant in the Room; 3/22; noon-1 p.m. This seminar will focus on communica tion strategies to practice being able to talk to anyone about anything. Participants will become comfortable with approaches to confront uncomfortable issues with tact and clarity at home and at work. Please feel free to bring your lunch.

Performance Reviews for Managers; 3/23; 12:30-1:30 p.m. If you are supervising or managing other employees and feel the need to learn more about how to prepare for and conduct performance appraisals, this is the course you’ve been looking for! Join us to find out best practices for this important annual procedure.

TED Talk Tuesday Brown Bag—Your Body Language Shapes Who You Are; 3/29; 12:30-1:30 p.m. In this session we will view and discuss social psychologist Amy Cuddy’s TED Talk, “Your Body Language Shapes Who You Are.” In her talk, Dr. Cuddy shows how “power posing”—standing in a posture of confidence, even when we don’t feel confident—can affect the brain, and might even have an impact on our chances for success. Body language affects how others see us, but it may also change how we see ourselves. It is equally important to learn ways to take care of yourself in difficult customer situations. You need the tools to help you feel good as you deal effectively with customers. What sets this program apart from other customer service training programs is the strong focus on stress-reduction and self-esteem, two factors that position the individual for success.

Quality of Worklife Workshops

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

Guided Meditation—Take a Breath and Relax; 3/3; noon-1 p.m. Practice mindful breathing that focuses your attention on the present moment with kindness, compassion and awareness. Self-massage and gentle mindful movements that promote relaxation and reduce stress may also be included in the workshop. No experience necessary. Also 3/11 at Morris Arboretum.

Healthy Living Workshops

Get the tools you need to live well year-round. From expert nutrition and weight loss advice to exercise and disease prevention strategies, we can help you kick-start your body and embrace a healthy lifestyle. These free workshops are sponsored by Human Resources. For complete details and to register, visit www.hr.upenn.edu/myhr/registration or contact Human Resources at (215) 573-2471 or qowl@hr.upenn.edu.

Gentle Yoga; 3/2, 3/5, 3/16, 3/30; 11 a.m.-noon. Let your body reward itself with movement! Join us for this Gentle Yoga session and explore the natural movements of the spine with slow and fluid movement and soft twists. During this session, you will flow into modified sun salutations that loosen those tightened muscles and joints of the lower back, neck, shoulders and wrists. As an added bonus, you’ll get a workout in the process. Mats and props will be provided.

Chair Yoga; 3/9, 3/23; noon-1 p.m. Interested in trying yoga but don’t know where to start? Join us for our chair yoga series! 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.

Be in the Know Biometric Screenings; 3/10, 3/22; 9 a.m.-1 p.m. Start your year “Be in the Know” campaign and sign up for a free and confidential biometric screening, which measures your:

- Blood pressure
- Blood sugar (glucose)
- Non-fasting cholesterol (total and high density lipoproteins)

Biometric screenings are conducted by AREUFIT Health Services, an experienced work site health promotion company. These screenings should only take 20 minutes. On the spot, you’ll receive your results and learn what they mean from an AREUFIT health educator.

Visit our Be in the Know webpage at www.hr.upenn.edu/behinknow to learn about the full campaign, including complete details regarding this year’s Core Activities (biometric screening and online health assessment) and Bonus Actions. Get started today and earn up to $180! and be entered into various drawings for exciting prizes.

*Note: All Be in the Know incentives are less applicable payroll taxes.

March Wellness Walk; 3/11; noon-1 p.m. March is National Nutrition Month, so we’re celebrating. Meet the Center for Public Health Initiatives staff at noon in front of College Hall by the Ben Franklin statue and walk a one-mile or two-mile route around Penn’s campus. Chat about nutrition and how you can develop a mindful eating pattern that includes nutritious and flavorful foods. Walkers will also receive healthy and delicious recipes to take home and try. Bring your water bottle and don’t forget your sneakers!

Colon Cancer Awareness Workshop; 3/17; noon-1 p.m. Colon cancer is the second leading cause of death in this country, despite the availability of effective screening and treatment for early stages of the disease. Everyone over the age of 50 (as well as some additional high risk groups) should be screened, but only one third of the population is not up to date. Shivan Mehta, assistant professor of medicine in the division of gastroenterology, will talk about the epidemiology of colon cancer, methods for screening and efforts by Penn Medicine to improve the quality and access of cancer screening.

Division of Human Resources
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 February 1-7, 2016. Also reported were 9 Crimes Against Property (2 incidents of drunkenness, 2 other offenses, 2 thefts, 1 burglary, 1 DUI and 1 fraud). Full reports are available at: www.upenn.edu/almanac/volumes/v62/2016/reports.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 February 1-7, 2016. 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: 10 incidents with 2 arrests (4 robberies, 3 aggravated assaults, 2 indecent assaults and 1 rape) were reported between February 1-7, 2016 by the 18th District community patrol the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

18th District Report

The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class status in the administration of its admissions, financial aid, educational or athletic programs, or other University-administered programs or in its employment practices. Questions or complaints regarding this policy should be directed to Sam Starkes, Executive Director of the Office of Affirmative Action and Equal Opportunity Programs, Sansom Place East, 3600 Chestnut Street, Philadelphia, PA 19104-6106; or (215) 898-6993 (Voice).
Diving Deep for Alternative Energy

When Alison Sweeney, an assistant professor in Penn’s School of Arts & Sciences’ department of physics & astronomy, went scuba diving in Palau this summer, she wasn’t on vacation. A tropical paradise on the surface, the coral reefs under the tiny island nation’s azure waves are actually a laboratory unlike anywhere else on the planet. The seemingly placid environment features some truly extreme conditions—an evolutionary crucible that has produced creatures with traits that rival the best of human ingenuity. Dr. Sweeney’s job is to understand how they got that way and why.

Though Dr. Sweeney’s departmental colleagues include condensed-matter physicists and theoretical topologists, she is a biologist by training. She came to be in this interdisciplinary nexus because the biological structures she studies are exquisite manipulators of the electromagnetic spectrum. Many sea-creatures have evolved light-reflecting structures that are used to hide from predators, confuse prey, attract mates, and in the case of the giant clams that live in Palau, grow their own food.

The clams have a symbiotic relationship with algae, which grow in pillars inside their flesh. As the algae reproduce, they push each other off of the bottom of the pillars and into the clam’s stomach. “They are essentially farming the algae for nutrients,” Dr. Sweeney said.

As part of the Evolution Cluster, which brings together scholars from departments across Penn Arts & Sciences to study different facets of this core scientific concept, Dr. Sweeney’s research involves understanding how the clams came to be able to perform this trick. Though Palau’s landscape is lush, surviving there is harder than it seems.

“Sunlight at the equator is so intense that most plants can’t make use of it without being damaged,” Dr. Sweeney said. “But we’ve found that the clams have a way of scattering the light into wavelengths that the algae can most efficiently absorb.”

The evolutionary solution that the giant clam has stumbled upon is a structure known as an iridocyte. Roughly spherical cells packed with reflective, layers of these iridocytes is spread on top of the pillars, giving the clams their iridescent sheen when seen from above. Below, the iridocytes spread that blue and red light to the sides of the algae pillars. Because the plants are green-brown, and thus reflect more light of those wavelengths, the clams can grow them most efficiently by sparing them from all but the most valuable photons.

Evolution has so precisely tailored giant clams to their environment that their algae-farming efficiency outstrips anything humans have achieved in the quest to use the single-celled plants as a biofuel. State-of-the-art bioreactors can quickly fill tubes or pools with the neon green or reflective proteins, a layer of these iridocytes is spread on top of the pillars, giving the clams their iridescent sheen when seen from above. Below, the iridocytes spread that blue and red light to the sides of the algae pillars. Because the plants are green-brown, and thus reflect more light of those wavelengths, the clams can grow them most efficiently by sparing them from all but the most valuable photons.

Illustrating Impact of Drone Usage in Areas of Conflict

The use of drones has had significant consequences for how governments conduct counter-terrorism operations. But technological limitations mean they are less likely to effect wars between countries, according to a new paper co-authored by Michael C. Horowitz, a political scientist in Penn’s School of Arts & Sciences. In "Proliferation: Separating Fact from Fiction," Dr. Horowitz says, "the analysis challenges emerging views on drone proliferation, and they identify national security implications for the US.

The article’s co-authors, which include Sarah E. Kreps from Cornell University and Mathew Fuhrmann from Texas A & M University, examine the effects of drones in counterterrorism, interstate conflict, crisis onset and deterrence, coercive diplomacy, domestic control and repression. They underscore ways in which the analysis challenges emerging views on drone proliferation, and they identify national security implications for the US.

The article explains that there are two polarizing schools of thought regarding drones. Pessimists draw attention to all of the ways drones are undesirable, while others believe that unmanned aerial vehicles are harmless because of their operational limitations, which include a low flying speed and vulnerability to air defense systems. The authors maintain that both of these views are incomplete and that there are many other factors to consider.

The authors argue that drones are transformative and important to achieving the goals of the terrorist organizations. They are essential for repression. The more dismissive view, by contrast, fails to fully appreciate how removing pilots from aircraft changes the decision-making calculus of using drones versus manned alternatives.

Cigarette Warnings with Images: Better at Conveying Risks of Smoking

A study using a real-world approach to evaluate graphic warning labels on cigarette packs has found that the emotionally engaging images are more successful than simple text warnings at educating smokers about the risks of smoking. In research released in the journal PLOS One, the first study of day-to-day exposure to the pictorial warnings proposed by the Food and Drug Administration in 2011 showed that smokers using their own brand of cigarettes for four weeks with the pictorial warnings were better informed about the health risks associated with the habit than smokers who were merely exposed to textual information. The graphic warning labels also were found to be more credible.

“This study shows that pictorial warnings do a better job of educating smokers than text alone,” said Daniel Romer, research director of Penn’s Annenberg Public Policy Center (APPC). He co-directed the study in a joint project with researchers at the Ohio State University, "Concerns raised by the courts that pictorial warnings that illustrate the risks of smoking are uninformative overlook the potential of these warnings to help smokers confront the risks of their habit.

In a suit brought by tobacco companies, the US Court of Appeals in Washington ruled in 2012 that the FDA-propriated graphic warning labels “do not convey any warning information at all” and were “unabashed attempts to evoke emotion (and perhaps embarrassment) and browbeat consumers into quitting.”