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Michael Mann Named Presidential Distinguished Professor

Environmental scientist Michael E. Mann will be joining the Penn faculty on September 1 as a Presidential Distinguished Professor in the department of earth and environmental science, with a secondary appointment in the Annenberg School for Communication. He will also be the inaugural director of a new Penn Center for Science, Sustainability, and the Media (PCSSM), a Perry World House faculty fellow, a fellow at the Kleinman Center for Energy Policy, and a distinguished research fellow at the Annenberg Public Policy Center.



Michael Mann

Dr. Mann's research focuses on climate variability and extremes, paleoclimate, tropical cyclones, and climate education and policy. In 1999, he and his colleagues produced a reconstruction of temperature changes over the past 1,000 years that demonstrated a pronounced human impact on climate. Described as the "hockey stick" graph because of its dramatic upward curve, the work was for many years a focal point for attacks by climate science skeptics.

In addition to his research, he speaks and writes extensively on climate issues for general audiences, including his most recent book, *The New Climate War*, which examines the role of fossil fuel companies in shaping attitudes on climate change. He is widely recognized for his contributions to climate science communication and is a co-founder of the award-winning science website RealClimate.org. Under his leadership, the new PCSSM will engage expertise from within and beyond Penn to improve the public conversation surrounding issues of environmental sustainability and climate.

Dr. Mann is currently the Distinguished Professor of Atmospheric Science at Penn State, with joint appointments in the department of geosciences and the Earth and Environmental Systems Institute, and is also director of the Penn State Earth System Science Center. He is the author of more than 200 peer-reviewed and edited publications, numerous op-eds and commentaries, and five books. He has been recognized with an array of honors including being named by *Scientific American* as one of the 50 leading visionaries in science and technology in 2002; receiving the 2019 Tyler Prize for Environmental Achievement, frequently referred to as the Nobel prize for the environment; and being elected in 2020 to the National Academy of Sciences.

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Gift to Perry World House From Hemal Mirani and Paritosh Thakore to Support the Study of Global Justice and Human Rights

The University of Pennsylvania announced a gift to Perry World House from alumni Hemal N. Mirani and Paritosh V. Thakore to establish the Thakore Family Global Justice and Human Rights Visiting Fellowship and the Thakore Family Global Justice and Human Rights Program.

The first part of the Thakore family's gift will support the annual residency at Perry World House of a policymaker or activist with expertise on global justice and human rights, to be known as the Thakore Family Global Justice and Human Rights Visiting Fellow. During their time on campus, the visiting fellow will be actively involved in Perry World House's student engagement initiatives; collaborate with faculty on research; present guest lectures; take part in conversations across the University; advance Perry World House's scholarly initiatives; and pursue their own ongoing work on global justice and human rights.

The second part of the gift will support annual programming to be known as the Thakore Family Program in Global Justice and Human Rights. Starting in fall 2022, over the next five years, the program will support an annual workshop; an annual keynote address; engagements with policymakers, practitioners, and activists; and reports designed to have an impact.

The program will also enable students to engage with the themes of global justice and human rights through existing Perry World House initiatives, such as the undergraduate World House Student Fellows Program.

"The Thakores' gift will advance work that is essential to understanding our current global environment," said Michael Horowitz, director and Richard Perry Professor at Perry World House. "There is no part of the world that remains unscathed by human rights abuses and social justice inequities—some of which make headlines and some of which remain hidden. At Perry World House, we build on Penn's strengths in teaching, interdisciplinary scholarship, and policy-relevant research to provide unique opportunities for our community members to cultivate broad world views, hone critical thinking, and develop the practical leadership skills required to address seemingly intractable issues."

The Thakores' gift is particularly well-timed. Fall 2022 marks the tenth anniversary celebration of Penn Global, which was created to lead, coordinate, and support Penn's global endeavors. Penn Global seeks to ensure that students engage meaningfully with the world

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From University Leadership

A Message to the Penn Community About Updated COVID-19 Protocols

March 15, 2022

We are very pleased to welcome back our faculty and students from spring break and to look ahead to the second half of the semester. It has now been two years since our community first experienced the impact of the COVID-19 pandemic. This has been one of the most challenging periods in Penn's long history, yet it has also been a time of extraordinary resilience, perseverance, and partnership. Together, we have sustained our historic university missions of teaching and research, while striving to keep each other safe and supported through many unpredictable changes. We have been through a lot, we have learned a lot, and now we are seeing better days ahead.

We are today announcing some significant changes to our campus protocols, following the recent changes in guidance of the Philadelphia Department of Public Health and the Centers for Disease Control and Prevention. As of today:

- Screening testing is now required only for those who are unvaccinated, are not yet fully vaccinated, or have not uploaded their booster information, all of whom continue to be required to test twice a week. Voluntary COVID-19 testing continues to be available for all members of the Penn community.
- Masking is now optional in indoor public spaces on campus, with the following exceptions:
 1. Masking continues to be required in classrooms until March 28.
 2. Masking continues to be required in healthcare spaces and on Penn Transit.

All members of the Penn community are expected to follow our public health guidance, developed in alignment with the Commonwealth of Pennsylvania, the Philadelphia Department of Public Health, and the Centers for Disease Control and Prevention. UPHS-affiliated faculty and staff should follow guidance from the Health System. To continue to protect our community, we are also reinstating a ten-day isolation protocol for those who test positive for

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**University Council Meeting Agenda
Wednesday, March 30, 2022; 4 p.m.
Bodek Lounge, Houston Hall**

- I. Approval of the minutes of the February 23, 2022 University Council meeting. 1 minute
- II. Follow-up comments or questions on Status Reports. 5 minutes
- III. Interim President's Report: *FY22 University Operating Budget*. 30 minutes
- IV. Interim Provost's Report: *Update on Faculty Diversity Initiatives at Penn*. 30 minutes
- V. Presentation: *Penn's Impact on the Philadelphia and Pennsylvania Economies*. 30 minutes
- VI. New Business. 5 minutes
- VII. Adjournment.

NGSS: Launch of Path@Penn and Advising@Penn

The Next Generation Student Systems (NGSS) project delivered its second release of Pennant Records on March 14, 2022. A major university milestone and the culmination of a decade's work, the project successfully transformed the existing technological infrastructure to better support students academically and financially.

This release included the launch of Path@Penn, the replacement for Penn InTouch, and Advising@Penn, the replacement for Advisor InTouch. The enhanced interfaces provide new course registration and advising experiences for students and advisors.

Additional changes include the widespread transition from SRS to Pennant as the system of record, and the change from 3-digit to 4-digit designations for courses beginning with the 2022-2023 academic year. Students, advisors, registrars, and staff will be working in the new and old systems until spring 2022 grading is complete in June.

Support for Penn Community

Students are encouraged to validate and update their personal information in Path@Penn.

Beginning April 4, students can explore the new course search and registration tools for the summer and fall 2022 terms. Students should seek guidance from the SRFs Student Service Center, their academic advisors, or consult the self-help materials on the [Path@Penn](#) page.

Advisors, registrars, and staff can access the [Pennant Resource](#) page for self-help materials, issue ticketing, and live help. [Local service providers](#) in each school have been prepared to help users in the new Pennant systems.

Looking Forward

Following this release of Pennant Records, the second release of Pennant Aid will launch in April. That release will include disbursement, loans, customer service, the return of funds policy, and self-service. Courses@Penn, the replacement for Courses InTouch, will be live in the summer.

The advent of Pennant continues Penn's standing as a technology leader in higher education. The NGSS team looks forward to hearing the community's feedback.

For more information, visit <http://ngss.srfs.upenn.edu/> or email ngsscomms@isc.upenn.edu.

Jazz for King: April 1

The 2022 Dr. Martin Luther King, Jr. Commemorative Symposium presents *Jazz for King: Dr. King Goes to Africa on April 1, 2022* from 6-8 p.m. The event was postponed from its originally scheduled January because of COVID-19 restrictions, but will now be in-person at the Inn at Penn.

Dr. King drew parallels from Ghana's struggle and triumph of gaining independence to Blacks' constant fight for civil rights in America. Following the successful Montgomery bus boycott, Dr. King and his wife Coretta Scott King were invited to Ghana by the first prime minister, and Penn alum, Kwame Nkrumah.

African-inspired attire is encouraged. The program includes the Universal African Dance and Drum Ensemble, African-inspired delicacies, and the jazz music of Glenn Bryan and friends.

Masks are required for entry. Be prepared to show your green Penn OpenPass and proof of vaccination upon arrival. If you are not Penn affiliated, click [here](#) to complete PennOpen Campus.

To register, visit <https://bit.ly/jPennjazz-forking2022>. Virtual events from the 2022 Dr. Martin Luther King, Jr. Commemorative Symposium can be viewed on the African American Resource Center's YouTube page at <https://tinyurl.com/AARCYoutubePage>. Events include the Penn Reads Literacy Project panel discussion; Hallmark Program, Meeting the Moment: University-School Partnerships to Address Pandemic Challenges; 2022 Dr. Martin Luther King, Jr. Day of Service Virtual Kick-Off; WOCAP presentation, Networking the Dream: Breaking the Poverty Mindset in Business and Entrepreneurship; Best Practices for Diversity, Equity, and Inclusion 2022; Racism and Violence: Strategies with Impact-Roundtable Discussion; All Hands On Deck: Addressing Gun Violence in Philadelphia; Virtual Financial Literacy Seminar; A Night for Us; So You Want To Go To College? A Virtual College Admissions Workshop; and the Dr. Martin Luther King, Jr. Day Virtual Vigil.

**A Message to the Penn Community
About Updated COVID-19 Protocols**

(continued from page 1)

COVID-19. All Penn community members will be eligible to test on Day 7 for an early return to campus on Day 8. You can find more details about these policies on our [public health guidance](#) page. Visitors to campus, in accordance with the new guidance from the City of Philadelphia, are no longer required to be fully vaccinated. Visitors must complete a [PennOpen Campus](#) pre-screening on the day of their visit, present their Green Pass upon request, and comply with all University requirements while on campus.

In the weeks ahead, we will publish a set of specific COVID-19 response levels, based on the [four levels](#) created by the City of Philadelphia, that will guide our responses to any future changes that could impact the health and safety of our campus. We are grateful to be in a much better place than we were two years ago, and we look forward to celebrating together the joyful campus events of the months ahead.

—Wendell Pritchett, Interim President
—Beth Winkelstein, Interim Provost
—Craig Carnaroli, Senior Executive Vice President
—J. Larry Jameson, Executive Vice President for the Health System

**Gift to Perry World House From
Hemal Mirani and Paritosh Thakore
to Support the Study of Global
Justice and Human Rights**

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through courses, internships, and research projects, as well as through their majors and professional specializations. It continues to expand resources and support for faculty, enabling them to generate knowledge fundamental to outstanding achievement within and across disciplines.

"Perry World House is at the heart of Penn Global," said Ezekiel Emanuel, Vice Provost for Global Initiatives and Diane v.S. Levy and Robert M. Levy University Professor. "As the hub for global activities on campus, it has quickly built a reputation for bringing together students and faculty from across campus, along with distinguished visitors, to confront the toughest problems the world is facing.

The Thakores' gift to support visiting scholars and ongoing programming is a testament to Penn's growing reputation in world affairs and Perry World House's ability to get the right people in the room to do really hard and necessary work. I am grateful for the confidence in Penn signaled by this important and timely gift."

Hemal Mirani earned a master's degree in international studies with a Japanese language concentration in the Japanese language from the Lauder Institute and an MBA in finance from the Wharton School in 1997. She currently serves as a managing director of a global private markets investment specialist where she has overall responsibility for the firm's activities in the Asia-Pacific region. Paritosh Thakore, a 1986 graduate of Wharton, worked in private equity and as a portfolio manager investing in public equity markets in Asia.

Penn's Employee Assistance Program

Dear Penn Community:

News about the current international events is unsettling and you may be looking for ways to work through the stress, anxiety, and concern you are feeling. We want to remind you that the Employee Assistance Program (EAP) is here for you and your families. We also want to share a few tips and additional resources to help you deal with the uncertainties that we face.

- Notice your feelings and emotions and when you are feeling uncomfortable. Paying attention to your emotions can diffuse their intensity.
- Limit your exposure to media coverage by staying informed but with boundaries, focusing on balanced sources of information.
- Talk to people with whom you feel safe. This can help you feel more connected and less alone.

If you are a parent or guardian, you may be particularly sensitive to the need for resources to help you talk with your children about war. Penn's Graduate School of Education recently published the article, [Explaining war to children](#), with six tips for navigating this topic.

Families can also contact [Penn's Employee Assistance Program \(EAP\)](#) for help in navigating these challenging times. Penn's EAP can provide counseling and referral services to you and your loved ones, as well as connect you to resources to help you work through the grief these events can create. Materials are offered with information to help cope with traumatic experiences, ways to help those who struggle with feeling safe at school, home, or work, and for quickly responding to an active shooter situation.

[Penn's EAP](#) is available 24 hours a day, seven days a week to assist you. Please feel free to contact the EAP at any time.

- Call: 1 (866) 799-2329
- Schedule an EAP appointment through [Penn Cobalt](#)
- Email: EAPinfo@healthadvocate.com
- Visit: [Penn Employee Assistance Program website](#)

Penn's EAP provides eligible faculty and staff and immediate family members, including your spouse, dependent children, your parents, and parents-in-law, with access to free, confidential, 24/7 counseling and referral services for personal and professional life issues from any location.

[EAP resources for managers](#) include coaching for team challenges, personal or professional, interpersonal issues in the office, and critical incident debriefings following a traumatic incident for the organization.

EAP services are available by phone, email, webchat, and video sessions. Health Advocate EAP counselors will connect you with the right experts at the right time: masters-level clinicians, work/life specialists, medical bill negotiators, and financial and legal professionals. In addition, Health Advocate offers assistance in multiple languages.

Each eligible member can receive up to eight free counseling sessions per distinct problem, per year, from the time of initial intake. If you exceed this limit, Health Advocate will make every effort to coordinate services with your existing health insurance. You may be referred to your insurance plan for services, where applicable, before your eight sessions are completed if it is determined that your clinical needs require treatment beyond the short-term scope of EAP.

EAP and other support resources are detailed in the [MindWell at Penn digital guide](#).

You can also visit the [behavioral health coverage webpage](#) for more information about behavioral health benefits available through Penn's medical plans for eligible faculty and staff and enrolled dependents.

Remember that you are never alone when coping with trauma and anxiety.

—Division of Human Resources

Penn Bookstore Grad Week and Doctoral Gowns Information

Grad Week at the Penn Bookstore is being held now through March 27. All degree candidates who plan to participate in the May 16 Commencement can acquire their caps and gowns, as well as purchase other items such as diploma frames, class rings, and gifts to celebrate this momentous occasion. Graduates will be able to purchase and pick up their Commencement regalia on the second level of the Penn Bookstore near the textbook department during the store's normal operating hours. Use this opportunity to try on your gown, ask staff members questions, and get excited for the big event!

In addition to picking up your regalia, graduates are encouraged to go to [Grad Express](#) where you can find everything you need to celebrate and begin your life after Penn. On Grad Express, you can order rings, diploma frames, and announcements to commemorate your achievement. There is also information about signing up for alumni benefits and more.

Regalia Options for 2020 and 2021 Graduates

Returning 2020 and 2021 graduates participating in the May 22 Commencement ceremony should order their regalia through Grad Express and have it shipped directly to them. All orders must be placed by *April 1, 2022* in order to ensure that the regalia arrives in time. In addition to regalia, commencement related items such as diploma frames, class rings, and Penn-branded gift items are also available for purchase. If you have questions about your regalia order contact capandgown@upenn.edu.

A Note About Custom Doctoral Gowns

Custom regalia is typically chosen by doctoral candidates who plan to frequently participate in academic ceremonies requiring such attire in the future. Please keep in mind you are not required to purchase custom regalia and may find it more economical to choose the standard doctoral regalia.

Custom doctoral regalia can only be obtained by having it shipped directly and all orders must be placed by *April 1, 2022* to receive the regalia by Commencement. Information on ordering your regalia is also available on [Grad Express](#).

Penn Dental Medicine: New Advanced Education in General Dentistry Program

Adding to the depth of its graduate dental education offerings, Penn Dental Medicine has launched an Advanced Education in General Dentistry (AEGD) program; the new program is now accepting applications for its inaugural class, which will enter in July. The application deadline for this incoming class is *May 1, 2022*.

The one-year AEGD program is designed to provide dental school graduates with advanced dental education training in comprehensive dental care with a focus on medically complex, vulnerable, and underserved populations. Dental residents will complete clinical care rotations within Penn Dental Medicine's Personalized Care Suite in its Care Center for Persons with Disabilities; within the school's clinical care program that serves vulnerable populations, including refugees and survivors of abuse; and within the school's community-based care centers, treating patients with varying social, medical, economic, and psychosocial complexities.

"We've designed a program to not only develop residents' skills and excellence in comprehensive patient-centered care, but also to build their experience and understanding in treating vulnerable and underserved populations," said Marc Henschel, the AEGD program director. "Our goal and hope is that through this program graduates will go on to serve individuals with disabilities and other vulnerable populations in their own practices."

Dr. Henschel, an associate professor of clinical community oral health, joined Penn Dental Medicine in 2021 to lead the program, developing it and gaining formal initial accreditation from the Commission on Dental Accreditation (CODA) over the past year. He came to Penn Dental Medicine from New York University (NYU) College of Dentistry, where he led the NYU Special Patient Care Clinic as director and was the course director for clinical management of patients with special needs as well as the honors program in Clinical Management of Patients with Special Needs.

In 2020, Penn Dental Medicine was awarded a \$2.1 million grant over five years from the Health Resources and Services Administration in support of the AEGD program. As part of the program, each resident will receive an annual stipend plus employee benefits (medical, dental, vision, and life insurance).

Michael Mann: Presidential Distinguished Professor

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Dr. Mann is the first new faculty member to be recruited as part of Penn's recently announced Energy and Sustainability Initiative, which is providing resources to bring in ten new faculty working in such critical areas as diversifying energy sources and storage; enhancing energy efficiency and sustainability; and monitoring, sequestering, and transforming climate-changing pollutants. Steven J. Fluharty, dean of the School of Arts & Sciences and the Thomas S. Gates, Jr. Professor of Psychology, Pharmacology, and Neuroscience, said, "Michael Mann has done groundbreaking work on the attribution of extreme weather to climate change and many other aspects of climate science that are of central importance to climate policy. He is also a gifted and fearless communicator, providing patient, clear, and informed explanations even in the most hostile media environments. His appointment will transform Penn's growing strength in climate science and policy."

Deaths

Bruce Kauffman, Penn Law

Bruce Kauffman, C'56, a former lecturer at Penn's Law School and a former justice on the Supreme Court of Pennsylvania, passed away on November 29, 2021, from complications of dementia. He was 86.

Born in Ventnor, New Jersey, Judge Kauffman graduated from Atlantic City High School, then attended Penn's College of Arts and Sciences, graduating in 1956, and Yale Law School, graduating in 1959. He was a clerk for Judge Vincent S. Haneman of the Superior Court of New Jersey before moving to Philadelphia and joining Dilworth, Paxson, Kalish & Kauffman in 1960. He held various roles, including attorney, partner, and chair at that firm, now known as Dilworth Paxson, for over 40 years. In 1980, he was appointed to the Pennsylvania Supreme Court after the death of another justice. He served for two years and considered running for election for a full ten-year term, but only if both Democrats and Republicans endorsed him. "Partisan politics and the judiciary don't mix," he said. He ultimately chose not to run, preferring to continue as an attorney.



Bruce Kauffman

Judge Kauffman served as chair of the state Judicial Inquiry and Review Board during the 1980s and chair of the board at USA BancShares Inc. in the 1990s. He served as a judge in the U.S. District Court for the Eastern District of Pennsylvania from 1998 to 2009. From 1999 to 2001, he was a lecturer at Penn's Law School (now the Carey Law School). "Known for his optimism, intellect, and preference for resolution over rancor, Judge Kauffman usually sought common ground as an attorney and judge even when disagreements ran deep," read an online tribute. Former Pennsylvania governor William Scranton called Judge Kauffman "widely respected."

He is survived by his wife, Carol Jackson; his children, Robert, Brad, Margie Sherr, Lauri Ann Damrell, and Christine Tracy; seven grandchildren; and his brother. A memorial celebration took place on December 2. Donations in his name may be made to the [Do Gooders](#), 18 Clwyd Road, Bala Cynwyd, PA 19004.

John Keene, City & Regional Planning

John Keene, MCP'66, a professor emeritus of city and regional planning in Penn's Weitzman School of Design, passed away on March 4. He was 90.

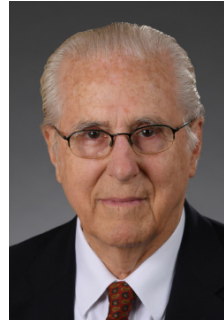
Mr. Keene received a BA from Yale University in 1953 in international relations, graduating magna cum laude. From 1953 to 1956, he served in the U.S. Navy as a CIC officer and operations officer. He went on to receive a JD from Harvard Law in 1959, then received a master of city planning from Penn in 1966, specializing in the legal aspects of planning. Immediately after graduating from Penn, Mr. Keene joined Penn's faculty as an assistant professor of city planning. In 1968, he was promoted to associate professor; he went on to serve for over five decades at Penn, teaching "an encyclopedic array of courses on the legal aspects of different planning fields and planning theory, from land development regulation and growth

management techniques to protecting farmland and brownfield remediation," in the words of a tribute from Weitzman School Dean Frederick Steiner. In 1983, Mr. Keene was promoted to professor of city and regional planning, and he chaired the department from 1989 to 1994. He also served as chair of the department's graduate group from 1989 to 1991 and again from 2002 to 2005.

In 1978, Mr. Keene was appointed as the University Ombudsman, a position he held until 1984. In this capacity, he held several leadership positions in Penn's governance, including chairing the President's Commission on Judicial Procedures from 1982 to 1983. He also served on several Faculty Senate and University Council committees. In 1997, he became the chair-elect of the Faculty Senate (*Almanac* May 6, 1997), serving as chair in the 1998-1999 academic year. He took other initiatives on campus, serving on a Locust Walk Advisory Committee and other consultative committees. He was awarded the Christian R. and Mary F. Lindback Foundation Award for Distinguished Teaching in 2004, and the G. Holmes Perkins Award for Distinguished Teaching in 2005. "A good teacher is remembered long after the class has ended," a student stated. "These words best describe Professor Keene. Professor Keene has had an immeasurable impact on my personal and professional life." Another student said, "The impact of his scholarship goes beyond the four walls of the classroom. Many of my colleagues in international development continue to refer to his work for guidance."

Mr. Keene retired in 2006 and later took emeritus status, but remained active at Penn. That same year, he was again chosen as the University Ombudsman (*Almanac* July 11, 2006). "John, who was University Ombudsman from 1978 to 1984, brings a breadth and depth of experience, excellent judgment, and a commitment to service to the role of Ombudsman that will enable him to be very effective," President Emerita Amy Gutmann said at the time. "I am delighted that he has agreed to serve again as Penn's Ombudsman." During this era, Mr. Keene was also an officer of the Penn Association of Senior and Emeritus Faculty (PASEF), continuing to serve on Faculty Senate committees as a non-voting member.

As chair of the Faculty Senate, Mr. Keene addressed graduates at Penn's 1998 commencement (*Almanac* May 19/26, 1998). "As I stand here looking out at all of you, my thoughts flash back to my own Penn graduation in 1966, when I received my Master's in City Planning," he said. "When I sat in Convention Hall, I had no inkling of the upheavals that would take place at Penn and on campuses across the nation in a few short years, as your parents' generation cried out against the injustices and inequities they saw around them. How will your world be transformed by the grinding pressures of population growth, especially in developing countries? ... As you build your career and family, you must also take individual responsibility for protecting the global ecosystem, for controlling environmental pollution, and for reducing social injustice in the world, or human society as we know it will not continue."



John Keene

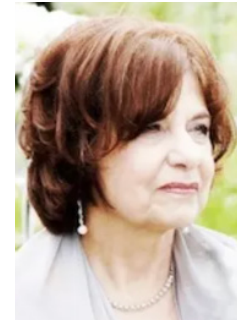
Mr. Keene researched the ways in which law, planning, land-use policy, and environmental policy interact. In 1975, he took a leave of absence from Penn to research the emerging aspects of land use regulation and the effects of recent legislation on the concept of property. In 1999, he received a University Research Foundation (URF) award for a project called *Regional Planning in Spain: An Evaluation*. He published the books *Untaxing Open Space* (1976); *The Protection of Farmland: A Reference Guidebook for State and Local Governments* (1981); and *Saving American Farmland: What Works?* (1997), and co-authored others. He also wrote several peer-reviewed articles, reports, and book chapters. In 2014, an article he wrote was published in the *Encyclopedia of Social and Behavioral Sciences*, and in 2018, he co-authored *The Law of Agricultural Land Preservation in the United States* with Thomas L. Daniels. He consulted in several legal cases involving farmland and legal policy and served in 1973 on the Philadelphia City Charter Revision Commission.

He is survived by his wife, Ana Maria Keene; and eleven children. To read several Weitzman School faculty and alumni's fond remembrances of Mr. Keene, visit <https://www.design.upenn.edu/news/remembering-john-keene-1931%E2%80%932022>. In lieu of flowers, the family has asked for contributions in Mr. Keene's honor be made to the [department of city and regional planning's fellowship fund](#) or the [department of urban studies' scholarship fund](#).

Lynette Loose, SAS

Lynette Dorothy Loose, CGS'99, a former administrator in several departments at Penn's School of Arts and Sciences, passed away on December 25, 2021. She was 78.

Born and raised in Jonestown, PA, Ms. Loose earned her bachelor of arts from Penn's College of General Studies, graduating in 1999. She worked at Radnor Advisors in Radnor, PA and as an administrator in several departments of Penn's School of Arts and Sciences between



Lynette Loose

1994 and 2002, including the department of anthropology, the Middle East Center, the Center for East Asian Studies, and the African Studies Center. In 2011, she made her theatrical debut, playing the ingenue role of Hermia in a production of Shakespeare's *A Midsummer Night's Dream* at the Actors Fund Home. The performance was filmed and included in the PBS documentary *Still Dreaming*. Ms. Loose also enjoyed singing, painting, writing, and needlepoint, and was an aficionado of *Pride and Prejudice* and its various adaptations.

Ms. Loose is survived by her siblings, Roberta Conahan, Fred, Jill, Gary, and Randy Kent; her children, Andrew Loose (Jill Garland), Nancy Corona, Susan Loose Algerio (Joseph), Angela McCarten, and Scott Loose (Megan Cesare); three nephews and nieces; and ten grandchildren. A private service will be held in the spring of 2022. Donations in her memory may be made to the Actors Fund Home and the University of Pennsylvania.

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John Rockey, Ophthalmology

John Henry Rockey, an emeritus professor of ophthalmology in Penn's School of Medicine, passed away on January 22. He was 90.

Dr. Rockey obtained both an MD and a PhD, then joined the Hospital of the University of Pennsylvania's (HUP) faculty in 1962 as an assistant professor of microbiology. In 1969, he transferred to Penn's School of Medicine's department of ophthalmology, where he was promoted to associate professor in 1970 and full professor three years later. Dr. Rockey was

involved with the fledgling Scheie Eye Institute, now a major center for American ophthalmology research. He worked in the field of molecular biology, particularly the molecular approach to hypersensitivity. He published over 90 peer-reviewed journal articles, concentrating on the ocular immune system in cats, cattle, and guinea pigs and using the antibodies in tears as a metric.

Dr. Rockey retired from Penn in 1997 and took emeritus status.

To report the death of a current or former student, faculty member, or staff member, email almanac@upenn.edu.

Provost-Netter Center Faculty-Community Partnership Award: Nominations Due April 1, 2022

The Provost/Netter Center Faculty-Community Partnership Award is an annual award that recognizes faculty-community partnership projects. The amount of the award is \$10,000 (\$5,000 to the faculty member and \$5,000 to the community partner). The purpose of the award is to recognize sustained and productive university/community partnerships and to develop or enhance ongoing work. Junior and senior faculty along with senior lecturers and associated faculty from any of Penn's 12 schools are eligible for nomination, together with their community partners. Please see below for the complete description and process of nomination. If you have any questions or concerns regarding this award, please direct them to Anna Balfanz at abcscordinator@sas.upenn.edu.

Award Nomination Process

The nomination packet deadline is *Friday, April 1, 2022*. The two letters of support (including one from the community) are due *Thursday, April 14, 2022*. The award recognizes Faculty-Community Partnership Projects. One award will be made annually for \$5,000 to a faculty member and another \$5,000 to the community partner to recognize, develop, and advance an existing partnership.

Criteria for Selection

1. The community partnership project must be affiliated with the Netter Center for Community Partnerships i.e., engaged with Academically Based Community Service (ABCS), Problem Solving Learning (PSL), or Participatory Action Research (PAR) style pedagogy and/or research.
2. The partnership project must demonstrate a record of sustainable engagement.
3. The faculty member can be an assistant, associate, full professor, senior lecturer, or associated faculty.

Process of Nomination

1. Nominations may come from members of the University and the wider community, though the strongest nominations will be those that represent both the university and the community.
2. Nominators should submit a completed packet (see <https://www.nettercenter.upenn.edu/about-center/advisory-boards/faculty-advisory-board/provost-netter-center-faculty-community-partnership>) by *April 1, 2022* to the ABCS Coordinator at the Netter Center, who will submit applications to the review committee, comprised of faculty and community members.
3. The review committee will submit their recommendations by *Friday, April 22, 2022* to the Netter Center Director and the Provost, who will jointly make the final selection. The award decision will be announced in May.

Nomination Packet

1. A cover sheet that includes: name, title, department, school, name and email address of faculty member, title of organization, physical address, website (if available), and email address of the community partner; a 100-word abstract describing the partnership, its impacts, and its potential for sustainability.
2. A two-page biographical sketch/organizational description that highlights community engagement work of the nominees: faculty member and community partner.
3. An 800-word document detailing the following items:
 - *Description of the project:* Include how the project was formulated, who participated, the target audience at Penn, methods of engagement/pedagogy, and what products were created.
 - *Impact of the project:* Outline the community and academic expectations, successes, failures, and impacts of the project, both for the community and for the university.
 - *Sustainability of the project:* Describe how long the project has been in place, the adjustments that have been made to increase sustainability, and any future plans for further engagement with this project or for new related projects.

Two Letters of Support

In addition to the nomination packet due *April 1*, please submit two letters of support (at least one must be from the community) by *Thursday, April 14*.

Award Winners

For this award to remain tax-exempt, the award for the faculty member will be deposited in a University of Pennsylvania account to support teaching and research-related activity. As long as the community partner is a non-profit organization, the award remains tax-exempt.

One Step Ahead

Security & Privacy
Made Simple

Another tip in a series provided by the
Offices of Information Security, Information
Systems & Computing and Audit,
Compliance & Privacy

Expecting the Unexpected: Penn's Mission Continuity Program

Since 2008, Penn's Mission Continuity Program (MCP) has been helping to keep Penn safe. The program's purpose is to ensure that all schools, centers, and departments can continue to deliver the institution's mission in the event of any kind of outage or disruption.

Each unit is responsible for determining its own plans and priorities, for storing them in a central database, and for keeping them up-to-date. In addition, each school and center is expected to participate in an annual tabletop exercise, in which a scenario for an outage is provided and the individual unit must determine how it will respond.

Each year, over 60 tabletop exercises are conducted across campus. More information about the program is available at: <https://www.upenn.edu/missioncontinuity/>.

The entire University benefits from having consistent, transparent, and accessible mission continuity plans for all organizations. Should issues arise, these plans provide the information necessary to help schools and centers resume their operations as quickly as possible.

For example, when the University pivoted to remote operations in 2020 due to the pandemic, schools and centers were able to rely on the planning process they had engaged in, as well as what they had learned from the annual tabletop exercises the program sponsors, to help make the necessary shifts to keep Penn running smoothly.

Faculty, staff, and students who are interested in knowing more about this ongoing University-wide efforts are encouraged to reach out to the Mission Continuity Program at askmc@lists.upenn.edu, which can put you in touch with the MCP liaison for your school or center.

For additional tips, see the One Step Ahead link on the Information Security website: <https://www.isc.upenn.edu/security/news-alerts#One-Step-Ahead>.

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Email almanac@upenn.edu if you have any questions.

Honors & Other Things

Dolores Albarracín: American Academy of Political and Social Science Fellow

The American Academy of Political and Social Science (AAPSS) has selected Dolores Albarracín, the Alexandra Heyman Nash Penn Integrates Knowledge University Professor at the Annenberg School, as a 2022 Political and Social Science Fellow.

An accomplished scholar of communications and behavior, Dr. Albarracín focuses her research on persuasion, particularly interventions related to promoting public health and the formation of socially beneficial beliefs, attitudes, and goals. She serves as director of the Social Action Lab and of the science communication division of the Annenberg Public Policy Center. Dr. Albarracín also holds appointments in Penn's School of Nursing, School of Arts and Sciences, and the Wharton School.



Dolores Albarracín

Founded in 1889, the AAPSS is one of the oldest learned societies in the U.S. and is dedicated to promoting the use of social science in the public sphere and in policymaking. The academy inducts a new cohort of fellows each year, in recognition of contributions that advance science and enhance public understanding of human behavior and social dynamics.

Dr. Albarracín has been named as the academy's Harold Lasswell Fellow for 2022. The AAPSS will induct Dr. Albarracín and six other accomplished scholars as its newest cohort of fellows at an event to be held in Philadelphia later this year.

Joseph Francisco: Phi Beta Kappa Visiting Scholar

Joseph S. Francisco, the President's Distinguished Professor of Earth and Environmental Science and a professor of chemistry in the School of Arts and Sciences, has been named a Phi Beta Kappa Visiting Scholar for 2022-2023. Each year, the Phi Beta Kappa Society selects top scholars in the liberal arts and sciences to visit—in person or virtually—universities and colleges where Phi Beta Kappa chapters are located. Visiting scholars meet with students and faculty and present a major lecture, contributing to the intellectual life of the institutions by making possible an exchange of ideas. The 2022-2023 scholars will also participate in a podcast called *Key Conversations* with Phi Beta Kappa.

Dr. Francisco's work focuses on atmospheric chemistry, using tools from experimental physical and theoretical chemistry to advance our understanding of chemistry in the atmosphere at the molecular level.

Ryan Hynd: American Mathematical Society Fellowship

Ryan Hynd, an associate professor of mathematics in the School of Arts and Sciences,

has been awarded the American Mathematical Society (AMS) Claytor-Gilmer Fellowship for the 2022-2023 academic year. The fellowship was established to further excellence in mathematics research and to help generate wider and sustained participation by Black mathematicians. Recipients are recognized for their achievements as well as their significant potential for further contributions to mathematics.

Dr. Hynd researches partial differential equations arising in mathematical models for fluid mechanics, control theory, and finance, as well as eigenvalue problems. During his fellowship year, he will visit the Mittag-Leffler Institute in Sweden for collaborations in the fall and continue consulting with various mathematicians in the spring. He will investigate the Blaschke-Lebesgue problem, seeking to characterize minimum-volume bodies of constant width.

"This has been an outstanding problem in convex geometry for a number of years," Dr. Hynd said. "My current hunch is that a time-dependent flow can be used to deform shapes in a way that leads to some new insight."

In addition to his outstanding research, Dr. Hynd is a passionate teacher dedicated to promoting diversity in STEM. He helped create and coordinate the Bridge to PhD program at Penn, and he was a research leader for the 2020 African Diaspora Joint Mathematics Workshop (ADJOINT).



Ryan Hynd

Gilly Lane: Ivy League Coach of the Year

Men's Squash head coach Gilly Lane has been unanimously selected as Ivy League Coach of the Year. A Philadelphia native and 2007 alumnus, Mr. Lane has led the program since 2016, and the Red & Blue have been steadily improving since his arrival. This year, the Quakers finished with a 16-0 record—defeating every other Top 10 team in the country in the process—and captured their first outright Ivy League Championship since 1968-1969.

During the 2018-19 season, Penn earned a No. 1 ranking by the College Squash Association (CSA) for the first time in school history, and finished second in the conference, their highest placement since 1986-1987. In 2020, the Quakers reached the Potter Cup final, the men's National Team Championships, for the first time in program history.



Gilly Lane

Mr. Lane has also served as a coach for the U.S. Squash team for the past seven years, and played professionally in the Professional Squash Association (PSA) from 2007 to 2012, winning three PSA titles.

As a player for Penn, Mr. Lane was the team MVP, an All-Ivy honoree, and an All-American in each of his four years. He was also the first Penn player to receive the CSA's Skillman Award, which is given to a player who exemplifies leadership, sportsmanship, and achievement over his career.

Perelman School of Medicine Awards & Accolades: February 2022

In recognition of extraordinary efforts and steadfast service, *Joseph E. Bavaria*, co-director of the Penn Aorta Center, has been presented with the Society of Thoracic Surgeons' (STS) 2022 Distinguished Service Award at the society's 58th Annual Meeting.

Dr. Bavaria—the society's former president and an STS member since 1996—is currently president of the Thoracic Surgery Foundation and has served on numerous society leadership bodies. With interests and expertise in aortic disease, aortic dissections, as well as aortic valve repair and valve-sparing procedures, Dr. Bavaria has authored or co-authored more than 540 peer-reviewed journal articles, abstracts, and book chapters. In addition, he has participated in nearly 800 presentations on these topics. The Distinguished Service Award, established in 1969, recognizes individuals who have made significant and far-reaching contributions to STS and the specialty.

Gregory Corder, an assistant professor of psychiatry and neuroscience, received the 2021 Rita Allen Foundation Award in Pain, which celebrates pioneering early-career scientists whose research holds exceptional promise for revealing new pathways to understand and treat chronic pain. Dr. Corder leads research which aims to decipher the neural basis of how the brain generates the perception of pain, and how pathological dysfunction within these brain networks leads to the transition to chronic pain and drug abuse.

The Perelman School of Medicine has received grant funding through the COVID-19 Fund to Retain Clinical Scientists. The fund is led by the Doris Duke Charitable Foundation and supported by the American Heart Association, the Burroughs Wellcome Fund, the John Templeton Foundation, the Rita Allen Foundation, and the Walder



Joseph Bavaria



Gregory Corder

(continued on page 7)

(continued from page 6)

Foundation. The funding will be divided among five Penn scientists and support research projects.

- Marie Guerraty, an assistant professor of cell and molecular biology, for her project *The Role of FOG2 in Coronary Microvascular Disease*
- Gina Hong, an assistant professor of pulmonary medicine, for her project *The Impact of Aspergillus Species in Cystic Fibrosis*
- Yehoda M. Martei, an assistant professor of hematology and medical oncology, for her project *Fidelity and Adaptation of Breast Cancer Resource-Stratified Treatment Guidelines in Botswana*
- Zelma C. Chiesa Fuxench, an assistant professor of dermatology, for her project *Genetics of Atopic Dermatitis in Latinx*
- Brendan J. Kelly, an assistant professor of infectious diseases and epidemiology in the department of biostatistics and epidemiology, for his project *Therapeutic Induction of Endogenous Prophages to Address Antibiotic-Resistant Respiratory Infections*

A group of five researchers from the Perelman School of Medicine have been selected as new members of the American Society for Clinical Investigation (ASCI). The organization supports physician-scientists in their scientific, educational, and clinical endeavors, and the organization's members. The new Penn members include *Raina Merchant*, founding director of Penn Medicine's Center for Digital Health and a professor of emergency medicine; *Scott A. Lorich*, a professor of neonatology; *Matthew A. Kayser*, an assistant professor of psychiatry; *Rajan Jain*, an assistant professor of cardiovascular medicine and cell and developmental biology; and *Julio Chirinos*, an associate professor of medicine. The induction of this group adds to the sizable Penn presence in ASCI, which includes more than 100 Perelman School of Medicine faculty members.

Scott Peslak, a faculty instructor in hematology-oncology, who cares for patients in the comprehensive sickle cell program and comprehensive adult thalassemia program, is one of 36 recipients of the 2022 American Society of Hematology (ASH) Scholar Award and one of 12 to receive the Basic/Translational ASH Fellow Award, which provides funding of \$100,000 to support Dr. Peslak's research. The ASH Scholar Awards recognize the importance of furthering the understanding, diagnosis, treatment, and prevention of disorders affecting the blood. This award will support Dr. Peslak's work in the study of red cell disorders, novel regulators of fetal hemoglobin, and new genetic and pharmacologic therapies for the treatment of sickle cell disease.

Julia E. Szymczak, an assistant professor of epidemiology, has been nominated by the federal Secretary of Health and Human Services (HHS) to serve as a voting member on the Presidential Advisory Council on Combating Antibiotic-Resistant Bacteria (PACCARB). PACCARB provides advice, information, and recommendations

to the Secretary regarding programs and policies intended to support and evaluate the implementation of U.S. activities related to combating antibiotic-resistant bacteria. As a medical sociologist, Dr. Szymczak will be the council's first social scientist to serve in this capacity. She was sworn in on March 2 and will serve a four-year term.

Hisham Valiuddin, a fellow of emergency medicine, and *Michele Volpe*, chief executive officer of Penn Presbyterian Medical Center, were honored by the American College of Healthcare Executives' Healthcare Leadership Network of Delaware Valley. Dr. Valiuddin, who serves as assistant medical director and clinical instructor of emergency medicine, received the Early Career Healthcare Executive Award. Ms. Volpe received the Senior-Level Healthcare Executive Award.

The American Institute for Medical and Biological Engineering has elected *Ragini Verma*, a professor of radiology, to its College of Fellows, which is comprised of the top two percent of medical and biological engineers in the country. Dr. Verma—who leads the DiCIPHR (Diffusion and Connectomics in Precision Healthcare Research) lab at Penn—is being recognized for her world-class research program in translational connectomics, the study of brain connectivity using diffusion MRI (dMRI). Her research aims to solve clinically motivated problems to improve patients' quality of life. She has made important contributions in studying the brain connectome in traumatic brain injury, brain gliomas, and schizophrenia.

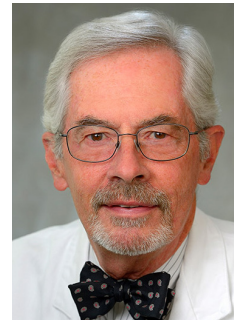
Liling Wan, an assistant professor of cancer biology, is one of 36 recipients of the 2022 American Society of Hematology (ASH) Scholar Award, and is one of 11 to receive the prestigious Junior Faculty Award, which includes a prize of \$150,000. Dr. Wan's lab is affiliated with the department of cancer biology, the Abramson Family Cancer Research Institute, the Penn Epigenetics Institute, and the Institute for Regenerative Medicine at the Perelman School of Medicine. The ASH Scholar Awards support fellows and junior faculty dedicated to careers in hematology research as they transition from training programs to careers as independent investigators.

Peter Yang, an associate professor of Biostatistics, and *Harold I. Feldman*, the George S. Pepper Professor of Public Health and Preventive Medicine and director of the Center for Clinical Epidemiology and Biostatistics, are co-senior authors of a paper from CRIC (the Chronic Renal Insufficiency Cohort) that has been honored by the Clinical Research Forum as one of its Top 10

studies published in 2021. "Race, Genetic Ancestry, and Estimating Kidney Function in Chronic Kidney Disease," published in the *New England Journal of Medicine*, showed that for GFR estimation, the use of serum cystatin C—rather than serum creatinine—produced estimates of similar validity while eliminating the negative consequences of race-based approaches to measuring kidney disease.

Reed Peyeritz: National Academies Committee

Reed E. Peyeritz, William Smilow Professor of Medicine emeritus in the Perelman School of Medicine, has been named by the National Academies of Sciences, Engineering and Medicine (NAEM) to serve on the Committee on Selected Heritable Disorders of Connective Tissue Disorders and Disability. The committee serves as an advisory body for the Social Security Administration. It will use published evidence and professional experience to develop a report that will examine the diagnosis, treatment, and prognosis of the selected conditions, as well as levels of associated functional limitation, in adults and children in the U.S. population.



Reed Peyeritz



Ragini Verma

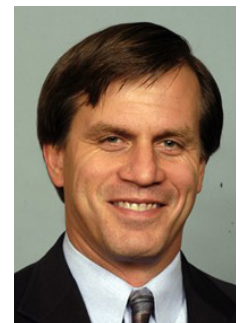
Roger Reina: EIWA Coach of the Year

Longtime wrestling coach Roger Reina has been selected by his colleagues as Eastern Intercollegiate Wrestling Association (EIWA) Coach of the Year at the 118th EIWA Championships at Cornell University in Ithaca, New York.

Mr. Reina, in his 24th year leading the Quakers, guided Penn to a second-place finish at the Championships—their highest spot since 2010—and had nine wrestlers advance to the upcoming NCAA Championships—the most in school history. The Red & Blue finished the regular season with an 8-2 record overall and an 8-1 conference mark.

A 1984 alumnus, Mr. Reina is in his second stint coaching the Red & Blue. He led the Quakers from 1986 to 2005 (he was hired at age 24) and earned 205 wins and a .649 winning percentage. He coached the Quakers to four straight EIWA titles from 1996-1999, and was named EIWA Coach of the Year in 1996, 1997, and 1999. He returned to his alma mater in 2017.

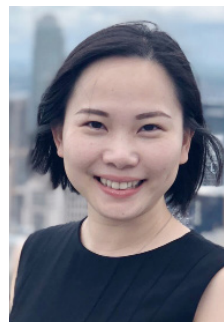
In 2017, Mr. Reina was inducted into the Pennsylvania chapter of the National Wrestling Hall of Fame. He is also a member of the Penn Athletics Hall of Fame.



Roger Reina



Scott Peslak



Liling Wan

FOR COMMENT

The Office of the Vice Provost for Research recently reviewed and updated the Policy for Postdoctoral Trainees at the University of Pennsylvania (last revised in July 2010). Key new components of the policy include a defined grievance process and an Extramural Activities section. A nondiscrimination statement was added, as well as a sexual misconduct policy section. Additionally, clarifications were made throughout the policy, with an emphasis on the Ombuds, Training Program, Duration of Appointment and Termination sections.

The revised policy is provided here for comment and has been reviewed by the Provost's Council on Research, the Office of General Counsel, Postdoctoral Trainee Stakeholders, Senior Management Group, Council of Deans and the Academic Budget and Planning Committee. Please address any questions or comments to the Office of the Vice Provost for Research, vpr@upenn.edu. Comments are requested by Friday, April 15, 2022.

—Dawn Bonnell, Senior Vice Provost for Research

Policy for Postdoctoral Trainees at the University of Pennsylvania

Preamble

Postdoctoral trainees (PDTs or postdocs) come to the University for further training in their chosen discipline. An individual who has been designated as a PDT by their school receives training conducted in an apprenticeship mode under the supervision of an established faculty member who serves as a mentor. As dictated by the nature of the program, the trainee may be undertaking scholarship, research, service, and teaching activities, all of which provide training essential for career development. Because education is a pre-eminent mission of the University and because PDTs are professionals in training, it is important that PDT programs be designed to advance their careers. This policy is intended to address the distinct position of PDTs in the University community.

This policy applies to all three categories of postdoctoral trainees that are identified in the payroll system of the University, based upon funding source: postdoctoral researcher (supported from a research grant), NRSA-postdoctoral fellow (supported by an individual or institutional National Research Service Award), and postdoctoral fellow (supported by a private foundation, non-profit charitable organization, or other sources). Funding sources may have their own guidelines governing participation in their programs. In instances where these guidelines differ from the University policy, the guidelines of the funding source take precedence.

Appointment and Resignation

Letter of Appointment

When a faculty member offers an appointment to a PDT candidate, a letter should be written to the candidate prior to commencement of training. This letter should set forth the period of appointment (dates of appointment), the stipend amount, any benefits, and a statement that the candidate's appointment is subject to all University policies. The letter must be accompanied by a copy of the University Patent Policy and the corresponding Participation Agreement. If the appointment is renewed or extended, that action should be documented by a letter, which includes the aforementioned information.

The candidate must return a countersigned copy of each letter of appointment or renewal indicating acceptance of the terms set forth, as well as a signed Patent Policy Participation Agreement. The letters (countersigned copies) and signed agreement or electronic record of the appointment/agreement should be maintained by the office of the appropriate department. If the faculty member is not affiliated with a specific department, the file may be kept in the office of the institute or center with which the faculty member is associated. The letters of appointment and renewal should indicate whether the mentor has available funding to fulfill the terms of the appointment; if not, the letter should indicate the duration of assured funding. When the appointment is to be coterminous with external funding, research grant, contract, training grant, etc., that fact should be included in the letter of appointment, including the end date of the funding even if renewal is expected.

Proof of Doctoral Degree

Eligibility for appointment as a PDT requires a candidate to hold, or to have completed the requirements for, an advanced degree, e.g., PhD, MD, or equivalent. Candidates from non-U.S. universities must hold advanced degrees equivalent to those awarded in U.S. institutions in order to qualify for appointment as postdoctoral fellows. It is the candidate's responsibility to provide transcripts and/or a diploma certifying that the postdoc has received their degree, and although this may be delegated, it is the mentor's responsibility to review this documentation and ensure that it is satisfactory and included in the candidate's file. Candidates who have completed the requirements for an advanced degree, but not yet been awarded such degree, must be able to demonstrate in a manner verifiable by the University that such requirements have been completed. In no event shall a PDT be reappointed without the degree having been awarded.

Duration of Appointment

Postdoctoral appointments are for one year and may be renewed annually based on satisfactory performance and availability of funding. Under

current University policy, the cumulative PDT experience should not exceed five years total. Under exceptional circumstances, such as a prolonged period of leave (e.g., extended medical leave) or other extraordinary situation (e.g., pandemic) during any of these five years, upon request of a faculty mentor, an extension may be granted by the appropriate Dean or Vice Provost for Research.

Termination

Mentors may terminate a PDT during an appointment period for any reason with three months' written notice. The letter of termination must state the reason for termination using the PDT obligations as guidelines (see below).

Under certain circumstances, it may be appropriate to terminate a PDT immediately. Such circumstances may include (but are not limited to) gross or willful misconduct, gross insubordination, prohibited harassment, unethical behavior (including disclosure or misuse of confidential information, misuse of university resources, or other violations of university policy). In such event an appropriate administrative office (e.g., The Office of the Vice Provost for Research) must be consulted and approve the termination.

Stipend Level

Minimum stipend levels for PDTs are set annually by the Vice Provost for Research, in consultation with the Provost's Council on Research, representing all of the schools of the University. When a funding sponsor mandates stipend levels higher than the University minimum, mentors are obligated to pay the higher amount.

PDT Notice of Resignation

PDTs are expected to provide at least 20 business days' notice of resignation provided to both the mentor and the department or school business office. When appropriate to the discipline, it is the obligation of the PDT to ensure that all research materials and records/databases are left in a state to allow continuation of the project. Records include both hard copies and electronic materials, properly labeled and shared in secure servers as per laboratories/funding source protocols.

Benefits and Leave

Health Insurance

PDTs are required to have health insurance. PDTs are eligible to receive single person insurance, as provided under the Basic University of Pennsylvania Postdoctoral Insurance Plan. This benefit is in addition to the stipend, and no premium should be deducted from the PDT's stipend. If the PDT elects family coverage, the difference between the single and family premium can be paid from one of three sources: (1) it can be deducted from the PDT's stipend; (2) it can be paid by the funding source if it is an allowable expense; or (3) it can be paid by the unit that recruited the PDT. If PDTs elect to waive health insurance coverage through the University, PDTs must certify that they have alternate health insurance that provides at least comparable coverage.

Vacation and Mentor-Approved Flexibility of Observed Holidays and Winter Break

In any appointment year, a PDT may elect to take up to ten University business days as paid vacation days, on which days the PDT will continue to receive their stipend. PDTs are also entitled to the eight official holidays observed by the University and are eligible to take the University's special winter vacation, during which time the University is typically closed. If a PDT wishes to work and/or perform research during an official holiday or special winter vacation, the postdoc can use the equivalent time as additional paid vacation days. PDTs forfeit any unused vacation days or holidays at the end of any appointment year.

Sick Leave

PDTs may continue to receive stipends for up to 15 University business days of sick leave per year. PDTs forfeit any unused sick leave at the end of the appointment year. Under exceptional circumstances, a period of leave due to illness or incapacity may be extended at the discretion of the mentor.

(continued on page 9)

(continued from page 8)

Mentors may request for any extended absence medical documentation from a health care provider, to be provided to an appropriate administrative office consistent with confidentiality. Additional sick leave may be approved in the discretion of the mentor.

New Child Leave

PDTs are entitled to receive stipends for no more than 60 calendar days of leave per appointment year for adoption or birth of a child. Either parent is eligible. PDTs must discuss the use of new child leave in advance with the mentor. A mentor may not deny a request to use new child leave without the authorization of the appropriate administrative office. Unused sick leave or vacation days may be used, with approval, to extend the period of new child leave. Additional new child leave may be approved at the discretion of the mentor.

Unpaid Leave

PDTs requesting extended periods of time away from their training experience, including leave in excess of available sick and/or parental leave, must obtain approval for a leave of absence without stipend continuation. Approval for such leave must be requested and approved by the mentor in advance.

Record of Paid and Unpaid Leave

All paid and unpaid leave must be approved in advance by the mentor; additional leave may be approved at the mentor's discretion. PDT and mentors are responsible of keeping accurate record of paid and unpaid leave.

Obligations and Responsibilities

Obligations of Mentors

Mentors' responsibilities include: (i) developing in consultation with the PDT a mutually satisfactory research project or scholarly program; (ii) encouraging PDTs to present their work and to publish their results in a timely fashion; (iii) encouraging PDTs to acquire and enhance their knowledge and technical skills as dictated by their current and future needs; (iv) arrangement and oversight of teaching opportunities as appropriate to their discipline and program; (v) encouraging PDTs to apply for training and research support as appropriate; (vi) meeting regularly with their PDTs to discuss progress in their research; (vii) providing an annual review of performance that includes a discussion of the individualized development plan (IDP) or equivalent performance document; (viii) insuring that PDTs are aware of University policies regarding postdoctoral training and are instructed about research policies of the University; and (ix) providing career counseling.

Obligations of Postdoctoral Fellows

PDTs have certain obligations to their mentor, the group in which they are working, the department with which they are associated, the sponsor whose funds support them, and the University. These obligations include but are not limited to: (i) the conscientious discharge of their research, scholarly, and teaching responsibilities, as applicable; (ii) conformity with ethical standards in research and scholarship; (iii) compliance with good scholarly practice including the maintenance of adequate research records; (iv) observation of appropriate guidelines regarding human subjects and due observation of University standards regarding use of isotopes, chemicals, infectious agents, animals, and the like, if applicable; (v) open and timely discussion with their mentor regarding possession or distribution of tangible property such as materials, reagents, and the like; (vi) discussion of laboratory records or scholarly materials, if relevant; (vii) prior disclosure of appropriate scholarly information, findings or techniques proposed for dissemination privately, at scholarly meetings, or in publications; (viii) collegial conduct toward all members of the University community; (ix) compliance with all applicable University policies; (x) completing IDPs or equivalent performance appraisal with mentor yearly at the beginning of each appointment year starting year 2; and (xi) attending a minimum required contact hours of Responsible Conduct of Research (RCR) training per career stage.

Extramural Activities

At times a PDT may wish to engage in activities outside of the University and/or beyond the scope of their appointment. Before undertaking such activity, the PDT must secure approval, in writing, from their mentor and business administrator. The approval for such activities should include a description of the activity, include a specific end date of no longer than one year (which may be subject to renewal) and must be signed by both the mentor and the PDT. These activities may not give rise to a conflict of interest or divert or diminish the training of the PDT, and they should be reviewed regularly if approved. Approval may be withdrawn if the activity no longer is appropriate under policy or interferes with the PDT's appointment. It is the PDT's responsibility to update this documentation and notify their mentor should there be any changes.

Research Records

Primary research records created by PDTs during the tenure of their training at the University of Pennsylvania are the property of the University and are retained by the University when the PDT leaves. If a PDT obtains written permission from their mentor, they may retain a copy of such records as agreed upon by the mentor and the PDT.

Exceptions to this practice may be granted, subject to written prior approval of the provost's office, in fields where it can be convincingly demonstrated that there is a well-established practice that individual scholars retain ownership of data generated through their research efforts. In such cases the PDTs may be permitted to retain notes and records associated with their research and publish their findings subsequent to leaving the University, provided an appropriate acknowledgement is made of the University's contribution to the work (e.g., in the form of funding).

Training

Orientation

A compendium of information should be provided to each PDT upon arrival at the University. This compendium should be available on an appropriate University website and could include a registration form to be completed by the PDT; a copy of these guidelines; conflict of interest and financial disclosure policies; intellectual property policies; Procedures Regarding Misconduct in Research; the Sexual Misconduct Policy and Equal Opportunity Policy and nondiscrimination policies; parking policies; a clear statement about benefits; information regarding taxation; a list of sources of information within the University; and information regarding the Office of the Ombuds. Faculty mentors are encouraged to conduct orientation sessions for all new PDTs. The departments should arrange e-mail accounts for their PDTs.

Training Program Elements

PDTs are considered professionals in training. One goal of their professional experience at Penn is to provide training relevant to the performance of responsible and high-quality research. All postdocs must receive training in the responsible conduct of research (RCR). Key elements of this training should include scientific rigor and reproducibility and mitigating unconscious bias. NIH recognizes that the following topics¹ have been incorporated in to most acceptable [training plans](#), as appropriate to the individual trainee, and therefore should be included in the postdoc training plan: (i) data acquisition and analysis; laboratory tools (e.g., tools for analyzing data and creating or working with digital images); recordkeeping practices, including methods such as electronic laboratory notebooks (ii) secure and ethical data use; data confidentiality, management, sharing and ownership; (iii) mentor/mentee responsibilities and relationships; (iv) responsible authorship and publication; (v) peer review including the responsibility for maintaining confidentiality and security in peer review; (vi) collaborative research including collaborations with industry and investigators and institutions in other countries; (vii) policies regarding human subjects, live vertebrate animal subjects in research, and safe laboratory practices; (viii) research misconduct and policies for handling misconduct; (ix) confluence of interest—personal, professional and financial—and conflict of commitment in allocating time, effort or other research services; (x) the scientist as a responsible member of society, contemporary ethical issues in biomedical research, and the environmental and societal impacts of scientific research; (xi) safe research environments (e.g., those that promote inclusion and are free of sexual, racial, ethnic, disability and other forms of discriminatory harassment). When PDTs engage in teaching, appropriate training and didactic experience should also be provided.

Application for Grants

Each school should establish a policy, consistent with section 1.5 of the Sponsored Projects Handbook (online at www.upenn.edu/researchservices/manual/sponsoredprojectshandbook.html#_Toc84300102) regarding whether PDTs may apply for grants as principal investigator. If school policy permits such applications, it is suggested that the school require approval by a knowledgeable member of the standing faculty as well as the appropriate department chair's and Dean's endorsement and chair's acceptance of responsibility.

Additional Items of Importance

(continued on page 10)

¹These topics reflect the NIH guidelines as of the date of this policy. However, the current NIH guidance should always be followed ([NOT-OD-10-019: Update on the Requirement for Instruction in the Responsible Conduct of Research \(nih.gov\)](#))

FOR COMMENT

(continued from page 9)

University of Pennsylvania Nondiscrimination Statement

The University of Pennsylvania values diversity and seeks talented students, postdocs, 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. Additional information can be found online at [Penn: Office of Affirmative Action and Equal Opportunity Programs: Policies, Handbooks and Procedures \(upenn.edu\)](#).

Sexual Misconduct Policy

The University of Pennsylvania is committed to providing a working and learning environment free from sexual misconduct. It therefore is the policy of the University that sexual misconduct is unacceptable and will not be tolerated. Detailed information regarding the Sexual Misconduct Policy can be found online at [Almanac Supplement-August 14, 2020 PDF \(upenn.edu\)](#) and [Resources | Associate Vice President for Equity and Title IX Officer \(upenn.edu\)](#).

Office of the Ombuds

It is recognized that from time-to-time disagreements may arise between a PDT and a mentor. In such instances, the PDT may wish to utilize the services available through any ombuds in individual schools, and through the University's Office of the Ombuds, [Home | OMBUDS \(upenn.edu\)](#).

The Ombuds Office welcomes any member of the Penn community who is experiencing difficulty, conflict, or confusion at work, within their studies, or throughout their life at the University more broadly. The office offers an accessible and safe place to resolve differences, explore matters of concern, improve communication, and generate and evaluate options. If interested, PDTs are encouraged to contact the Ombuds Office at the earliest stages of a problem so that assistance can be offered before the issue escalates.

Grievance Process

The University of Pennsylvania strives to promote an optimal training and educational experience for its PDT community through a professional and respectful environment. Open and routine communication between supervisors/mentors and PDTs throughout the PDT appointment is encouraged in order to clarify expectations, provide an ongoing and timely mechanism for constructive feedback from both parties, as well as offer the opportunity to identify, address/resolve any potential matters as they may arise. It is the expectation that this communication between supervisors and PDTs occurs openly and regularly.

This grievance process has been developed to provide a mechanism for resolution of PDT grievances which may include matters that have resulted in a perceived or actual negative impact upon the training/educational experience of a PDT. A matter is grievable only if it is not currently addressable through any other avenue such as University Policy or Division Procedure (thus, for example, complaints of sexual misconduct must be addressed through the University's sexual misconduct policy). At any point, if the PDT feels as if the matter has been resolved, they may discontinue the grievance process.

Steps to address a grievance:

1. Efforts should be taken to address a matter informally:
 - If possible and appropriate, a discussion should occur between the parties who are directly involved with the issue of the dispute.
 - The PDT may consult with any individuals they feel comfortable discussing the matter, as a trusted faculty member, advisor, or departmental/programmatic resources.
 - Additional resources that may assist in resolving matters or providing confidential counseling include:
 - Ombuds Office, [Home | OMBUDS \(upenn.edu\)](#)
 - Affirmative Action and Equal Opportunity Programs, [Penn: Office of Affirmative Action and Equal Opportunity Programs \(upenn.edu\)](#)
 - African American Resource Center, [Home | Penn AARC \(upenn.edu\)](#)
 - Lesbian Gay Bisexual Transgender Center, [LGBT Center at the University of Pennsylvania – LGBTC \(upenn.edu\)](#)
 - Office of the Chaplain and SPARC, the Spiritual and Religious Life Center, [The Office of the Chaplain | SPARC \(upenn.edu\)](#)
 - Penn Women's Center, Penn Women's Center–[Penn Women's Center \(upenn.edu\)](#)

2. Consultation by the PDT with the Program Director, Division Chief or Department Chair to discuss the matter is encouraged.
3. If informal steps as suggested above have not resulted in a resolution to the matter, a written grievance may be submitted to the Dean of Research or Dean of the applicable school. The grievance should describe the matter and include specific facts supporting the grievance as well as any available supporting documentation; the names of any parties to the matter; any witnesses known to the grievant; as well as the desired outcome. The grievance should be submitted in a timely manner and no later than 90 days after the occurrence of any event giving rise to the grievance.
 - The Dean or Dean's designee will notify all involved parties of the grievance.
 - The Dean or designee will review the grievance.
 - The Dean or designee may obtain any information felt necessary to evaluate and make a determination regarding the grievance.
 - The Dean or designee may elect to meet with the involved parties.
 - Any or all functions to be performed by the Dean or Dean's designee under this section 3 may be referred by such person in their discretion to a committee of one or more persons convened for the purpose, in which case the committee shall report its findings and conclusions to the Dean or designee.
 - The Dean or designee will provide the involved parties with a response regarding the matter in writing. This response will occur within a timely manner, but generally within 60 days (unless circumstances require a longer period for review) and will include a determination as well as a summary of the basis for such determination.
4. If the PDT believes the decision of the Dean to be inappropriate, the PDT may submit a written appeal to the Office of the Vice Provost for Research (VPR) specifying the basis for disagreement with the decision. Appeals are limited to complaints regarding policy or procedure.
 - The written appeal must be submitted no later than 30 days after receipt of the Dean's determination.
 - General dissatisfaction with the decision is not sufficient reasoning for an appeal.
 - New issues may not be raised for the first time on appeal.
 - The VPR or a designee will review the Dean's determination.
 - Any or all functions to be performed by the VPR or VPR's designee under this section 4 may be referred by such person in their discretion to a committee of one or more persons convened for the purpose, in which case the committee shall report its findings and conclusions to the VPR or designee.
 - The VPR or designee will notify the parties to the grievance in writing of the decision and the grounds for the decision, generally within 45 days after the receipt of the appeal (unless circumstances require a longer period for review).
 - The decision of the VPR is final within the institution.
5. In the event a grievance is resolved without recourse to the VPR, the VPR should be notified of the grievance and resolution. Please see bullet under Additional Considerations below.

Additional Considerations:

1. University policy prohibits retaliation against any member of the community who participates in good faith in a university compliance, investigative, or review process. For more information, see [Policy Against Retaliation \(upenn.edu\)](#).
2. At any point in the grievance process, formal proceedings can be put aside in favor of voluntary mediation agreed to by all parties directly involved in the matter. The University Ombuds Office may be of assistance in pursuing mediation, [Home | OMBUDS \(upenn.edu\)](#).
3. The time frames set forth in this process may be extended by the relevant administrative officer in their discretion for good cause.
4. The Office of the Vice Provost for Research may periodically review past grievances to address recurring issues or consider modifications to this policy.

Questions concerning the grievance process should be directed to the Office of the Vice Provost for Research.

Update

March AT PENN

CHILDREN'S ACTIVITIES

Penn Museum

Online events. Info: <https://www.penn-museum/calendar>.

29 *At-Home Anthro Live: Can Trees Be Calendars?* 1 p.m.

CONFERENCES

23 *Financing Urban Adaptation to Address Climate Change*; will highlight the implementation and financing of subnational programs and projects designed to adapt to global warming-induced hazards that threaten urban lives and livelihoods; 8:30 a.m.-5:15 p.m.; online webinar; register: <https://tinyurl.com/iur-conf-mar-23> (Penn Institute for Urban Research). *Also March 24*, 8:30 a.m.-1:15 p.m.

24 *Women of Color in Higher Education Summit*; seeks to unite and strengthen networks and form mentorships for the Penn GSE and SP2 community of both women of color and non-binary people of color; 3-7 p.m.; Houston Hall; register: <https://tinyurl.com/gse-conf-mar-24> (Graduate School of Education).

25 *Migrant Subjects Across & Within*; brings together undergraduate students from across the humanities and beyond to explore various research topics; 9 a.m.-2:15 p.m.; room 623, Williams Hall (Wolf Humanities Center).

Privacy & Law in the Modern Age: An ACS Symposium; will feature panels by leading privacy experts and scholars, including special guest Sheldon Whitehouse, U.S. Senator; 9 a.m.-6:30 p.m.; in-person; register: <https://acsprivacysymposium.eventbrite.com> (Carey Law School).

26 *Hermogenes and Hellenistic-Roman Temple Building in Greece and Asia Minor: Messon-Teos-Magnesia-Sardis*; brings together specialists from Turkey, Greece, and the U.S. in order to contextualize this renewed attention on Hermogenes in view of current research on temple architecture in both Greece and Turkey; 9 a.m.-5

p.m.; Widener Lecture Hall, Penn Museum, and Zoom webinar; join: <https://tinyurl.com/art-history-conf-mar-24> (History of Art).

EXHIBITS

Penn Museum

In-person and online events. Info: <https://penn-museum/calendar>.

25 *Virtual Global Guide Tour: Asia Galleries*; 2:30 p.m.

26 *Africa Galleries Tour*; 11 a.m.
Global Guide Tour: Mexico & Central America Gallery; 2:30 p.m.

27 *Mexico & Central American Gallery Tour*; 11 a.m.
Global Guide Tour: Middle East Galleries; 2:30 p.m.

FILMS

25 *Memory Box*; includes discussion with directors Joana Hadjithomas and Khalil Joreige; 5:15 p.m.; Rainey Auditorium, Penn Museum (Cinema Studies).

FITNESS & LEARNING

Graduate School of Education (GSE)

Unless noted, online events. Info: <https://www.gse.upenn.edu/news/events-calendar>.

22 *Fostering Positive Attitudes and Embracing Change*; for faculty and staff; 11 a.m.
Resilience Workshop: IDEAL Model for Difficult Conversations; for faculty and staff; 12:30 p.m.

LGBT Center

Unless noted, in-person events at LGBT Center. Info: <https://www.vpul.upenn.edu/secure/calendar/host/LGBT-Center/24>.

23 *QPenn: Ice Skating with Penn Q&APenn*; 9-11 p.m.; Penn Ice Rink.

24 *QPenn Speaker Spotlight*; Angela Chen, author; noon.; Zoom webinar.

QPenn: Trans Protection, Equity, and Visibility: A Conversation with Ceyenne Doroshov and Ladonna Smith; 6 p.m.; Zoom webinar.

QPenn: Art and Writing Zines with Q-INE; 7:30 p.m.

25 *QPenn: Latin "X": Inclusive Language in Spanish*; 4 p.m.

QPenn: Lambda Grads Happy Hour; 5 p.m.

26 *QPenn: Cycling and Yoga Fun with Campus Recreation*; noon-4 p.m.; Pottruck Gym.

QPenn: QSA Drag Show; 7:30 p.m.; Platt Performing Arts House.

MUSIC

23 *Marian Anderson Performance Program Concert*; 7 p.m.; Amado Recital Hall, Irvine Auditorium (Music department).

ON STAGE

Penn Live Arts

Info and tickets: <https://pennlivearts.org/events/>.

25 *InterNAACHional*; dance show that will include pieces involving choreography from Bollywood fusion, bhangra, hip hop, contemporary, Bharatanatyam and more; 8:30 p.m.; Harold Prince Theatre, Annenberg Center. *Also March 26*, 6 p.m.

TALKS

23 *African Ecomedia: Network Forms, Planetary Politics*; Cajetan Iheka, Yale University; noon; room 330, Fisher-Bennett Hall (Cinema Studies).

Ukraine and Content Moderation for News Media Sustainability; John Montgomery, Rob Rakowitz and Courtney Radsch, Center for Media at Risk; 12:30 p.m.; Zoom webinar; join: <https://upenn.zoom.us/j/5172747925> (Annenberg School).

More events can be found in the [March AT PENN calendar](#), which is online now. To submit an event for a future AT PENN calendar or weekly update, email almanac@upenn.edu.

The April AT PENN calendar will be published next Tuesday, *March 29*. The deadline to submit events for the May AT PENN calendar is *April 11*.

Almanac

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The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are the Crimes Against Persons or Crimes Against Society from the campus report for **March 7-13, 2022**. Also reported were 10 crimes against property (4 thefts from building, 3 auto thefts, 2 other offenses, and 1 other theft) with 1 arrest. Full reports are available at: <https://almanac.upenn.edu/sections/crimes>. 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 **March 7-13, 2022**. The University Police actively patrol from Market St to Baltimore Avenue and from the Schuylkill River to 43rd St 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.

03/07/22	12:47 AM	51 N 39th St	Offender exposed himself
03/07/22	3:48 PM	3730 Walnut St	Complainant intentionally knocked down by unknown male
03/10/22	5:52 PM	3701 Chestnut St	Complainant assaulted by known offender
03/11/22	4:09 PM	3901 Locust Walk	Complainant assaulted by known offender
03/13/22	3:31 PM	400 S 40th St	Complainant received unwanted text messages

18th District

Below are the Crimes Against Persons from the **18th District**: 8 incidents (5 assaults, 2 aggravated assaults, and 1 indecent assault) with 1 arrest were reported for **March 7-13, 2022** by the 18th District covering the Schuylkill River to 49th St & Market St to Woodland Avenue.

03/07/22	5:14 PM	3730 Walnut St	Assault
03/08/22	5:42 PM	S 48th & Spruce Sts	Assault
03/09/22	8:35 AM	4501 Chestnut St	Indecent Assault
03/10/22	6:34 PM	3701 Chestnut St	Assault
03/11/22	2:34 AM	220 S 47th St	Aggravated Assault
03/12/22	12:05 AM	4735 Upland St	Assault
03/12/22	3:35 PM	4739 Cedar Ave	Aggravated Assault/Arrest
03/13/22	3:07 AM	4613 Chester Ave	Assault

Cyberattacks, Russia, and the Changing Face of War in the 21st Century



Cyberattacks have shaped modern warfare and countries are adapting their cyber defense strategies amidst the ongoing war.

Amidst the severe destruction, staggering humanitarian crisis, and worldwide economic impacts that Russia's invasion of Ukraine has elicited in less than two weeks, officials around the globe have also raised concerns about the potential for cyberattacks. Examples of Russia's previous actions in this realm have included attacks against the websites of Estonian organizations in 2007 and the hacking of Ukraine's power grid in 2015.

To learn more about how cyberattacks have shaped modern warfare and how countries are adapting their strategies, *Penn Today* spoke with Heli Tiirmaa-Klaar, a Perry World House visiting fellow and director of the Digital Society Institute at the European School of Management and Technology. During the past 15 years, Ms. Tiirmaa-Klaar has led efforts to coordinate, prepare, and implement cybersecurity strategies across the European Union and also helped prepare the NATO Cyber Defense Policy.

Q: How did you get involved in the field of cybersecurity?

A: In 2007, Estonia received a large-scale coordinated cyberattack. After that attack, the Estonian Ministry of Defense was in charge of putting together the national cyber strategy to make sure that our critical assets would be protected in the future.

I was previously working as a defense policy planner, and I ended up leading the process of putting together the first Estonian national cyber strategy after the 2007 attack. Ever since then, I have been working on cybersecurity issues.

Q: Generally speaking, what does cyber warfare and cybersecurity look like?

A: So far, we have not seen cyber means causing destruction during wars. What we have seen during conflicts is cyberattacks used to disrupt communications and disrupt the functioning of information systems. Fighting parties often use this method to disrupt their adversary's strategic communication and disrupt information systems or messaging to their own people.

In terms of cybersecurity, what countries usually do is prevent attacks from happening in the first place by implementing best practices and following prevention steps. This includes updating security requirements and making sure they have a layered cyber defense system.

One common misconception about cyberattacks during politically motivated campaigns or conflicts is that they have their own logic and happen outside the broader strategic context. Instead, they are actually used by warring parties to either aid or facilitate other goals, be they political or on the battlefield. Overall, cyberattacks happen because there is a point of using these attacks in the broader, systematic approach of the battlefield, and, if countries have a political motivation to attack another country, a cyberattack might certainly be a part of it.

Q: Are there other types of cyberattacks beyond those targeting digital infrastructure, communications, or other national assets?

A: Most Westerners understand cyberattacks as a technology-based attack method that disables some IT systems. But for the Russians, it is mostly information warfare. For Russia, the most important part of cyber or information warfare would be to spread disinformation that serves their interests in the conflict.

Currently, we see how the Russians use disinformation to make sure that their own population does not get the truth from the outside about what happens in Ukraine. They also have used tactics of spreading disinformation in the battlefield so that soldiers don't lose morale.

It's also possible to use disinformation against the Ukrainian population, but the Ukrainians are very resilient to disinformation. They have their own excellent information campaign as a counter-campaign, and they strike back with professional information campaigns and tools.

Information warfare also happened during the Russian invasion of Georgia in 2008. A major disinformation campaign spread about how Georgian troops were starting hostilities, and cyberattacks were used during the first days of conflict to disable the Georgian government's ability to put up a message with their version of events. During the current Ukraine invasion, there were attempted defacements and other cyberattacks against the Ukrainian ministries a few days before the war began, but they were mitigated quite professionally.

Q: There haven't been many cyberattacks in Ukraine during this current invasion. Why do you think this might be the case?

A: I think the Ukrainians were prepared this time because they experienced and learned from some serious cyberattacks during the 2014 Russian invasion. And, while we have seen this information war happening in the background, most of the experts are surprised that they do not see major cyber elements happening.

My argument for this is that if the Russians can actually destroy electrical power plants or other infrastructure, why would they need to do a cyberattack? Countries tend to use cyberattacks if they need to do some disruption below the threshold of armed conflict, in this kind of gray zone between peace and war. But now, the conflict is full on, so they don't need to conceal it.

Q: What has been the role so far of cyberattacks during this war?

A: Every time we have a war, we learn something. In this current war, we are seeing how the less conventional methods of cyberattacks have been used and how large of a part the information operation has been. While there have been some real cyber disablements happening, such as against satellite communications, it's another question as to how successful they were.

Q: Given the impacts of information warfare, how are countries protecting themselves from these types of cyberattacks?

A: Western nations don't want to embark on the line of controlling content, and this is why I think Western countries have had difficult adaptation barriers around how to take care of these information operation aspects.

But, if we want to prepare ourselves, we have to because this is part of the Russian strategy since the very beginning. For the Russians, it's all part of a continuum of the tools that they can use: disinformation on one end, nuclear weapons on the other.

Adapted from a [Penn Today](#) article by Erica K. Brockmeier, March 8, 2022.