

# UNIVERSITY OF PENNSYLVANIA *Almanac*

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## Mack Pavilion: Home of the William and Phyllis Mack Institute for Innovation Management

The Mack Pavilion, made possible by a gift from William Mack, W'61, and his wife, Phyllis, was recently dedicated. Located at the western end of Wharton's Steinberg Hall-Dietrich Hall, with its entrance on 37th Street, it was completed in 2013. It was designed by Kling Stubbins and was built to achieve LEED Silver. The project exceeded that in its use of green features and was awarded LEED Gold in June 2014. The new facility is situated between two existing wings and is a combination of renovated space—including two high-occupancy classrooms on the ground floor—and three new floors of office space and conference rooms built above them. The building has a new main entrance with a plaza offering seating areas and light colored pavers to reduce the heat island effect.

The Mack Pavilion is the home of the Mack Institute for Innovation Management which advances and shares knowledge about the effective management of the risks and rewards of innovations, which can offer new value for customers and firms. In 2001, the Mack Center was established through a generous gift from the Macks, who also funded the Center's transition to an Institute in 2013.

See the Alumni Awards of Merit on page 3.



The recently dedicated Mack Pavilion at Steinberg Hall-Dietrich Hall (above) is the home of the William and Phyllis Mack Institute for Innovation Management at the Wharton School.

## Phyllis Solomon: Associate Dean of Research at SP2

Phyllis Solomon, who is internationally known for her research on clinical services and service system issues around adults with severe mental illness, has been named the associate dean of research at the School of Social Policy & Practice (SP2).



Phyllis Solomon

In this role—a previously vacant post that has been revived—Dr. Solomon will provide constructive, supportive and encouraging feedback to students and junior faculty on their research.

"I am absolutely delighted to serve in the newly revived role as associate dean of research and am excited to take the lead in collaborating with students and faculty to enhance research opportunities at SP2," Dr. Solomon said.

Over the years, her work and interactions with scholars have been a testament to her commitment to being an innovative leader in research.

Dr. Solomon's studies are widely referenced and have been recognized by the American Association of Community Psychiatrists, US Psychiatric Rehabilitation Association and Society for Social Work and Research (SSWR).

Last year, Dr. Solomon was invited to join the 2015 class of Fellows of the SSWR and was

also ranked among "best of the best" female academics in social work. She has also been named a Fellow of the American Academy of Social Work & Social Welfare for her accomplishments as a scholar and practitioner dedicated to achieving excellence in high impact work that advances social good.

In 2005, Dr. Solomon was the Knee/Wittman Lifetime Achievement Award winner for having pioneered contributions in social work, mental health, psychosocial rehabilitation and family education for caregivers of persons with serious mental illness.

Dr. Solomon won the University of Pennsylvania Provost Award for PhD Mentoring of Doctoral Students in 2009 (*Almanac* April 21, 2009).

Just last year, Dr. Solomon delivered the Annual Sidney Ball Lecture at Oxford University. Furthermore, she has edited and co-authored six books, including two on psychiatric rehabilitation; and has over 170 peer-reviewed publications as well as more than 30 book chapters.

The list of Dr. Solomon's accolades and innumerable contributions to the field goes on, and she has had a positive influence on SP2's students since 1994.

"Dr. Solomon is a bulwark of methodological rigor at SP2, ensuring that her work and the work of her collaborators, colleagues, and students meets an exceptionally high standard," said Dan Treglia, senior research fellow at SP2. "She has had a profound impact on my research and the work of countless PhD and DSW students."

## A Post-Election Discussion

On November 10, from 4-6 p.m., John L. Jackson, Jr., dean of the School of Social Policy & Practice (SP2) at the University of Pennsylvania, will lead a panel of faculty experts from SP2—Penn's social justice school—as they analyze some of the nation's most pressing matters and discuss how we can, and how the next presidential administration should, strategically address these issues.

The event at the Penn Bookstore will also feature guest panelist Joseph Watkins, C'75, who has served as a regular political analyst for MSNBC, CNBC and Al Jazeera and was a former White House aide to United States President George H.W. Bush.

The panel discussion will take place in conjunction with the release of *Social Policy and Social Justice*—an academic volume edited by Dean Jackson and published by Penn Press.

*Social Policy and Social Justice* is the final component of the SP2 Penn Top 10 initiative [www.PennTopTen.com](http://www.PennTopTen.com)—a multimodal initiative launched in 2016 designed to educate, enlighten and empower voters and policymakers from all walks of life leading up to the 2016 presidential election and beyond.

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## From the Senate Office

The following agenda is published in accordance with the Faculty Senate Rules. Any member of the standing faculty may attend SEC meetings and observe. Questions may be directed to Patrick Walsh, executive assistant to the Senate Office, either by telephone at (215) 898-6943 or by email at senate@pobox.upenn.edu

### Faculty Senate Executive Committee Agenda

**Wednesday, November 16, 2016  
3-5 p.m., Room 108 ARCH Building**

1. Approval of the Minutes of October 26, 2016 (1 minute)
2. Chair's Report (5 minutes)
3. Past-Chair's Report on Academic Planning & Budget, Capital Council and Campaign for Community (C4C) (5 minutes)  
C4C applications are being accepted at <https://provost.upenn.edu/initiatives/campaign/grants>
4. Discussion on the Role and Representation of the "Non-Standing Faculty" at Penn (45 minutes)
5. Update from the Office of the Provost (45 minutes)  
Discussion with Vincent Price, Provost
6. 2017 Senate Nominating Committee (10 minutes)
  - a. Ballot to elect non-SEC members to the 2017 Senate Nominating Committee (SNC)
  - b. Nominations taken from the floor for SEC member representative to the 2017 SNC
  - c. Vote (by voice or count) from those nominated to determine SEC member to the 2017 SNC
7. New Business (5 minutes)

Section IV.3(c) of the Council Bylaws provides that a University Council meeting "shall incorporate an open forum to which all members of the University community are invited and during which any member of the University community can direct questions to the Council."

All members of the University community are invited to bring issues for discussion to:

**University Council Open Forum  
Wednesday, November 30, 2016 at 4:40 p.m.  
Bodek Lounge, Houston Hall**

Individuals who want to be assured of speaking at Council must inform the Office of the University Secretary ([ucouncil@pobox.upenn.edu](mailto:ucouncil@pobox.upenn.edu)) by Monday, November 21. Please indicate the topic you would like to discuss. Those who have not so informed the Office of the University Secretary will be permitted to speak only at the discretion of the Moderator of University Council and in the event that time remains after the scheduled speakers.

Please see the format below. Questions may be directed to the Office of the University Secretary at (215) 898-7005 or [ucouncil@pobox.upenn.edu](mailto:ucouncil@pobox.upenn.edu)

—Office of the University Secretary

### Format for University Council Open Forum November 30, 2016

The University Council will devote a substantial portion of its November 30, 2016 meeting to a public forum. The purpose of the Open Forum is to inform Council of issues important to the University's general welfare and of the range of views held by members of the University. The forum is open to all members of the University community under the conditions set by the Bylaws, following guidelines established by the Steering Committee of Council:

1. Any member of the University community who wishes to do so may attend the Council meeting. Individuals who want to be assured of speaking at Council, however, must inform the Office of the University Secretary ([ucouncil@pobox.upenn.edu](mailto:ucouncil@pobox.upenn.edu)) by Monday, November 21, 2016, indicating briefly the subject of their remarks. Those who have not so informed the Office of the University Secretary will be permitted to speak only at the discretion of the Moderator of University Council and in the event that time remains after the scheduled speakers.

2. Speakers should expect to be limited to three minutes with the possibility of additional time in cases where members of Council engage the speakers with follow-up questions or remarks. The Moderator may restrict repetition of views. Speakers are encouraged to provide Council with supporting materials and/or written extensions of their statements before, during or after the Council meeting.

3. Following the deadline for speakers to sign up in the Office of the University Secretary, the Chair of Steering and the Moderator of Council will structure the subject matter themes, speakers and times for the Open Forum session. In the event that there is not enough time available at the meeting to provide for all those who have requested to speak, the two officers may make selections which accommodate the broadest array of issues having important implications for Council's work and represent the breadth of Council's constituencies. The resulting order of the Open Forum of University Council will be made available no later than the Tuesday before the meeting, to be published on the Office of the University Secretary website (<http://www.upenn.edu/secretary/council/openforum.html>) and, if deadline constraints allow, in *The Daily Pennsylvanian* and *Almanac*.

4. Speakers' statements should be framed to present policy issues and directed to University Council as a body through the Moderator. The Moderator will have discretion to interrupt statements that are directed against persons and otherwise to maintain the decorum of the meeting, as provided for in the Bylaws. In cases where questions or positions can be appropriately addressed by members of Council, or where a colloquy would seem to be productive given the time constraints of the meeting, the Moderator may recognize members of Council to respond to speakers' statements, with opportunities for follow-up by the speakers.

5. Should the number of submitted topics of community-wide interest exceed what can be accommodated during a single Open Forum session, discussion will be allowed to continue at the following University Council meeting.

## Deaths

### Alfredo "Freddy" Abravanel, Engineering Graduate Student

Alfredo "Freddy" Abravanel, a graduate student in mechanical engineering & applied mechanics in Penn's School of Engineering and Applied Science, died unexpectedly on October 31. He was 22 years old.

Mr. Abravanel was from Athens, Greece. He was on track to earn a master's degree in May 2017. He had sub-matriculated into the graduate program while earning a bachelor's degree in engineering from Penn as a member of the Class of 2016.

He is survived by his parents, Enrique and Angeliki; his sisters, Natalia Abravanel Stergiou and Nelly Abravanel Stergiou; and his brother-in-law, Andreas Marinopoulos.

### Benjamin "Benji" Schüttler, Wharton MBA Student

Benjamin "Benji" Schüttler, of Atlanta, Georgia, died on November 1 in Philadelphia due to complications from surgery. He was 27 years old.

Mr. Schüttler was pursuing an MBA at Wharton and was also a candidate for a Master of Public Policy at Harvard's Kennedy School of Government through a joint program.

He earned his undergraduate degrees at Penn, from Wharton and the College in 2012 as part of the Huntsman Program for International Studies and Business. He spent a semester abroad in Senegal in 2010 at the Université Gaston-Berger de Saint-Louis.

From 2012-2016, he worked for Boston Consulting Group (BCG) in Athens, Greece; New York City; and Philadelphia. He participated in an elite global social impact initiative at BCG before returning to Penn in fall 2016 to begin his MBA studies, focusing on entrepreneurial management. He hoped to pursue work that combined his passions for social impact, development and education.

According to Eric Morin, associate director of the Office of Student Life, "Benji had a remarkable ability to touch everyone he met. His optimism was infectious, and our community members were touched by his kindness, generosity, toughness and positivity."

(Deaths continued on page 3)

### To Report A Death

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

However, notices of alumni deaths should be directed to the Alumni Records Office at Room 517, Franklin Building, (215) 898-8136 or email [record@ben.dev.upenn.edu](mailto:record@ben.dev.upenn.edu)

Remember,  
today is  
Election Day





(Deaths continued from page 2)

### Jeanne "Sybil" Wallman Holtzer, Cell and Developmental Biology

Jeanne "Sybil" Wallman Holtzer, of Philadelphia, died on October 21 at the age of 90.

She spent her entire professional career conducting medical research and collaborating with her husband, the late Howard Holtzer, professor emeritus of cell and developmental biology. He died on November 5, 2014 (*Almanac* December 9, 2014).

Dr. Holtzer was a graduate of Western College for Women in Ohio, and earned a PhD in zoology from the University of Chicago. From December 1954 until June 1957 she was a research associate in medical anatomy at the US Public Health Service (USPHS). She then joined Penn in January 1959 as a research as-

sociate in the School of Medicine's department of anatomy-chemistry which became known as cell and developmental biology in July 1979. That position ended in June 2000 due to lack of funding but she then became a monthly temporary employee there from June 2001 until February 2004 before retiring.

Contributions in her memory may be made to the Howard Holtzer Prize for Research by a Postdoctoral Fellow, awarded annually to postdoctoral students for exceptional graduate research publications in cell and developmental biology, and sent to the Department of Cell and Developmental Biology, 1157 BRBII/III, Perelman School of Medicine, Philadelphia, PA 19104-6058.

She is survived by her sister, Eleanor "Beryl" Wallman Bennewith.

## Honors & Other Things

### Penn's Annual Alumni Awards

The University of Pennsylvania honored these distinguished alumni for their outstanding service to the University at the 82nd Annual Alumni Award of Merit Gala on October 28.

#### Alumni Awards of Merit

Alan Levin, C'64, G'65, has built several successful businesses, and is now president and owner of Fine Arts Industries, one of the largest manufacturers of framed pictures in the United States. As president of the Penn Club of Colorado for more than 25 years and as a volunteer for the University's Alumni Interview Program for more than a decade, he has been active in raising Penn's profile in his home state, welcoming faculty, coaches, teams and cultural groups to Colorado. He is also an active member of his class, serving on reunion committees and as co-chair of his 50th reunion.

Paul Levy, L'72, founded the private equity investment firm JLL Partners Inc. in 1988 after a successful career as an executive in the investment banking and fashion industries. He has continuously supported Penn as a strategist, philanthropist and motivator. He is an emeritus member of Penn's Board of Trustees, a former Overseer of Penn Law and member of the Penn Medicine Board. Mr. Levy was also a member of the Steering Committee for the University's *Making History* Campaign and chaired Penn Law's *Bold Ambitions* Campaign from 2006 to 2012. Together with his wife Karen, he endowed the Levy Scholars program, helping to transform legal education at Penn and established the Levy Conference Center.

William Mack, W'61, has had a successful career in the family commercial real estate firm the Mack Company, and in 2013 co-founded the Mack Real Estate Group with his sons, Richard and Stephen, both Penn alumni. He was a dedicated University Trustee since 1997, now emeritus, and served as Vice Chair of the Board in addition to chairing several committees, including the Facilities and Campus Planning Committee and the *Making History* Campaign Steering Committee. In addition, he has served on Penn's Health System Trustee Board from 2000-2003 and on its Executive Committee. With his wife Phyllis, he is a longtime supporter of the Institute for Contemporary Art and Wharton. In 2001, they established the Mack Center for Technological Innovation, and helped it transition into the William and Phyllis Mack Institute for Innovation Management, with their newest leadership gift helping to establish the

Institute's new home, the Mack Pavilion. (See page 1)

Jayne Davis Perilstein, W'80, founded Students Helping Students, a peer mentoring program, during her time at Penn. Now, she continues to honor Penn through a personal peer leadership model as an alumna. She is a member of the Wharton Committee of the Alumni Affairs Mentor Program and co-chaired the Trustees' Council of Penn Women, its Philadelphia Regional Events and Programming Committees before becoming TPCW chair in 2012. Ms. Perilstein is a member of the Alumni Class Leadership Council, and currently serves as class president and chair of both the gift and reunion committees for the Class of 1980. She and her husband Ronald P. Perilstein, W'80, were partners in The Arjay Group Inc., the insurance brokerage he founded. She then ran an event planning firm before joining the Shoah Foundation in 2012.

Ehsan El-Tahry Zayan, C'73, had a successful career in finance that took her to New York, Cairo, London and beyond. Throughout her career and following her retirement, she has been active in club activities and founded the Penn and Wharton Bermuda Alumni Association, when her job took her to Bermuda in 1992. She has served on Penn Museum's Board of Overseers and the Penn Alumni Board of Directors, and currently participates in the International Advisory Board of the Huntsman Program and the Trustees' Council of Penn Women. Honoring Penn's impact on her life, Ms. El-Tahry Zayan established two endowed scholarships: The Mac El Tahry Scholarship Fund and the M.M.A. Zayan/M. El-Tahry Memorial Endowed Scholarship, named for family members.

#### Creative Spirit Award

Jonathan "Jon" Avnet, C'71, received the 2016 Creative Spirit Award for his lifelong commitment to and excellence in the arts. Mr. Avnet is a writer, director or producer of more than 70 films, TV shows and theater productions.

His motion pictures, TV movies and Broadway plays include the 1983 blockbuster *Risky Business*, plus *Black Swan*, *Fried Green Tomatoes*, *The Burning Bed*, *Spamalot* and *History Boys*, among others.

Mr. Avnet has supported the arts at Penn as a donor, leader and mentor. He has served as an

### Almanac Holiday Schedule

Due to the Thanksgiving Break, there is no issue scheduled for Tuesday, November 29. After the November 15 and November 22 issues, there will be issues on Tuesday, December 6 as well as Tuesday, December 13, which will contain the January AT PENN calendar.

*Almanac* will resume publishing weekly starting with the Tuesday, January 10

issue. Submissions for that issue are due no later than

Tuesday, January 3

, space permitting.

Breaking news will

be posted in the

*Almanac* Between

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Arts & Sciences Overseer since 2002, and established the Avnet Screenwriting Fund bringing visiting screenwriters to teach on campus. He has also been a regular guest at the Kelly Writers House and a dedicated mentor and industry resource, offering Penn students sponsored internships at his film company, Brooklyn Films.

#### Young Alumni Award

Lauren Hedvat, earned dual degrees in engineering and economics in 2005 and 2006, then a master's degree at SEAS. She is currently capital markets director at Angel Oak Capital Advisors following positions at Deutsche Bank, Barclays Capital and Goldman Sachs. As a young alumna, she has continued to show leadership skills established at Penn serving on the Young Alumni Committee of the Penn Club of New York and chairing her fifth and tenth reunions, helping to achieve record-breaking attendance and winning the David N. Tyre Class Communications Award. Along with her siblings, Ms. Hedvat also created the Hedvat Ijadi Family Scholarship at Penn in 2012.

#### Class & Club Recognition Awards

The Class of 1986 received the Class Award of Merit, its second win; the first was in 2011. This year's win was for its remarkable outreach, leadership, creativity, teamwork, organization and innovative programming that led to exceptional results for its 30th reunion. The class strategy resulted in record-breaking attendance for the reunion of 421 alumni and reunion gift of nearly \$6 million.

The Class of 1966 received the David N. Tyre Award for Excellence in Class Communications for its use of various platforms ranging from music and video to print and social media to connect with classmates concerning its 50th reunion. The campaign resulted in 328 attendees, and together members of the class gave more than \$5 million across the University.

The Penn Alumni Club of Washington DC received the 2016 Club Award of Merit. This year the club attracted new members and engaged others through more than 40 creative events, including "a sneak peek" at the National Museum of African American History; hikes; and happy hours and collaboration with affinity groups including PennGALA, representing lesbian, gay, bisexual and transgender alumni, and the Black Alumni Society.

## 2016 Perelman School of Medicine Awards of Excellence

The following faculty members will receive this year's Perelman School of Medicine Awards of Excellence at the 21st annual dinner on Wednesday, November 9. The awards recognize outstanding performance by faculty in the research, clinical and mentoring areas.



Shelley Berger



Peter Snyder



Scott Halpern



Elizabeth Grice



Jeffrey Gerber

Shelley L. Berger, Daniel S. Och University Professor, is the winner of this year's Stanley N. Cohen Biomedical Research Award, which recognizes a member of the faculty for a body of work with an emphasis on biomedical research. Dr. Berger has consistently been at the cutting edge of the epigenetics field over the last two decades. Her groundbreaking work is focused on understanding how the regulation of gene expression through histone modifications controls major developmental processes including aging, behavior and cancer. Her past research findings have helped to establish the prevailing view that histone modifications regulate genomic functions, including transcription of genes, DNA replication during cell division, repair of DNA mutations as a result of DNA damage and other processes. Work in her laboratory has focused on transcription, or the turning on and off of gene expression, and the myriad of histone modifications that occur, such as acetylation, phosphorylation and methylation, among other chemical changes.

Her research has also helped to reveal how some of these modifications, first characterized on histone substrates, function to regulate non-histone proteins. In 2015-2016 alone, Dr. Berger published five major articles in *Science*, *Nature* and *Genes & Development*, as well as a review article in *Cell*. More recent work from her laboratory shows that cellular senescence triggers inflammation via signaling through nucleic acid sensing pathways, work which crosses over into the area of immunology.

Peter J. Snyder, professor of medicine, is the winner of this year's William Osler Patient Oriented Research Award. This award is granted to a member of the medical faculty for a body of work with an emphasis on clinical research. Dr. Snyder is internationally recognized as a pioneer in the evaluation and treatment of pituitary tumors, particularly so-called "non-secreting" pituitary adenomas which he showed to actually be gonadotroph cell adenomas. By identifying them as pituitary adenomas, he influenced the type of surgery used for these lesions and provided a tumor marker by which treatment could be monitored. His research also demonstrated that men who are infertile as a result of hypogonadotropic hypogonadism of prepubertal onset require replacement of both luteinizing hormone (LH) and follicle-stimulating hormone (FSH) to become fertile, but men who are infertile as a result of hypogonadotropic hypogonadism of postpubertal onset require only LH. Inspired by many years of providing treatment for secondary hypogonadism in these patients, Dr. Snyder has in more recent years led a major national effort to understand the significance of the reduced testosterone levels that are commonly seen in aging males, sometimes referred to as the "male menopause." The Testosterone Trials (TTrials) screened over 50,000 men at 12 clinical trial sites to find 788 to qualify and enroll. The results of the first

three trials (Sexual Function, Physical Function and Vitality) were published in the *New England Journal of Medicine* this year and showed that increasing the serum testosterone concentrations of these men to levels normal for young men improved all aspects of sexual function, probably improved walking ability and improved mood and depressive symptoms.

Scott D. Halpern, associate professor of medicine, epidemiology and medical ethics & health policy, is the winner of this year's Samuel Martin Health Evaluation Sciences Award. This award is granted to a member of the medical faculty for a body of work with an emphasis on health services research. Dr. Halpern is recognized as one of the world's leading scholars at the intersection of health services research and medical ethics, and his work falls into three broad areas: end-of-life care, the organization and delivery of critical care and the use of behavioral economic principles to promote health-related behaviors, including smoking cessation and participation in randomized controlled trials (RCTs).

His empirical work in end-of-life care is supplemented by compelling ethical analysis and by calls to apply to end-of-life care policy the same analytic rigor and evidentiary standards taken for granted in new drug development. Among his many RCTs launched in this area is the Randomized Evaluation of Default Access to Palliative Services (REDAPS) trial, the largest-ever NIH-funded prospective study in end-of-life care. For his work in smoking cessation, Dr. Halpern led the largest trial ever conducted of financial incentives for smoking cessation. Within a month of publication, CVS Health, the 12th-largest US employer, took the approach shown to be most effective in Dr. Halpern's trial and implemented it for its employees nationwide. This work also helped establish a use case for "behavioral phenotyping"—a personalized alternative to one-size-fits-all behavior change, akin to precision medicine in drug development. Dr. Halpern has also advanced the science fundamental to his applied work by designing and testing approaches to improve enrollment in RCTs, methods for randomization and data analysis and the quality of endpoints selected in RCTs.

Elizabeth A. Grice, assistant professor of dermatology, is the winner of this year's Michael S. Brown New Investigator Research Award, which recognizes emerging faculty investigators engaged in innovative discoveries. Dr. Grice defined the first topographical map of the human skin microbiome using culture-independent approaches, foundational work which has become the standard reference of comparison for studies analyzing the skin microbiome in various health and disease states. Much of her research program focuses on chronic non-healing wounds, which affect over 6 million patients in the US and exceed \$10 billion in healthcare costs annually. Her research has

evolved into investigating how microbes integrate with the host immune responses, microbe-microbe interactions of the skin microbiome, and microbial contributions to wound healing. Recognizing the connection between animal health, human health and the environment, the Grice lab takes a "One Health" approach toward understanding the skin microbiome and contribution to health and disease, and her laboratory functions effectively across disciplines within Penn Medicine, as well as with the Penn School of Veterinary Medicine. As a leader at the forefront of the skin microbiome field, Dr. Grice's lab is invested in standardizing and benchmarking best practices for performing skin microbiome studies.

Jeffrey S. Gerber, assistant professor of pediatrics at CHOP, is the winner of this year's Marjorie A. Bowman New Investigator Research Award, which recognizes a junior faculty member whose research has illuminated a fundamental clinical problem or improved the organization and delivery of healthcare. Dr. Gerber's work focuses on the epidemiology and outcomes of antibiotic use in children. He has developed into a national leader in antimicrobial stewardship research whose work is notable for its broad array of experimental approaches, and which addresses both inpatient stewardship and antimicrobial use in the outpatient setting. Using the largest clinical database of freestanding children's hospitals in the US, he helped to establish the rise of MRSA as a cause of infection in hospitalized children.

He designed, implemented and analyzed a landmark study to improve antibiotic prescribing by adapting principles of inpatient stewardship interventions to the ambulatory setting, focusing on the overuse of off-guideline, broad-spectrum antibiotics for common childhood respiratory tract infections. His work has also addressed the relationship between early life antibiotic use and growth.

Brenda L. Banwell, professor of neurology at CHOP, is the winner of this year's Lady Barbara Colyton Prize for Autoimmune Research. This award recognizes a medical faculty member who has been engaged in innovative discoveries and outstanding research in the area of autoimmune diseases. Dr. Banwell is internationally-recognized as a leader of pediatric MS. She pioneered advances in pediatric multiple sclerosis at a time when many adult clinicians believed that pediatric MS did not exist, and pediatricians and child neurologists either failed to recognize the symptoms or diagnosed children with acute disseminated encephalomyelitis (ADEM). Along with her colleague, Amit Bar-Or, she has examined the alterations in the pediatric immune system that incite the proinflammatory cascade, particularly immune regulation and immune-neural interaction in the context of inflammation, injury and repair of the central nervous system. She and her team

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Brenda Banwell



John Glick



Joseph Serletti



Laura Kosseim



David Callans



Scott Trerotola

(continued from page 4)

established standards for high-quality sample procurement from children, and the biorepository created through the pediatric demyelinating disease research program is an invaluable resource.

A key component of her team's work has been the ability to perform comparative analyses, which have been pivotal in determining distinctions between different autoimmune disorders as well as between chronic and monophasic manifestations of inflammation in the brain. In addition, their studies have included elucidation of effector and regulatory properties of distinct immune cell (principally T cell, B cell and myeloid cell) subsets; their interactions; and how these may contribute to inflammatory neurological diseases, primarily MS. This collaborative effort has established an international consortium for the understanding of autoimmune research in pediatric MS, and continues to translate basic science discoveries into novel experimental models including human in-vivo biological proof-of-principle studies of therapeutic mode-of-action, developments and application of biological assays to monitor diseases activity and evaluate response to treatments and the development of clinically meaningful biomarkers for autoimmune disease.

*John H. Glick*, the Madlyn and Leonard Abramson Professor of Clinical Oncology, is the recipient of this year's Arthur Asbury Outstanding Faculty Mentor Award. This award recognizes a faculty member who has fostered the professional development of others by providing inspiring and effective counsel and opportunities for achievement. During Dr. Glick's 42 years as a physician and leader at Penn Medicine, he has served as vice president of the University of Pennsylvania Health System, associate dean for resource development for Perelman, president of the Abramson Family Cancer Research Institute, Madlyn and Leonard Abramson Professor of Clinical Oncology, professor of medicine at the Perelman School of Medicine and director of the Abramson Cancer Center from 1985-2006.

He is a nationally recognized medical oncologist in the areas of Hodgkin's disease, non-Hodgkin's lymphoma and breast cancer and has conducted clinical research that has changed the standard of care across the field. It is in his role as mentor to dozens of Penn Medicine faculty, however, that he has made one of his greatest contributions to the future of medicine. His colleagues note the profound impact he has had on their careers and their lives, and his ability to bring out the best of their skills, abilities and talents. Dr. Glick's mentees describe his concern for their personal lives as well as their professional careers, and his understanding of the important balance of both. He mentors both through advice and counsel, as well as by example.

*Joseph M. Serletti*, the Henry Royster-

William Maul Measey Professor in Plastic and Reconstructive Surgery, is the winner of this year's Louis Duhring Outstanding Clinical Specialist Award. This award goes to a teaching and practicing physician in a clinical or ancillary department who has combined biomedical research with clinical insight and knowledge to provide leading-edge service and creative care to patients and colleagues. Dr. Serletti specializes in microvascular reconstructive surgery, performing complex procedures including free tissue flaps, most notably in his pioneering efforts to improve reconstructive surgery following mastectomy. Since his recruitment to Penn in 2005 as chief of plastic surgery, his division has become one of the most distinguished reconstructive microsurgical centers in the US.

Over 700 microsurgical procedures are performed each year at Penn, and the center's 99% success rate of flaps performed is the highest in the world. In addition to his superb technical skills, Dr. Serletti is an outstanding educator who has trained a number of plastic surgery fellows who have joined the faculty at Penn or gone on to academic positions around the country. His scholarship in his field is evidenced by over 190 publications in peer-reviewed journals; he lectures widely on his specialty in national and international venues, and he has served in a number of leadership positions in national plastic surgery organizations.

*Laura M. Kosseim*, associate professor of clinical medicine, is the winner of this year's Sylvan Eisman Outstanding Primary Care Physician Award. This award recognizes a Health System primary care physician who goes beyond the norm and exemplifies the Health System's excellent care. Now in her 20th year of practice at Penn Medicine, Dr. Kosseim embodies the attributes recognized by this award. She is also a gifted and popular teacher and a mainstay of the General Medicine Primary Care Program, which she helped to develop.

Besides these contributions, she has taken on additional responsibilities, most notably as a member of the ortho outcomes committee. As the key physician for their highly successful risk stratification tool, her work has helped drive a "spectacular" reduction in observed to expected mortality, providing joint replacement patients with comprehensive pre-operative evaluation and systems for assuring that peri- and post-op care is well-coordinated, safe and of the highest quality.

*David J. Callans*, professor of medicine at the Hospital of the University of Pennsylvania and the Presbyterian Medical Center of Philadelphia, is the recipient of the Luigi Mastroianni, Jr., Clinical Innovator Award. This award recognizes a clinician who has pioneered the invention and development of new techniques, procedures and approaches which change medical practice. Dr. Callans' research

within the field of cardiac electrophysiology has had a major impact on the way arrhythmias, in particular ventricular tachycardias (VTs) are managed nationally and internationally, significantly improving catheter-based ablation procedures and techniques. He was the first to recognize the need to change the approach to ablation of hemodynamically untolerated VT, and developed ablation approaches that target the substrate of the VT circuit.

In the EP laboratory, he combined electrophysiologic mapping with the use of intracardiac catheter-based echocardiography to improve anatomic localization in the interventional management of cardiac arrhythmias and reduce risk with continuous online visual monitoring for early identification of complications. His recent work involving initiating rigorous outcomes analysis of ablative therapy "has been critical to guiding 'best EP practice' in the world-wide EP community."

*Scott O. Trerotola*, the Stanley Baum Professor of Radiology, is the winner of this year's Alfred Stengel Health System Champion Award. This award is granted to a physician who has contributed significantly to the clinical integration of the Health System. As chief of interventional radiology, Dr. Trerotola has been a leader of quality improvement and clinical efficiency within Penn Medicine since 2001. He empaneled and chaired the department's first formal CEQI committee and since 2008 has served as its patient safety and quality officer. In recognition of his efforts in this area, he received the HUP Patient Advocacy Award in 2010 and was co-recipient of Patient Safety and Quality Awards in 2005 and 2012. The ingenuity and effectiveness of his patient- and family-centered care efforts such as the "Hey that Hurts" checklist and the "Engaged Paused for Safety" timeout process have been recognized during Joint Commission visits, and he is Guest Relations' "go-to" person when a patient has any kind of issue to discuss. He has recently developed a corporate UPHS Radiology infrastructure that brings all of the sister institutions together under the umbrella of a UPHS Radiology Enterprise CEQI committee, while maintaining CEQI infrastructure at each of the entities and within each division. This pyramidal enterprise is supported by efforts from technologists, nurses, residents, attending physicians and hospital administrators and serves as a highly successful model for Health System integration elsewhere.

In addition to his work in radiology, he co-created the HHT Center of Excellence, which has dramatically streamlined the care of tri-state area patients with this genetic disorder. His work has had an impact on other clinical specialties at UPHS which interface with radiology, including his "Venous Access Team" of nurses, highly sought after for their clinical skills and patient-centered focus. He serves as an outstanding mentor for junior faculty and trainees in the field of healthcare quality improvement.

## A Celebration of Magic: Ancient and Modern: Saturday, November 12

A *Celebration of Magic: Ancient and Modern* will be held on Saturday, November 12 at the Penn Museum. The celebration follows the *Penn Symposium on Divination*. Spells or curses, lucky numbers or lucky charms—do you believe in magic?

If your answer is yes, no or somewhere in-between, find out more about magic as practiced throughout time at the Penn Museum's *Celebration of Magic: Ancient and Modern*, from 11 a.m.–4 p.m. this Saturday. Guests are invited, if they dare, to meet with a tarot carder or a palm reader, explore the practice of divination around the world through expert talks and a workshop on Etruscan divination, make a magic amulet to take home and join a guided tour of the Museum's newest exhibition, *Magic in the Ancient World*. The event is free with Museum general admission.

### All Things Divined

The Penn Museum's public *Celebration of Magic* follows a free, open scholarly symposium, *Divination in the Ancient World*, organized by the University of Pennsylvania's Center for Ancient Studies, running Thursday evening November 10 and all day Friday, November 11 in the Museum's Rainey Auditorium. While the belief in divination—the possibility of learning the future and/or the will of the god(s)—has long been prevalent throughout the world, scholars tended to avoid studying it until recently.

"The subject of divination was once looked down upon as superstition and not worthy of academic consideration," noted Grant Frame, conference organizer and co-curator of the Museum's *Magic in the Ancient World* exhibition. "Modern scholars have come to see that studying the practice of divination can provide rich insights into the fears and belief systems of ancient peoples. It's important, also, to note that those divination prac-

tices had real effects on people's behavior."

Several leading ancient studies scholars share their insights on divination practices in short talks at Saturday's public celebration: Peter Struck, associate professor of classical studies at Penn (Ancient Greece and Rome), scholar Ann Guinan (Mesopotamia), and Adam Smith, associate curator, Asian section (China). Jean Turfa, consulting scholar in the Mediterranean section and author of *Divining the Etruscan World*, offers an Etruscan Divination Workshop. Guests will learn how to read the future from the entrails of sheep, detect messages from the gods in the flight of birds, lightning or thunder in the sky and use the power of writing to reveal the future by casting the runes, which were developed from the Etruscan alphabet.



*Faience, 1539–656 BCE, Egyptian. The wedjat, or Eye of Horus, was a popular and protective amulet that represented the restored eye of Horus, which had been damaged by Seth. The wedjat symbolized health and protection. This object is one of 81 magical objects featured in Magic in the Ancient World.*

## 7th Annual Penn Safety Fair: November 15



Penn Public Safety and the Office of Environmental Health and Radiation Safety (EHRS) will host Penn's annual Safety Fair on November 15 from 10 a.m.–1 p.m. This year's fair will be

held in the main lobby of the Smilow Center for Translational Research, 3400 Civic Center Blvd. Take LUCY to the Safety Fair; see [universitycity.org/lucy](http://universitycity.org/lucy) for more information.

This year's theme is *Never Dismiss a Near Miss* to remind the Penn Community to report all safety and health incidents and near misses to EHRS at [ehrs@ehrs.upenn.edu](mailto:ehrs@ehrs.upenn.edu). According to the National Safety Council, a Near Miss is an unplanned event that did not result in injury, illness, or damage—but had the potential to do so. Only a fortunate break in the chain of events prevented an injury, fatality or damage. By examining how and why a Near Miss occurred, Penn faculty, staff and students can be proactive and take steps which can prevent similar or more serious incidents from happening in the future.

The Safety Fair will focus on faculty, staff and students who work in research and clinical laboratory buildings. Representatives from a variety of Penn offices will be available to answer questions about office ergonomics, personal safety, gender inequity, recycling, laboratory protective equipment, laboratory waste, rDNA registrations, training compliance, animal protocols, dangerous goods shipments, export controls and more.

Several vendors will also be there with a variety of safety products to preview. A raffle will be held for those in attendance.

## Penn Libraries' Fall Exhibit and 2016 Schoenberg Symposium: *Reactions: Medieval/Modern*

In conjunction with the 9th Annual Schoenberg Symposium of the same theme, Penn Libraries' fall exhibit, *Reactions: Medieval/Modern* explores the many and varied ways that people have reacted to and acted upon manuscripts from the Middle Ages up to the 21st Century. *Reactions: Medieval/Modern* is on display now through December 16 in the Goldstein Gallery on the sixth floor of Van Pelt-Dietrich Library Center. It includes an introduction by exhibition curator Dot Porter as well as essays by Bruce Holsinger, Erik Kwakkel, Kathryn M. Rudy, Michael Livingston and Angela Bennett.

The theme of "reactions" gives the viewer space to explore the many and varied ways that people have reacted to and acted upon manuscripts from the Middle Ages up to the present day. The reactions explored in the exhibit take

many forms including the manipulation of physical objects through the marking up of texts, addition of illustrations, disbinding books (or re-binding fragments), as well as the manipulation of digital objects. Ms. Porter admits that not all premodern book owners wrote in their books and not all modern artists look to medieval manuscripts for inspiration. According to Ms. Porter, "The value in examining the various ways that medieval and modern people have reacted to manuscripts is in developing an appreciation of these objects as more than simply bearers of information or beautiful things for us to enjoy." Ms. Porter sees *Reactions: Medieval/Modern* as a celebration of visceral responses to physical objects, "a reminder that an object is not just the thing we have today, but a thing that has existed over time and been touched by so many hands and lives before it came to us, and will continue touching people long after we are gone."

The 2016 Schoenberg Symposium begins on Thursday evening, November 17, at the Free Library of Philadelphia, Parkway Central Library, with keynote speaker Michelle P. Brown, professor emerita of medieval manuscript studies at the School of Advanced Study, University of London, and former curator of manuscripts at the British Library. The symposium continues, on

November 18–19, at the Penn Libraries' Kislak Center of Special Collections, Rare Books, and Manuscripts, with papers and workshops that delve into various aspects of fragmentation and reconstitution.

For more information on the exhibit and to register for the Schoenberg symposium, visit: <http://www.library.upenn.edu/exhibits/reactions.htm>

### Travel Medical Insurance: Free through International SOS

All Penn students and employees traveling on Penn-affiliated trips are members of International SOS (ISOS). ISOS membership includes 24/7 medical and security consultation, hospital referrals, emergency evacuation assistance and travel medical insurance. In order to receive notification of ISOS membership, a summary of benefits and a link to download your ISOS member card, please register your roundtrip flight itinerary in Penn's Global Activities Registry.

More information on International SOS and how to register your travel can be found on Penn's International Travel Guidance website: [global.upenn.edu/global-resources/travel-safety](http://global.upenn.edu/global-resources/travel-safety) or by contacting Jaime Molyneux, director of International Risk Management, at [molyneux@upenn.edu](mailto:molyneux@upenn.edu)

### AT PENN Deadlines

The November AT PENN calendar is online at [www.upenn.edu/almanac](http://www.upenn.edu/almanac). The deadline for the December AT PENN calendar is today, November 8. Info is on the sponsoring department's website; sponsors are in parentheses. For locations, call (215) 898-5000 or see [www.facilities.upenn.edu](http://www.facilities.upenn.edu)



*Detail from a marginal illustration in a Bible, showing a defaced fox preaching to a rooster. Arras, France, late 13th century. University of Pennsylvania, MS Codex 724, fol. 247v.*



## Veterans Day Flag Raising: November 11

The Veterans at Penn Committee invites the Penn community to attend the Veterans Day Flag Raising Ceremony on College Green, Locust Walk on Veterans Day, Friday, November 11. It will start at 8:30 a.m. with Ralph DeLucia, associate director of OAA/EOP, giving opening remarks. The Presentation of Colors will be by the Penn Navy ROTC Honor Guard and Battalion who will also lead the Pledge of Allegiance. The Penn Glee Club will perform "The Star Spangled Banner" and "America the Beautiful." The Rev. Charles Howard, University Chaplain, will give the invocation and John Schipert, L'17, WG'17, a USMC veteran, Tillman Scholar, and student of Penn Law and Wharton, will be the keynote speaker. The Office of Affirmative Action and Equal Opportunity Programs, VPUL TRIO: Veteran Upward Bound Program and the School of Engineering & Applied Sciences are sponsoring this annual event. The rain location is the Franklin Room in Houston Hall.

For more than two centuries, military veterans have been a part of the Penn community. For a brief history of veterans at Penn, see the Benchmarks article (*Almanac* November 11, 2014).

## Unmanaged Pain: The Invisible Wounds of War and the Drug Addiction Crisis: November 17

Professor Claire Finkelstein, Algon Biddle Professor of Law and professor of philosophy, Center for Ethics and the Rule of Law at Penn Law will deliver a talk, *Unmanaged Pain: The Invisible Wounds of War and the Drug Addiction Crisis*, on Thursday, November 17, from 3:30-4:30 p.m., at the 2nd Floor Conference Room, Penn Bookstore. It is part of the OAA/EOP Diversity Lecture Series for 2016-2017. To register: <http://www.upenn.edu/affirm-action/offering.html>

# GIVING is PENN'S WAY

SEPTEMBER 26 - NOVEMBER 11



**Penn's Way**  
A Workplace Charitable Campaign

## Penn's Way 2017 Raffle Week 5 Winners

*Nixon Uniform Service & Medical Wear & Cosi:* Regal Cinemas gift card & Cosi beverages & entrées for two, value: \$55—*Matthew Turner, HUP*

*Landmark Theaters & Thermo Fisher Scientific:* Two VIP guest passes & \$50 gift card to Cheesecake Factory, value: \$70—*Sherena Davis, Pennsylvania Hospital*

*Philadelphia Museum of Art:* Four guest passes, value: \$80—*Kimberly Brown, CPUP*

*Penne Restaurant & Wine Bar:* gift certificate, value: \$100—*Jared Finch, HUP Corporate*

*The Logan Hotel:* Spa Services gift certificate, value: \$100—*Janae Ehrke, HUP*

*Morris Arboretum:* Family membership, value: \$100—*Jessica Rodgers, CPUP*

*Thermo Fisher Scientific:* iTunes gift card, value: \$50—*Amanda Pozza, HUP*

*Thermo Fisher Scientific:* J.C. Penney gift card, value: \$50—*Rae Goodman, Office of EVP*

*Thermo Fisher Scientific:* Starbucks gift card, value: \$50—*Marissa Scafidi, HUP Corporate*

## Penn's Way 2017 Grand Prize 11/30 Drawing

*Division of Business Services:* iPad Pro 12.9 Deluxe Package: folding keyboard, extra AC adapter, \$50 iTunes gift card & carrying case, value: \$1,000

\* Drawing dates are estimated; actual drawings take place upon the notification from Payroll that all data has been entered from prior week. Entries must be received by 5 p.m. on Friday for inclusion in a given week's drawing.

**Note:** Prizes valued at over \$100 are subject to state and federal income taxes. Winners of those prizes will be contacted individually about how those taxes are to be handled.

**Q: How much of my donation actually benefits the work of the organization(s) to which I give?**

**A:** This question addresses the issue of overhead, known in fundraising as the "administrative rate." All charitable organizations are faced with the challenge of having to spend money to raise money. Development and fundraising are critical components of any non-profit's operating budget, and workplace giving (like the Penn's Way 2017 workplace charitable giving campaign) is considered to be the most inexpensive method of raising money because it allows charities to reach large groups of people at the same time. Options such as payroll deduction allow donors to stretch their charitable dollar further than if they made a one-time gift. Nonetheless, there are fees associated with your gift:

*The Center for Responsible Funding (CRF)* administers an 8% flat fee to each of the eight funds/federations that receive donations through the Penn's Way campaign. Four of CRF's funds/federations (AIDS Fund, Bread & Roses Community Fund, Delaware Valley Legacy Fund, and WOMEN'S WAY) do not charge additional fundraising fees. The remaining CRF funds/federations (America's Charities, Community Health Charities of PA, Environmental Fund for PA, and Global Impact) charge additional membership and/or fundraising fees. These fees are assessed in a variety of ways and their amounts can vary depending on membership status, volume of donations, and additional services provided to individual member agencies. Historically, these four funds/federations have received fees ranging from 4-17%. Each year fees are reviewed and calculated. For more information, or to inquire about a particular fund/federation or member agency, please contact CRF at (215) 925-6140.

*The United Way* administrative fee is 12.5% (4.1% administration and 8.4% fundraising). In other words, organizations that receive money through the United Way receive 87.5 cents of every \$1 donated. United Way does not use any further intermediaries in the fund distribution process (funds go directly to direct service agencies unless the donor designates their funds to an intermediary), so there are no additional administrative fees charged.

Gifts made to *Penn Medicine* organizations are administered by the United Way of Southeastern Pennsylvania (UWSEPA) and, as such, are charged the UWSEPA 12.5% administrative rate.

## Almanac

3910 Chestnut Street, 2nd floor  
Philadelphia, PA 19104-3111  
Phone: (215) 898-5274 or 5275  
FAX: (215) 898-9137  
Email: [almanac@upenn.edu](mailto:almanac@upenn.edu)  
URL: [www.upenn.edu/almanac](http://www.upenn.edu/almanac)

## The University of Pennsylvania Police Department Community Crime Report

**About the Crime Report:** Below are all Crimes Against Persons or Crimes Against Society from the campus report for **October 24-30, 2016**. Also reported were 16 Crimes Against Property (8 thefts, 3 frauds, 1 auto theft, 1 disorderly conduct, 1 liquor law, 1 narcotic offense and 1 vandalism). Full reports are available at: [www.upenn.edu/almanac/volumes/v63/n13/crreport.html](http://www.upenn.edu/almanac/volumes/v63/n13/crreport.html) Prior weeks' reports are also online. —Eds.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **October 24-30, 2016**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

10/26/16	3:50 PM	3800 Locust Wk	Confidential sex offense
10/26/16	6:38 PM	3441A Chestnut St	Unknown male demanded cash
10/30/16	3:57 AM	3400 Sansom St	Offender attempted to rob complainants
10/30/16	5:17 AM	3600 Sansom St	Currency taken from wallet
10/30/16	2:47 PM	4000 Walnut St	Complainant struck in face

## 18th District Report

Below are the Crimes Against Persons from the 18th District: 12 incidents with 2 arrests (5 assaults, 5 robberies, 1 aggravated assault and 1 indecent assault) were reported between **October 24-30, 2016** by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

10/24/16	9:30 AM	4438 Chestnut St	Robbery/Arrest
10/24/16	3:46 PM	4901 Chestnut St	Assault/Arrest
10/24/16	6:29 PM	4000 blk of Market St	Assault
10/25/16	7:00 AM	47th and Pine Street	Robbery
10/25/16	3:40 PM	4600 blk of Market St	Assault
10/26/16	3:50 PM	3800 blk of Locust Wk	Indecent Assault
10/26/16	6:55 PM	3441 Chestnut St	Robbery
10/30/16	3:58 AM	3400 blk of Sansom St	Robbery
10/30/16	3:59 AM	3600 blk of Sansom St	Robbery
10/30/16	5:20 AM	1333 S. 49th St	Aggravated Assault
10/30/16	2:48 PM	4000 blk of Walnut St	Assault
10/30/16	9:58 PM	48th & Larchwood Ave	Assault

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

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The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class status in the administration of its admissions, financial aid, educational or athletic programs, or other University-administered programs or in its employment practices. Questions or complaints regarding this policy should be directed to Sam Starks, Executive Director of the Office of Affirmative Action and Equal Opportunity Programs, Sansom Place East, 3600 Chestnut Street, Suite 228, Philadelphia, PA 19104-6106; or (215) 898-6993 (Voice).



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# Principles of Responsible Conduct—A Reminder to the Penn Community

*The Principles of Responsible Conduct promote the highest standards of integrity and ethics at Penn. To remind the Penn community of the basic expectations that should guide our work at Penn, the Principles of Responsible Conduct are published annually and are found below. Everyone at Penn is expected to be familiar with and adhere to the Principles of Responsible Conduct. The Principles of Responsible Conduct link is found on the Office of Audit, Compliance and Privacy website at [http://www.upenn.edu/audit/oacp\\_principles.htm](http://www.upenn.edu/audit/oacp_principles.htm)*

*Beneath each Principle is a web link containing useful references to specific supporting policies, statements and guidelines.*

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The mission of the University of Pennsylvania and its Health System is to offer a world-class education to our students, train future leaders of our country, expand and advance research and knowledge, serve our community and society both at home and abroad and provide the most expert and outstanding healthcare for our patients. In pursuing this mission, and to ensure the continued excellence of the University and its reputation, all members of the University community need to understand and uphold both legal requirements and the highest of ethical standards.

In the following Principles of Responsible Conduct, we articulate the basic expectations that should guide each of us in our work at Penn. These Principles are embedded within many policies and practices identified throughout University and Health System handbooks, manuals, websites and other materials. We have endeavored to distill these policies, rules and guidelines for easy review and access. The Principles are not intended to be a comprehensive catalogue of all applicable rules and policies of the University and the Health System. Rather, these Principles set forth the underlying expectations that we have for the conduct of University and Health System activities with the highest standards of integrity and ethics. Useful sites to relevant policies and resources are included.

We urge you to read these Principles closely and familiarize yourself with both the expectations and the resources provided.

—Amy Gutmann, President

—Vincent Price, Provost

—Craig Carnaroli, Executive Vice President

—J. Larry Jameson, Executive Vice President for the Health System, Dean of the Perelman School of Medicine

*Penn has many policies that govern the behavior of all Penn faculty, administration and staff. The ethical expectations contained in these policies are highlighted in the text of the ten principles that follow, and supporting policies, statements and guidelines are available for each at the corresponding web link.*

## Principles of Responsible Conduct

**1. Ethical and Responsible Conduct.** Penn's faculty, administration and staff should conduct themselves ethically, with the highest integrity, in compliance with all applicable laws, regulations and University policies, in all aspects of their work. They should be fair and principled in University and Health System business transactions and other related professional activities, acting in good faith when dealing with both internal constituents and external entities. Their conduct should always reflect their positions of trust and loyalty with respect to the University, the Health System and members of these communities.

[http://www.upenn.edu/audit/oacp\\_principles1.htm](http://www.upenn.edu/audit/oacp_principles1.htm)

**2. Respect for Others in the Workplace.** Penn recognizes that people are the most important resource for achieving eminence in accomplishing our mission in the areas of teaching, research, community service and patient care. Penn is an institution that values academic freedom, diversity and respect for one another. Penn is committed to the principle of non-discrimination and does not tolerate conduct that constitutes harassment on any basis, including sexual, racial, ethnic, religious or gender harassment.

[http://www.upenn.edu/audit/oacp\\_principles2.htm](http://www.upenn.edu/audit/oacp_principles2.htm)

**3. Avoidance of Conflict of Interest.** As more fully stated in Penn's conflict of interest policies, Penn's faculty, administration and staff should avoid conflicts of interest in work at Penn. As a non-profit institution, it is imperative, for both legal and ethical reasons, that University and Health System employees do not improperly benefit from their positions of trust at Penn. Financial conflicts must be appropriately disclosed in accordance with conflict of interest and conflict of commitment policies, so that they can be reviewed, and as appropriate, managed or eliminated. Faculty, administrators and staff are responsible for identifying potential conflicts and seeking appropriate guidance.

[http://www.upenn.edu/audit/oacp\\_principles3.htm](http://www.upenn.edu/audit/oacp_principles3.htm)

**4. Responsible Conduct in Research.** As members of a complex research university, Penn faculty, administrators and staff have significant responsibility to ensure that research is conducted with the highest integrity, and in compliance with federal, state and local laws and regulations, as well as University and Health System policy.

[http://www.upenn.edu/audit/oacp\\_principles4.htm](http://www.upenn.edu/audit/oacp_principles4.htm)

**5. Responsible Stewardship and Use of Penn Property, Funds and Technology.** Penn faculty, administration and staff are expected to ensure that Penn property, funds and technology are used appropriately to benefit the institution, consistent with all legal requirements as well as University and Health System policies.

[http://www.upenn.edu/audit/oacp\\_principles5.htm](http://www.upenn.edu/audit/oacp_principles5.htm)

**6. Environmental Health and Safety.** Penn is committed to the protection of the health and safety of the University community and the cre-

ation of a safe working environment. To accomplish this end, Penn provides training in health and safety regulation and policy, and Penn faculty, administration and staff are expected to comply with sound practices and legal requirements.

[http://www.upenn.edu/audit/oacp\\_principles6.htm](http://www.upenn.edu/audit/oacp_principles6.htm)

**7. Respect for Privacy and Confidentiality.** In their various roles and positions at Penn, faculty, administration and staff become aware of confidential information of many different types. Such information may relate to students, employees, faculty, staff, alumni, donors, research sponsors, licensing partners, patients and others. Penn faculty, administration and staff are expected to inform themselves about applicable legal, contractual and policy obligations to maintain the confidentiality of such information, so as to protect it from improper disclosure, and to protect the privacy interests of members of our community.

[http://www.upenn.edu/audit/oacp\\_principles7.htm](http://www.upenn.edu/audit/oacp_principles7.htm)

**8. Appropriate Conduct with Respect to Gifts, Travel and Entertainment.** Penn faculty, administration and staff are expected to conduct themselves so as to ensure that their positions are not misused for private gain, with respect to acceptance of gifts and the undertaking of University-related travel and entertainment.

[http://www.upenn.edu/audit/oacp\\_principles8.htm](http://www.upenn.edu/audit/oacp_principles8.htm)

**9. Appropriate Use of the University Name and Logos.** Penn regulates the use of its name, its shield and related trademarks and logos in order to protect the University's reputation, and to ensure that their use is related to the University's educational, research, community service and patient care missions. Faculty, administration and staff are expected to protect the University name and logos from improper use.

[http://www.upenn.edu/audit/oacp\\_principles9.htm](http://www.upenn.edu/audit/oacp_principles9.htm)

**10. Responsible Reporting of Suspected Violations and Institutional Response.** Penn faculty, administration and staff are expected to report suspected material violations of University and Health System policies, as well as violations of applicable laws and regulations, including laws requiring the reporting of sexual abuse involving minors, to appropriate offices, as set forth in the various policies. Penn faculty, administration and staff may be subject to discipline in accordance with the policies

[http://www.upenn.edu/audit/oacp\\_principles10.htm](http://www.upenn.edu/audit/oacp_principles10.htm)

The Office of Institutional Compliance is available to present a training and awareness program on the Principles of Responsible Conduct to Penn employees. In addition, printed versions of the Principles of Responsible Conduct are available for Penn employees. If you are interested in obtaining the brochure or scheduling a presentation, please contact Linda E. Yoder, institutional compliance officer, at (215) 573-3347 or at [elyoder@upenn.edu](mailto:elyoder@upenn.edu)