**Helping Create a Safer Campus**

Penn students will be able to help assess the University’s progress in promoting a campus free of sexual assault and sexual misconduct. All students are encouraged to participate—regardless of whether they have ever experienced sexual assault or misconduct—and those who complete the survey will receive a $10 Amazon gift card.

The Association of American Universities’ 2019 Climate Survey on Sexual Assault and Sexual Misconduct, which is being conducted in concert with 32 other universities, will take about 20 to 30 minutes to complete.

“This survey is an important opportunity for us to understand the experiences of our students,” said Penn President Amy Gutmann. “We need the help and participation of every Penn undergraduate, graduate and professional student to continue to strengthen efforts to create a campus community that is free of sexual harassment, sexual assault and other forms of sexual misconduct.”

Students have through Sunday, March 10 to answer questions aimed at gathering insight into their knowledge, experience and perceptions related to sexual harassment, sexual assault and other gender-based misconduct. It is especially important that even students who believe they have no previous experience with sexual assault or misconduct on campus participate to gain a complete and accurate picture of the current campus environment.

This survey follows on a similar effort conducted four years ago. In 2015, the AAU’s landmark survey—in which Penn participated—revealed important insights regarding the prevalence of sexual assault and misconduct on college campuses and students’ attitudes toward these issues. The data collected guided each participating school not just in setting guidelines, but initiating useful changes, that, as President Gutmann described, “have added and strengthened campus resources available to prevent sexual misconduct and respond equitably and effectively to complaints.”

The new, confidential survey, which is completely voluntary for students, is being administered by Westat, an independent research firm. To participate, students should click on a unique survey link provided in their email invitations sent out on February 11, or they can visit https://tinyurl.com/AAUSurvey-pobox-upenn-edu and authenticate using their PennKey to access their link.

The more students that take part, the better the outcome. Penn will use the results of this survey to assess current programs and help guide future University policies and programs to encourage a healthy and safe campus environment for everyone.

“The aggregate survey responses will enable us to make decisions that are informed by data about our students’ experiences,” said President Gutmann. “We also look forward to hearing students’ ideas for helping Penn realize our commitment to a campus community that is grounded in respect for the dignity and worth of all of our members.”

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**Lichtenstein Challenge Funds for Arts and Sciences Scholarships and Annual Fund**

Warren G. Lichtenstein (C’87) has made a $1 million gift to establish the Warren Lichtenstein Young Alumni Scholarship Challenge Fund and the Warren Lichtenstein Arts and Sciences Challenge Fund.

The Warren Lichtenstein Young Alumni Scholarship Challenge Fund will provide a one-to-one match for gifts from alumni who completed their undergraduate degree within the past 10 years. The resulting endowed scholarships will support students in the College of Arts and Sciences in perpetuity. The Warren Lichtenstein Arts and Sciences Challenge Fund will provide matching funds for gifts to the Arts and Sciences Annual Fund, which supports wide-ranging programs and capital needs across the School.

“We are grateful for Warren’s gift, which not only supports financial aid and other priority areas but also inspires the engagement of other alumni and friends,” said Steven J. Fluharty, SAS Dean and Thomas S. Gates, Jr. Professor of Psychology, Pharmacology, and Neuroscience. “His generosity will impact many initiatives, that, as President Gutmann described, “have added and strengthened campus resources available to prevent sexual misconduct and respond equitably and effectively to complaints.”

Mr. Lichtenstein earned his bachelor’s degree in economics at Penn Arts and Sciences in 1987 and is founder and executive chairman of Steel Partners Holdings LP, a global diversified holding company that engages in multiple businesses. He also serves as executive chairman of Steel Connect, Ltd. and Aerojet Rocketdyne Holdings, Inc. He has supported various initiatives at the University, including The Penn Fund and undergraduate scholarships, for more than 15 years.

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**Three-Year Grant to Support the Water Center at Penn**

Howard Neukrug, professor of practice in the department of earth and environmental science and former CEO and commissioner of Philadelphia Water, created the Water Center to confront the increasingly complex challenges of aging and deteriorating water infrastructure, climate change, rapid urbanization and social justice. The Center fosters coordination among Penn researchers to address questions in chemistry, biology, earth and environmental science and medicine and to establish cross-disciplinary support for research on water issues in public health, technology, business, social sciences, urban studies, and city planning and design.

“This grant will have an impact at Penn and far beyond, supporting some of the world’s best innovators as they collaborate on water programs, conferences, workshops and research to find solutions to some of the most pressing water challenges,” said Steven J. Fluharty, SAS dean and Thomas S. Gates, Jr. Professor of Psychology, Pharmacology and Neuroscience. “By improving water security and accessibility, their work will have a direct impact on health, social and foreign policy.”

Spring Point Partners LLC is a social impact venture that provides grants and investments to meet both social and financial outcomes in areas including animal welfare, learning innovations, youth development and sustainable water. The venture previously supported a national conference on water affordability hosted at Penn in May 2018 (Almanac July 17, 2018).

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**INSIDE**

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- Ancient Egypt at Penn Museum; Your Big Idea Challenge; Update; CrimeStats
- FactCheck.org: 15 Years of Holding Politicians Accountable
The following is published in accordance with the Senate Faculty Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments 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 Actions

Wednesday, February 13, 2019

Chair’s Report. Faculty Senate Chair Jennifer Pinto-Martin reported on a number of matters. The Office of the Vice Provost for Education welcomes comments through March 11, 2019 from faculty on the 2021-2022 academic calendar. The Penn Forum for Women Faculty will host Penn President Emerita Judith Rodin for its annual Phoebe Leboy Lecture on April 10 at 3 p.m. at the School of Dental Medicine. The Vice Provost for Research has announced two new funding opportunities, “Discovering the Future Grant” and “Accelerating from Lab to Market Grant;” application materials for both can be found at https://upennresearch.smapply.io/ The “Your Big Idea” wellness contest has received more than 250 submissions since its February 4 launch. Submissions from anyone with a Penn email address can be made through March 1 at https://bigidea.pennmedicine.org/wellness This year’s Teach-In session will be “What We Know about Race—For Sure” and will be held at the Free Library of Philadelphia’s Parkway Central Library branch on April 10, 6-8 p.m. Faculty and students are encouraged to attend.

Past Chair’s Report. Faculty Senate Past Chair Santosh Venkatnesh reported on the Human Capital Management project and the corresponding launch of Workday@Penn on July 1, 2019.

Update from the Office of the Provost. Provost Wendell Pritchett reminded faculty members to express appreciation for their departmental business managers, who are working diligently to implement the new system in July. Any negative impacts on faculty through the transition period are likely to be minimal, and the new system is expected to have significant long-term benefits for the University and its workforce.

Provost Pritchett discussed faculty leadership development. Following an invited visit to a conference sponsored by the Mellon Foundation on development of humanities faculty into leadership roles, Penn received a $100,000, three-year grant from the Foundation to enhance its work in this area. The goals of the grant are to develop leaders from diverse backgrounds and develop leadership pipelines. The Provost noted that the Mellon Foundation recognizes the value of leadership development for higher education broadly across college campuses nationwide. Every faculty member is a leader in some capacity, and the development of faculty who understand the challenges and importance of leadership roles on campus is a service to the institution whether or not the faculty member achieves a formal leadership role. The Mellon Foundation perceives there is a shortfall of leaders in the humanities, possibly because humanities faculty tend to have fewer leadership opportunities given that their scholarship is generally less collaborative than that of faculty in the sciences.

Faculty leadership development opportunities are continuing to increase at Penn. The Provost’s Leadership Academy is aimed at helping emerging faculty leaders understand leadership roles and responsibilities by exposing them to current campus leaders through workshops and networking events. Its most recent session focused on time management and faculty diversity issues. The Provost described the Penn Faculty Pathways Program, which is an ongoing development opportunity for assistant professors.

The initial program was NIH-funded and targeted biomedical scientists, but Penn has seen success in the program and has expanded it to assistant professors whose work is in STEM disciplines. The support from the Mellon Foundation will help expand the Pathways program to the humanities faculty.

2019 Senate Committee on Committees. The roster for the 2019 Senate Committee on Committees was discussed and additional new members were identified.

Moderated Discussion. SEC members continued their discussion on the composition and teaching contributions of Standing Faculty, Academic Support Staff and Associated Faculty. The discussion then turned to the possibility of organizing a sustainable, recurring, annual Teach-In event modelled on the Faculty Senate’s Teach-In last year. This could take the form of a multisession, one-day event focusing on a single overarching topic (e.g., environment and sustainability) that changes year-to-year. SEC members suggested that the Teach-Ins could be held on campus but should aim to encourage involvement by local community members in selecting the topic and participating in the event. Sessions should be thoughtfully delivered so as to be directly relevant to participants’ lives. Enough lead time should be provided to allow faculty to incorporate the Teach-In and its theme into their courses.

Open Forum Topics Submitted for University Council Meeting

February 20

The following topics have been submitted for the Open Forum at tomorrow’s Council Meeting in Bodek Lounge in Houston Hall.

1. Penn’s admission policies for undocumented students; submitted by Jay Falk (C’22)
2. Keep veterans in the classroom at Penn; submitted by James Goins (LPS’20)
3. Lack of space and insufficient staff in the cultural center, La Casa Latina; submitted by Francisco Saldaña (GE’19); Latin American Graduate and Professional Students Assembly
4. Limited cultural house resources; submitted by Kay Xueling Xiao, visiting scholar, Pan-Asian Graduate Student Association, GAPSA IDEAL Committee
5. Lack of staff and financial resources in cultural houses; submitted by Sarah Adigba, (GE’20) & Joshua Bush (GS’19), Black Graduate and Professional Student Assembly
6. Insufficient resources for FGLI graduate and professional students; submitted by Kelly Diaz,(ASC’28) First-Generation, Low-Income, Queer Students (FGIQ), GAPSA IDEAL Council
7. Proposed sexual harassment policies and procedures; submitted by Bianca Castro (SPP’19), GAPSA Sexual Harassment Reform Committee
8. Student perspective on the topic of climate change on behalf of Fossil Free Penn; submitted by Maeve Masterson (C’22), Fossil Free Penn
9. Technology transfer specifically related to medicines developed at Penn; submitted by Navya Dasar (C’19)

Deaths

Cathy Hicks, SAS

Catherine (Cathy) Jane Hicks, a longtime staff member of the Graduate Division of the School of Arts and Sciences, died December 10, 2018, after a short illness. She was 68.

Mrs. Hicks joined Penn in 1972, working as a records clerk in the Council of Graduate Faculties, which later became the Graduate Division of the School of Arts and Sciences. Mrs. Hicks was later promoted to degree assistant, with the responsibility of accepting dissertation manuscripts prior to publication for PhD candidates in nine PhD-granting schools at the University.

Mrs. Hicks retired from the University of Pennsylvania in 2013 after 40 years of service. Mrs. Hicks is survived by her husband, Edward; children, Robert, Stacey and Natalie Chamberlain; six grandchildren; mother, Catherine Hawkins; and twin brother, Richard Hawkins.

Trustees of The University of Pennsylvania Meetings: February 2-3, March 1

The following meetings are open to the public and held at the Inn at Penn. Please call (215) 898-7005 if you plan to attend.

Thursday, February 28
8:30-10 a.m.
Local, National, & Global Engagement Committee
10:15-11:45 a.m.
Facilities & Campus Planning Committee
1:45-3:15 p.m.
Student Life Committee
3:30-5 p.m.
Academic Policy Committee

Friday, March 1
11:30 a.m.-12:30 p.m.
Stated Meeting of the Trustees

Workday@Penn Town Hall: February 27

Penn’s Human Capital Management Transformation Initiative invites the Penn community to attend a town hall on Wednesday, February 27, 11 a.m. to 12:30 p.m., at Fitts Auditorium, Penn Law. You may also view the town hall via video live stream. Learn about Workday@Penn on July 1, 2019, a cloud-based, integrated modern system, Workday@Penn will replace many of the current systems that manage faculty affairs, human resources, payroll and other HCM-related processes.

Learn about the basics of Workday@Penn, see a demonstration of self-service capabilities and benefits, and hear about the transition and training plans as the community prepares for going live.

Only those attending in person will have the opportunity to ask questions during the live event. You may submit an anonymous question before the town hall; the speakers will respond as time permits. The recording and a summary of live and online questions and answers will be posted on the Workday@Penn website after the event for those unable to attend.

Register: https://www.workday.upenn.edu/home/engagement/events-and-activities/town-hall-february-2019

Questions: http://tinyurl.com/y46x68zn
Brief summary of Workday@Penn advantages: https://www.workday.upenn.edu/home/about/workday-advantages
Firooz Aflatouni, James Pikul: ONR Young Investigator Awards

Two Penn Engineering professors have received Office of Naval Research (ONR) 2019 Young Investigator Program Awards: Firooz Aflatouni, Skirkaniich Assistant Professor of Electrical and Systems Engineering, and James Pikul, assistant professor of mechanical engineering and applied mechanics.

The program aims to “identify and support academic scientists and engineers who are in their first or second full-time tenure-track or tenure-track-equivalent academic appointment, who have received their doctorate or equivalent degree on or after January 1, 2011 and who show exceptional promise for doing creative research.”

Dr. Aflatouni received an award for his proposal “Deep Networks with Ultra-Fast Photonic Training for Instantaneous Direct Image Classification” in the Division 312 Electro-Optical/Infra-Red Sensors and Sensor Processing program, which has an objective of “develop high-performance, low-cost, next generation electro-optic sensors, devices and autonomous processing to provide real-time detection, tracking, classification, and identification of air, sea, surface and ground targets in all weather conditions.” This award will provide up to $750,000.

Dr. Pikul received an award for his proposal “Understanding Electrochemically Induced Surface Evolution and Transport at Metal-Hydrogel Interfaces for Metal-Air Scavenger Power.” This research is encompassed by the Division 302 Manufacturing, Maintenance and Logistics program, which aims to improve “additive manufacturing, condition-based maintenance and health system monitoring, efficient energy generation, novel energy harvesting techniques and solar cell chemistry, physics and manufacturing.” He will be provided with $650,000.

George Demiris: Academies Committee Appointment

George Demiris, a Penn Integrates Knowledge (PIK) Professor in Penn Nursing’s department of biobehavioral health sciences, has been appointed a member of the National Academies of Sciences, Engineering, and Medicine’s (the Academies) Committee on the Health and Medical Dimensions of Social Isolation and Loneliness in Older Adults. This committee will examine how social isolation and loneliness impact health outcomes in adults aged 50 and older, particularly among low income, underserved and vulnerable populations.

Dr. Demiris’ research focuses on the use of information technology to support older adults and their family caregivers and explore innovative solutions to promote independent aging and patient and family engagement. He is a co-founder of the Hospice Caregiver Research Network, an initiative led by researchers from various academic disciplines committed to designing and testing interventions to support family caregivers of patients at the end of life.

He is currently conducting a clinical trial to examine the impact of a behavioral intervention for hospice caregivers informed by problem solving therapy and positive reappraisal, using various informatics tools. Another area of his research includes the use of behavioral sensing, “smart home” and “Internet of Things” technologies to promote independence for community dwelling older adults and their families.

Ari Gordon: US Muslim-Jewish Relations Director for AJC

Ari Gordon, a graduate student in the department of Near Eastern languages and civilizations at Penn Arts and Sciences, has been named director of US Muslim-Jewish Relations for the American Jewish Committee (AJC).


“Ari Gordon combines a historian’s view of Judaism and Islam with a modern passion for the American Muslim and Jewish contexts,” said Rabbi Noam Marans, AJC Director of Interreligious and Intergroup Relations. “His return to AJC offers a bright future of continued stalwart leadership for our programs that advance and expand Muslim-Jewish understanding and cooperation in the US.”

HDA Student Chapter: 1st at Orgullo Competition

The Penn Dental Medicine student chapter of the Hispanic Dental Association (HDA) took top prize in the 2018 Orgullo Competition, recognized for educational efforts in the area of prevention. This annual competition, sponsored by the Hispanic Dental Association and Crest Oral B, is open to student chapters nationwide.

This year’s competition included seven student chapters. The competition involved producing a 2-3 minute video in the area of prevention that included the use of Crest Oral B products.

“Our prevention video focused on home oral hygiene education and highlighted the importance of family in our communities,” said third-year student Paloma Nguyen (D’20), who helped to produce the video. Fellow HDA chapter members Lilian Sanchez Cruz (D’20), Lauren Lewie (D’20), Annie Herman (D’20), Diana Carvel (D’20) and Steven Ryoo (D’20) also worked on the video and competition presentation.

As the winners of the competition, the chapter received a $2,500 award from Crest Oral B.

Lisa Lewis: AHA Fellow

Lisa Lewis, associate professor of nursing in the department of family and community health in Penn’s School of Nursing, a Calvin Bland Fellow and Penn Nursing’s assistant dean for Diversity and Inclusivity, has been named an American Heart Association Fellow.

This fellowship recognizes scientific and professional accomplishments, as well as volunteer leadership and service.

Dr. Lewis devotes her scholarship, practice and advocacy to issues affecting the health and well-being of vulnerable individuals. In her work, Dr. Lewis identified the importance of psychosocial, socio-cultural and clinical factors such as social networks, depression, spirituality and perceived discrimination on hypertension treatment adherence. Her most recent work explores perceptions of masculinity in the behavioral management of hypertension among Black men, with an emphasis on development and testing of mobile health interventions to improve their blood pressure management.

Michael Mitchell: Rising Star Award

Michael Mitchell, Skirkaniich Assistant Professor of Innovation in the department of bioengineering at Penn Engineering, has received a Rising Star Award in Cellular and Molecular Bioengineering from the Biomedical Engineering Society. The Rising Star Award is selected by the Biomedical Engineering Society’s Cellular and Molecular Bioengineering Special Interest Group. The Rising Star Award is given annually to a select group of exceptional junior principal investigators. Dr. Mitchell received the award and delivered a lecture at the 2019 Cellular and Molecular Bioengineering Conference in January.

Dr. Mitchell was recognized for his work on engineering delivery technologies for cancer gene therapy and immunotherapy.
The University of Pennsylvania has made improvements to its background check process for faculty, staff, postdoctoral trainees, students, and volunteers working in programs that involve direct interaction with minors who are not Penn students. Improvements to the process include a new policy that will allow background checks to be completed with greater continuity and accuracy. The process will be implemented University-wide. The Protecting Minors on Campus Policy is available below.

Policy Statement

The University of Pennsylvania, as part of its educational mission, may engage in programs and events that involve minors. The University recognizes both its institutional and legal obligations to ensure the safety and well-being of minors on campus and has therefore implemented the Protecting Minors on Campus Policy, effective February 19, 2019.

Reason for Policy

The University of Pennsylvania (University or Penn) has established a background check and reporting policy, in compliance with Pennsylvania law, pertaining to faculty, staff, students and volunteers having direct contact with children.

1. Scope

This policy describes the background check requirements applicable to University faculty, staff, students and volunteers who have direct contact with children. Employees and volunteers of the University of Pennsylvania Health System (UPHS) are covered by UPHS policy.

All University faculty, staff, postdoctoral trainees, students and volunteers having direct contact with children (hereinafter, “Covered Individuals”) in connection with University activities are required to undergo a three-part background check consistent with Pennsylvania law. The check shall be in addition to any standard background check applicable to an employee at the time of hire.

2. Definitions

Consistent with Pennsylvania law, “direct contact with children” is defined as “care, supervision, guidance, or control of children or routine interaction with children.” “Children” comprises “individuals under the age of 18, except it does not include individuals under the age of 18 who have matriculated at Penn.”

Under this policy, “Covered Individuals,” include the following persons, by way of example only:

• Persons working or volunteering in connection with any program, activity, or service offered to children under the age of 18 who are not matriculated Penn students (e.g., programs offered to high school, middle school and/or elementary school students), including summer programs, sports camps and clinics, lab and other training opportunities and non-degree and non-credit educational programs; and

• Persons supervising or regularly working with any trainee, intern, or observer of any University activity who is under the age of 18 and is not a matriculated Penn student.

3. Elements of Background Checks

Covered Individuals must undergo a three-part background check consisting of the following:

1. A report of criminal history record information from the Pennsylvania State Police (PSP);

2. A child abuse history clearance certification from the Pennsylvania Department of Human Services (DHS) as to whether the faculty, staff, student, or volunteer is named in the statewide database as the alleged perpetrator in a pending child abuse investigation or as the perpetrator of a founded report of child abuse; and

3. A report of federal criminal history record information, generated by fingerprints transmitted to the Federal Bureau of Investigation (FBI).

The first and second searches shall be obtained through the University’s approved vendor. With respect to faculty or staff members, the Division of Human Resources (including Human Resources staff in the schools/centers) must initiate the criminal history record search and the child abuse history clearance certification. Penn students covered by this policy by virtue of educational programming shall be the subject of background checks initiated by the school or center conducting the educational program. The fingerprint-based FBI report shall be obtained by the prospective faculty, staff, student, or volunteer through the submission of a fingerprint record to a vendor registered in the Commonwealth of Pennsylvania which will then forward the record to the FBI.

4. Portability of Certification

The University will obtain a PSP criminal history record and DHS clearance for all Covered Individuals, except volunteers. The University will accept a previously issued, unexpired fingerprint-based FBI report for all Covered Individuals.

For volunteers only:

• The University will accept previously issued documents (including the PSP criminal history record and DHS clearance), provided all three required documents were obtained within the last five years and the volunteer executes an affidavit of disclosure in a form required by law.

• The fingerprint-based FBI report is not required provided the individual has resided in Pennsylvania continuously for the past 10 years and affirms there exists no conviction in another state that would prohibit selection as a volunteer.

5. Timing of Checks

Covered Individuals shall be subject to the three-part background check prior to the commencement of working with minors, and thereafter every five years.

Covered Individuals passing the first and second screening requirements (PSP criminal history record and DHS child abuse clearance) may begin employment or a volunteer position while awaiting the return of the fingerprint-based FBI report; however, such individuals may not work/volunteer alone with children until the full background check has been completed (unless a volunteer is exempted from the fingerprint-based FBI report under the exception identified above).

Temporary or occasional workers previously subject to clearance conducted by the University within the past 5 years may be exempted upon execution of an affidavit in accordance with law. Such individuals must be the subject of a new three-part background check upon the expiration of the original.

Covered Individuals may be required to submit to additional checks at any time based on a reasonable belief that the person is disqualified from service on grounds of a conviction or report of child abuse.

6. Disqualifications

Refusal to cooperate with the background check process shall disqualify a Covered Individual from any position having direct contact with children. A staff member who refuses to cooperate with the background check process may be ineligible for employment (for new hires) or subject to discipline (for current employees), up to and including termination from employment.

A person may not work or volunteer in any capacity having direct contact with children if:

1. Such person’s background check reveals that he or she is the perpetrator of a founded report of child abuse committed within the past five years;

2. Such person’s criminal history record(s) reveals a conviction for any of the crimes or classes of crimes enumerated in 23 Pa. C.S. §6344(c), including similar crimes under federal law or the law of another state. homicide, aggravated assault, stalking, kidnapping, unlawful restraint, rape or sexual assault (including statutory rape or sexual assault), involuntary deviant sexual intercourse, indecent assault, indecent exposure, incest, concealing death of child, endangering the welfare of a child, dealing in infant children, obscene and other sexual materials and performances, corruption of minors, sexual abuse of a child, or the attempt, solicitation, or conspiracy to commit any of the foregoing offenses; or

3. Such person’s criminal history record information indicates the individual has been convicted of a felony offense under The Controlled Substance, Drug, Device and Cosmetic Act, committed within the past five years.

Questions regarding the potential disqualification should be referred to the Division of Human Resources and the Office of the General Counsel.

(continued on page 5)
7. Implementation

The University has established in the Division of Human Resources, Recruitment Services, a full-time coordinator with the authority to oversee and implement a University-wide compliance program regarding minors on campus. Each school and center within the University must designate a representative responsible for determining which programs, activities, services and persons are within the scope of this policy and ensuring compliance with background check requirements. The school/center representative is responsible for coordinating the completion of required background checks and accepting the report of federal criminal history record from the faculty, staff, student, or volunteer. The school/center representative is responsible for ensuring that the covered individual completes the appropriate clearances. The school/center representative is responsible for reviewing and analyzing the background check results consistent with University procedure, taking into consideration section 6 of this policy.

The Division of Human Resources, Recruitment Services, will maintain a central record of completed background checks which will be available to the designated school and center representatives to determine if a particular employee or volunteer has previously been subject to the three-background checks within the University, as well as the date of the background check.

8. Required Report From Covered Individuals

Any individual arrested or convicted for any offense listed in section 6, or any offense substantially similar to the listed offenses, or named as a perpetrator in a founded report of child abuse, must provide written notice of the arrest, conviction, or report to his or her designated school or center representative and the Division of Human Resources, Staff and Labor Relations, within 72 hours after the arrest, conviction, or notification of the report.

9. Record Retention Requirements

The background check records obtained and maintained under this policy shall be retained for no less than the duration of the employment or service of the individual employee or volunteer, plus seven years.

10. Reporting Suspected Child Abuse

The obligation to report the suspected abuse of a minor extends to the following persons: any member of the faculty or any University staff member in a leadership or supervisory position or who has significant responsibility for the welfare, guidance or advising of children, students, or staff, including the President, Executive Vice President, Provost, Vice Presidents, Vice Provosts, Deans, Vice Deans, Associate Deans, Assistant Deans and Academic Advisors, as well as appropriate staff in the following offices: College Houses and Academic Services (CHAS), Division of Public Safety (DPS), Division of the Vice Provost for University Life (VPUL), Division of Human Resources (including Human Resources staff in the schools/centers), Office of Affirmative Action and Equal Opportunity Programs (OAA/EOP), Graduate Student Center (GSC), Division of Recreation and Intercollegiate Athletics (DRIA) and student life and academic services units in the University’s schools/centers.

Any person with a reporting obligation who suspects a minor (as defined above, as well as matriculated Penn students under 18) participating in any University program is the victim of abuse or neglect (irrespective of whether such abuse is on campus, at home, or elsewhere) must report such abuse or neglect as follows:

1. A reporter making an oral and/or written report of suspected child abuse or neglect must immediately notify the Division of Public Safety, Special Services, at (215) 898-4481 (215-898-6600 off-hours).

2. An oral report of suspected child abuse or neglect must be made to the Department of Human Resources at (800) 932-0313 (“ChildLine”). This number is available 24 hours per day, seven days per week. Further information about child-abuse reporting is available online at http://www.dhs.pa.gov/provider/childwelfare/services/childneandabuseregistry/index.htm and http://www.phila.gov/dhs/reportNeglect.html

3. A reporter making an oral report shall also make a written report to the department or county agency assigned the case, in the manner and format prescribed by the department. Assistance in making this report shall be provided to the reporter by the Division of Public Safety, Special Services.

In addition, all members of the University community are encouraged to report a concern pertaining to abuse to the Division of Public Safety, Special Services.

Failure to make a required report may result in the imposition of criminal penalties, fines and employee discipline, up to and including employment termination.

Questions

The Penn Employee Solution Center is now available to help with any questions. The Solution Center is available Monday through Friday, during business hours, to answer questions. The number to call is (215) 898-7372. The e-mail is hcmsolutioncenter@upenn.edu

A Transformative Integration Agreement between Penn Libraries and the Athenaeum of Philadelphia

The Penn Libraries recently announced a partnership with the Athenaeum of Philadelphia that will transform access to this independent library’s historically rich research collection. The Athenaeum of Philadelphia was founded in 1814 to collect materials connected with American history, antiquities and arts for public benefit. The Athenaeum’s collections complement both the depth and breadth of Penn’s collections. The new relationship between the two institutions provides greater visibility for the Athenaeum and access to their collections by Penn researchers and the wider scholarly community.

A team of library professionals integrated the significant holdings of the Athenaeum into Penn’s library management system, making these items visible when searching among library holdings. Users of the Penn Libraries are also able to receive general collections materials from the Athenaeum through delivery to any of our campus libraries and request as well as to consult special collections materials in the Athenaeum’s reading room.

For Athenaeum members, the Penn-Athenaeum agreement confers borrowing privileges for the millions of volumes held by the Penn Libraries, with circulating books delivered on request to the Athenaeum.

“The partnership between the Athenaeum of Philadelphia and the Penn Libraries confers exceptional benefits on both organizations,” said Peter Conn, executive director of the Athenaeum. “Penn’s faculty and students now have access to the Athenaeum’s remarkable collections of architecture, photography, maps and books. And Athenaeum members can borrow books from one of the finest and most comprehensive libraries in the United States.”

According to Hannah Bennett, director of Penn’s Fisher Fine Arts and Museum Libraries, the new partnership “offers researchers a deeply rich convergence of collections, enhancing our standing as vital centers of study for architectural history and the city of Philadelphia. It is re-surfacing our collections unlocked for each other and used in this wonderfully streamlined manner and I am sure it will usher in new areas of collaboration going forward.”

In addition to serving as a boon to the public, this partnership will also deeply benefit a wide variety of academic programs at Penn. The Athenaeum’s strong holdings in art and architecture provide an invaluable lens into the past that will serve as an excellent historical component of Penn’s Architecture and Historical Preservation graduate programs.

“No city on earth is better equipped to understand the past and prepare for the future,” said David Brownlee, Penn’s Frances Shapiro Weizenhofer Professor of Nineteenth-century European Art. “Philadelphia’s fabulous compendium of architecture from every period—colonial, Greek Revival, High Victorian, Arts and Crafts, modern and post-modern—has long been a laboratory for Penn research and innovation. Our new library partnership with the Athenaeum of Philadelphia makes easily accessible the Athenaeum’s unmatched collection of historic architectural publications and other documentation for the study of this rich legacy.”

The Penn-Athenaeum partnership serves as an excellent example of the network that Constaninou, H. Carton Rogers III Vice Provost and Director of Penn Libraries, seeks to grow. “The Penn Libraries is committed to developing a deep network of collaboration to ensure greater access to once hidden or remote collections,” she said. “Through partnerships, we foster greater access to future research with greater commitment to collections, technology innovations and discoverability.”
Professional and Personal Development Programs

Open to faculty and staff. Register at http://knowledge.mutualworkshops.upenn.edu/.

Participating in Performance Appraisals for Supervisors; 3/11; 12:30-1:30 p.m. Do you have questions about how you can prepare to have a productive review session?

Art of Effective Communication; 3/5; 12:30-1:30 p.m. The skill of effective communication is at the forefront of a successful work environment. We utilize these skills to keep projects on task, convey responsibilities, and move individuals of all hierarchies and levels. Learning to develop a personal communication plan, recognize different communication styles and utilize tools to facilitate effective communication can help individuals to better their working relationship and project plans.

Assessiveness Skills; 3/6 and 3/28; 12:30-1:30 p.m. You may experience situations when you need to utilize assessiveness to complete a task, goal or project. In this class, we will identify personal blocks to assessiveness, identify both supportive and non-supportive behaviors and learn ways to use assessiveness in everyday situations.

Conducting Performance Appraisals for Supervisors; 3/11; 12:30-1:30 p.m. You are supervising or managing employees and feel the need to learn more about how to prepare for and conduct performance appraisals. This is the course you’ve been looking forward to! Join us to find out best practices for this important annual procedure.

Creating and Maintaining Your LinkedIn Profile; 3/14; 12:30-1:30 p.m. This session will review tips on creating a great LinkedIn profile that will get you noticed by recruiters and industry professionals.

Navigating Common Conversations; 3/19; 9 a.m.-noon, $75. Difficult conversations are inevitable in any workplace. These conversations can create unhappiness, stress and tension. While you can’t avoid these conversations, you can learn how to handle them more effectively. Developing the ability to handle these challenges will offer increased confidence, improved relationships, higher productivity, and better career opportunities. There is a $75 charge for this workshop. Once registered, send your department’s 26-digit budget code to kgar@upenn.edu to complete your registration.

Work-life Workshops

Open to faculty and staff. Register at www.hr.upenn.edu/registration.

New and Expectant Parenting; 3/5; 12:30-1:30 p.m. This is an introductory resource briefing designed for expectant parents and those who are new to parenting or child care. Participants will learn about local and university child-care and parenting resources including breastfeeding support and the nursing mothers program, child-care locators, back-up care, adjusting to new schedules and flexible work options. A look into the nursing mothers program, child-care locators, and many examples exist where it has made all the difference. Participants will leave with tips and techniques for maximizing their own resiliency and positively influencing the team.

Penn Healthy You Workshops

Open to faculty and staff. Register at www.hr.upenn.edu/registration.

Financial Planning for College Workshop; 3/4; noon-1 p.m. Join our speaker, Albert Corrato, Jr., Certified Financial Planner Professional from Creative Financial Group, MassMutual, for this financial wellness learning opportunity. This workshop provides insights and guidance for the major financial decisions that may have to be made when saving for college.

Chair Yoga; 3/6; noon-1 p.m. Interested in trying yoga but don’t know where to start? Join us for a wonderful class. You get the same benefits (strength, balance, flexibility) but don’t have to master complex poses. Chair yoga can even better your mood, shape muscles while burning major calories! Be in the Know—Division of Human Resources

Accessing Older W-2 Forms

The Tax Office has received numerous requests from employees for information on how to access their W-2s.

To Access W-2s for tax years 2015 and later:
1. Click on “My Tax Info” in the “My Pay” section at uoUPenn.
2. Log in using your Pennkey and Password.
3. Enter your birthdate (mm/dd/yyyy) and the last four digits of your SSN. Then click “Continue.”
4. Read about protecting your tax information, then click “Continue.”
5. Click on the link that says “Click here for W-2 information for tax years 2015 and later.”
6. You have now been redirected to the ADP website. Select “Pay” tab on the left.
7. Select “W-2 Information.” Be sure to select the year of the Tax Statement you want to view.
8. Click on “Download Statement” to download the W-2.

If you have additional questions regarding accessing your W-2s, please contact the Employee Services Center at 215-898-3732.

Office of Tax and International Operations

Human Resources: Upcoming March Programs

Professional and Personal Development Programs

Open to faculty and staff. Register at http://knowledge.mutualworkshops.upenn.edu/.

Participating in Performance Appraisals for Staff; 3/4; 12:30-1:30 p.m. Join this workshop to understand the performance appraisal process and learn how you can prepare to have a productive review session.

Be in the Know—Division of Human Resources
Your Big Idea Challenge: March 1

The Wellness at Penn initiative affirms wellness as a core priority and necessary driver of life on campus. A key aim of the initiative is to provide avenues of dialogue and collaboration for the wide range of partners advancing wellness on campus.

In support of this goal, Penn is launching the Your Big Idea Challenge to crowd source ideas to enhance wellness for faculty, staff and students at Penn.

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 February 4-10, 2019. Also reported were 10 Crimes Against Property (2 disorderly conducts and 8 thefts) with 2 arrests. Full reports are available at: https://almanac.upenn.edu/sections/crime

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of February 4-10, 2019. The University Police actively patrol from Market Street 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.

18th District

18th District Below are the Crimes Against Persons from the 18th District: 4 incidents [1 assault, 1 rape and 2 domestic assaults] were reported for February 4-10, 2019 by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

22 Free at Noon: Lily & Madeleine: American folk duo; noon; World Cafe Live, 3025 Walnut St; registration required: www.spn.org

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 online.

The University of Pennsylvania values diversity and seeks well-rounded classes in its student body. The University of Pennsylvania does not discriminate on the basis of race, color, creed, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class status in its 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 Sparks, Executive Director of the Office of Affirmative Action and Equal Opportunity Programs, 421 Franklin Building, 3451 Walnut Street, Philadelphia, PA 19104-6205, or (215) 898-6993 (Voice).
FactCheck.org: Celebrating 15 years of Holding Politicians Accountable

FactCheck.org, a non-profit, non-partisan project of the Annenberg Public Policy Center (APPC) at Penn, recently celebrated its 15th anniversary. FactCheck.org monitors the factual accuracy of what is said by major US political players in TV ads, debates, speeches, interviews and news releases. Its goal is to apply the best practices of both journalism and scholarship, and to increase public knowledge and understanding.

The idea for the project grew out of Kathleen Hall Jamieson’s 1993 book Dirty Politics, which critiqued the 1988 presidential campaigns of President George W. Bush and Michael Dukakis. Dr. Jamieson, the Elizabeth Ware Packard Professor of Communication and director of the Annenberg Public Policy Center, focused on the inaccurate advertisements that the press was featuring in news without correction. Then, with the help of Penn’s Annenberg School graduate students, she went on to develop a “visual grammar” for covering and fact checking ads in news, which networks began using. Brooks Jackson, a longtime political reporter who was at CNN at the time and now FactCheck.org’s director emeritus, joined the mission. In 2003, he joined the APPC and in December of that year, FactCheck.org was born, running out of the National Press Club building in Washington, DC.

In 2003, the internet was barely a dozen years old and fact-checking, as a standalone journalistic practice, was in its infancy. FactCheck.org’s coverage of the 2004 presidential election attracted serious public attention; Dick Cheney plugged it during a televised debate with Democratic rival John Edwards, causing thousands of visitors to flood the site and the server crashed. FactCheck.org improved its website and since then, it has grown both in staff and coverage, with no lack of material as the years have progressed: Ask FactCheck was added in 2007, Players Guide in 2010 and SciCheck, which focuses on false and misleading scientific claims, in 2015. Shortly after the 2016 election, FactCheck.org and others partnered with Facebook to identify and debunk hoaxes and malicious falsehoods posted on the social media site. Its articles are seen on its website and through partnerships with major media outlets, including MSN.com, USA Today, The Philadelphia Inquirer, on the websites of NBC-owned and operated stations in major cities, and in Gannett newspapers. It is now in its fourth year of producing weekly fact-checking segments that appear on the CNN Politics website and has partnered with NBCUniversal-owned television stations on weekly segments.

FactCheck.org moved to Penn’s campus in 2010 when the APPC’s new building was constructed, thanks to a $41.5 million gift from the Flora Family Foundation. In 2013, the program so far has benefited over penn beginning in 2010. The fellows participate in a full-time summer training program and then work part time during the school year. Since 2016, the FactCheck.org fellowship has been funded through donations by the Stanton Foundation. The program so far has benefited over three dozen undergraduate students.

FactCheck.org has earned nine Webby Awards for excellence on the internet, and it received the 2018 Webby for best politics website. It was twice named one of Time.com’s “25 Sites We Can’t Live Without,” and in 2006 the World E-Gov Forum named FactCheck.org one of the 20 best political websites, and it made American Mensa’s top 50 websites 2010 list in the news and politics category, which called it “the ultimate source for truth in politics.” FactCheck.org won a 2010 Sigma Delta Chi Award from the Society of Professional Journalists for reporting on deceptive claims made about the federal health-care legislation.

Prior to fiscal 2010, FactCheck.org was supported by funds from the APPC’s own resources and from the Annenberg Foundation, and by grants from the Flora Family Foundation. In 2010, it began accepting donations from individual members of the public, disclosing the identity of any individual who makes a donation of $1,000 or more as well as the total amount, average amount and number of individual donations. It doesn’t accept funds from unions, partisan organizations, advocacy groups or corporations with the exception of Facebook, which provides funding as part of Facebook’s initiative to debunk viral deceptions circulating on the social media site. (Facebook has no control over its editorial decisions.)

In addition to the current stories featured on the homepage, visitors can browse the archives by date, section (e.g., Ask SciCheck, Fact of the Day, Special Reports), Person (e.g., Nancy Pelosi, Donald Trump), Issue (e.g., Jobs, Climate Change) Location, or Other Tags.

FactCheck.org’s Greatest Hits

Here are the 15 stories with the highest number of page views on FactCheck.org since the site started tracking in April 2011, through 2018.

1. “Where Does Clinton Foundation Money Go?” 6/19/15
2. “Bogus Meme Targets Trump” 11/25/15
3. “Presidents Winning Without Popular Vote” 3/24/16
4. “Caucus vs. Primary” 4/8/16
5. “Snopes.com” 4/10/16
6. “Obama’s Numbers” 6/29/15
7. “Unspinning the Planned Parenthood Video” 6/29/15
8. “Obama’s Numbers” (January 2016 Update) 1/12/16
10. “Clinton’s 1975 Rape Case” 6/17/16
11. “Presidential Vacations” 6/28/14
12. “Donald Trump and the Iraq War” 2/19/16
13. “Obama’s ‘Sealed’ Records” 7/31/16
14. “Gun Rhetoric vs. Gun Facts” 12/20/16
15. “Planned Parenthood” 4/18/11