School of Social Policy & Practice 2019 Teaching Awards

SP2 Standing Faculty

Roberta Iversen, associate professor in SP2, is this year’s teaching award recipient among standing faculty. Dr. Iversen uses ethnographic research to better understand and improve welfare and workforce development policy and programs and to extend knowledge about economic mobility, especially in relation to families who are working but still poor.

Dr. Iversen’s ethnographic accounts illuminate what low-income working parents need from secondary schools, job training organizations, businesses and firms, their children’s public schools and public policy in order to earn enough to support their families through work.

Housing policy in Milwaukee, Wisconsin, and workforce development programs and policy in New Orleans, Seattle, St. Louis, and Philadelphia have been improved by findings from Dr. Iversen’s research.

Dr. Iversen’s earlier book, Jobs Aren’t Enough: Toward a New Economic Mobility for Low-Income Families (2006; Temple University Press) presents new ways to increase the economic mobility of low-income families.

Dr. Iversen previously collaborated with Frank F. Furstenberg, Zellerbach Family Professor of Sociology and emeritus research associate for the Population Studies Center, on grant-funded “Families in the Middle” research, which was a multi-site examination of how middle-income families in the United States and Canada experienced the recession. One paper from this research (Iversen, Napolitano, & Furstenberg, 2011) is the first qualitative research manuscript to be published in the international journal, Longitudinal and Life Course Studies.

Dr. Iversen is currently working on a book manuscript, Transforming “Work”: What Work Was, Is, and Could Be (draft title). The book, based on qualitative research she has conducted since the 1980s, examines the experiences of individuals and families with labor-market work in relation to changes in the labor market since the 1980s. It concludes with new ideas about how work could be expanded and compensated beyond labor market jobs.

In fall 2011, Dr. Iversen was invited to provide district-level TANF administrators with policy recommendations for TANF policy reauthorization. In 2014, she was named to the inaugural class of Fellows of the Society for Social Work and Research (SSWR). From 2013-2018 she served on the Executive Committee of the Mayor’s Shared Prosperity Philadelphia anti-poverty initiative. From 2008-2018, she was associate editor for North America of the international journal, Child and Family Social Work.

SP2 Part-Time Faculty

Jane Abrams, a lecturer in the DSW and MSW programs, is this year’s part-time faculty award recipient. She received her BA in social work from Antioch University, her master’s in social work from Simmons College (now Simmons University), and her doctorate in clinical social work at SP2. Since earning her DSW in 2010, Dr. Abrams has been teaching Social Work Practice and Trauma and Psychodynamic Theory and Clinical Social Work Practice in the MSW program at SP2. She has maintained a private psychotherapy practice in Philadelphia for 25 years.

Her clinical specialties include treating adult trauma survivors and couples and providing clinical supervision. Prior to establishing her practice in Philadelphia, she worked as a senior clinical social worker in Healthcare Associates, an outpatient multidisciplinary practice at Beth Israel Hospital (now Beth Israel Deaconess Medical Center) in Boston, Massachusetts. As a clinical instructor in psychiatry at Harvard Medical School, she provided clinical supervision for the MSW staff in the outpatient psychiatry department at Beth Israel. She has recently published articles in Psychoanalytic Social Work and The Clinical Social Work Journal. In 2014, she was chosen to participate in the Psychoanalytic and Psychodynamic Teachers’ Academy of the American Psychoanalytic Association and is on the faculty of the newly established undergraduate minor in psychoanalytic studies at Penn.

Amy Gutmann: Gold Medal

Penn President Amy Gutmann will receive The Pennsylvania Society’s coveted Gold Medal for Distinguished Achievement this December.

“The Council of the Pennsylvania Society unanimously selected President Gutmann for her remarkable leadership in Pennsylvania, and her distinguished representation of Pennsylvania’s ingenuity to the world,” Robert Ciaramfoti, Jr., the Society President, announced.

President Gutmann will receive the award at the Society’s 120th annual dinner in New York City. She has been Penn’s President since 2004. Penn’s academic, technology, healthcare and community enterprises all have grown under her stewardship, making the university Pennsylvania’s third-largest private employer, and the largest private employer in Philadelphia.

President Gutmann has also focused her presidency on expanding access to the transformative powers of a Penn education. A first-generation, low-income college student herself, she has more than doubled the number of students from low-income, middle-income, and first-generation families attending Penn. She also has continued her personal scholarship while leading Penn’s vast enterprise; her 17th book is scheduled to be published this August.

President Gutmann will be the 110th recipient of the Gold Medal. The Society will donate $50,000 to a Pennsylvania charity of her choice. The Society is a nonprofit, nonpartisan charitable organization that traces its roots to the 19th century.

School of Nursing 2019 Teaching Awards

Dean’s Award for Exemplary Teaching

Kimberly Kovach Trout is assistant professor of women’s health in the Department of family and community health, and she serves as the track lead for the Nurse-Midwifery Graduate Program. Dr. Trout teaches through her nurse-midwifery clinical practice at Pennsylvania Hospital, where she integrates didactic lessons with clinical teaching for Health Care of Childbearing Women Theory & Clinical. Intrapartum/Postpartum/Newborn Care Theory & Clinical, and Culture of Birth. Her contributions to these courses include restructuring content to enhance retention and inserting practical experiences for more hands-on learning, ensuring clearer understanding of difficult material and the development of safer practitioners. Taking care to incorporate advances in pedagogical research, Dr. Trout engages her students through techniques like game theory, the use of case studies and performance-based testing. She has also had a lasting impact outside of the classroom, as former students take note of her generosity and genuine care in her mentorship and dedication to growing the next generation of clinicians and researchers. Her enthusiasm is contagious, as one student notes that “hers is a model of both teaching and sustainable collaboration, a push for the highest standards while maintaining the joy of doing research in the first place.”

(continued on page 8)
**Sarah Bush: Perry World House Lightning Scholar**

Perry World House, the University of Pennsylvania’s center for global policy engagement, has announced that Sarah Bush, associate professor in the department of political science at Yale University, will be its 2019-2020 Lightning Scholar. Selected for both the academic rigor and policy relevance of her work, Dr. Bush will be in residence in Philadelphia for the academic year.

“The Lightning Scholars Program is one of the many ways Perry World House supports research relevant to those seeking to address global challenges, whether climate change or nuclear competition,” said William Burke-White, Richard Perry Professor and Inaugural Director of Perry World House. “In choosing Sarah Bush, we are promoting a top-flight scholar still early in her career, bringing a new voice to campus, and catalyzing research that will have a real policy impact.”

The Perry World House Lightning Scholars Program allows Penn to further support policy relevant researchers by inviting untenured faculty members for a semester or full academic year to Penn. In addition to producing a major research output, the Lightning Scholar is expected to collaborate with the interdisciplinary and vibrant community of global affairs scholars and practitioners at Perry World House.

Dr. Bush is the author of the book *The Timimg of Democracy Assistance: Why Democracy Promotion Does Not Confront Dictators* (Cambridge University Press, 2015). At Perry World House, she will continue to examine how international actors try to aid democracy, promote women’s representation and support elections in developing countries. Dr. Bush will also complete a book, with Lauren Prather from UC San Diego, called *From Monitoring to Meddling: How Foreign Actors Shape Local Trust in Elections*.

Dr. Bush earned her PhD from Princeton University’s department of politics, served as a postdoctoral fellow at the Berlin Center for Science and International Affairs at the Harvard Kennedy School, and taught at Temple University. Her writing has appeared in *Comparative Political Studies, International Organization, Journal of Politics, Perspectives on Politics*, the *Washington Post* and *ForeignPolicy.com*.

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**Leonard Warren, PSOM, Wistar**

Dr. Leonard Warren, professor emeritus of anatomy, died April 1. He was 94.

Dr. Warren was born in Toronto, Canada. He received his BA in physiology in 1947 and medical degree in 1951 from the University of Toronto. After an internship at the Toronto General Hospital and a year as a research associate at Boston Children’s Hospital, he took a fellowship in biochemistry at the Massachusetts Institute of Technology, earning his PhD there in 1957.

His career path took him next to the National Institutes of Health and then he came to the University of Pennsylvania, where in 1973 he began as Adolph & Felicia Leon ACS Professor of Therapeutic Research. In 1975, he became professor of anatomy/cell and developmental biology. At the same time, he held the position of Institute Professor at The Wistar Institute from 1975 until 2004. He became an emeritus professor of anatomy at Penn in 1978 and Institute Professor Emeritus at Wistar in 2005.

Dr. Warren spent time at the Pasteur Institute in Paris; the Imperial Cancer Research Fund, London; and the Institute of Embryology and Histology, University of Rome. His research interests included: glycoproteins, synthesis and metabolism of sialic acids in normal and malignant cells, biochemistry of surface membrane of animals cells (normal and malignant), and secretory processes in normal and malignant cells and in cells from individuals suffering from hereditary diseases. He researched the mechanism of multiple drug resistance of malignant cells. He spent the summer doing research at the Marine Biological Institute in Woods Hole. At Penn, he served for several years on the Association of Senior and Emeritus Faculty (ASEF) Board.

His extensive list of research publications included several biographies: Joseph Leidy, the *Last Man Who Knew Everything*, for which he received the Athenaum Special Citation for non-fiction in 2000 as well as Adele Marion Fielde: Feminist, Social Activist, Scientist; Constantine Samuel Rafinesque: A Voice in the American Wilderness; and Maclure of New Harmony.

He is survived by his wife, Eve; son, Daniel (Hannah Ginsborg), daughters, Kit (Mark O’Brien) and Suzanne; and grandchildren, Noah, Will and Naomi. A memorial service for Dr. Warren is planned for later in the spring.
Consultative Review Committee on the Reappointment of Steven J. Fluharty as Dean of the School of Arts & Sciences

President Amy Gutmann and Provost Wendell Pritchett have announced the formation of a Consultative Review Committee to advise them on the reappointment of Steven J. Fluharty as Dean of the School of Arts and Sciences. Dean Fluharty’s initial term as Dean will end on June 30, 2020. University policy requires that a Consultative Review Committee be established to advise the President and the Provost whenever the reappointment of a Dean is contemplated. In addition, each member of the standing faculty of the Dean’s School is given the opportunity to give confidential advice and views directly to the President and the Provost.

The members of the Consultative Review Committee are:

Chair
J. Larry Jameson, Executive Vice President of the University of Pennsylvania for the Health System, Dean of the Raymond and Ruth Perelman School of Medicine, and Robert G. Dunlop Professor of Medicine (PSOM)

Faculty
Brenda Casper, Professor of Biology (SAS)
Robert Girist, Andrea Mitchell University Professor, Professor of Mathematics (SAS) and Professor of Electrical and Systems Engineering (SEAS)
Avery Goldstein, David M. Knott Professor of Global Politics and International Relations (SAS)
Andrea Goulet, Professor of Romance Languages (SAS)
Sophia Z. Lee, Professor of Law (Law) and History (SAS)
Emilio A. Parrado, Dorothy Swaine Thomas Professor of Sociology and Chair, Department of Sociology (SAS)
Deborah A. Thomas, R. Jean Brownlee Professor of Anthropology and Director, Center for Experimental Ethnography (SAS)

Students
Ida Nitter, PhD student, SAS
Arman Ramezani, BA and BS student, SAS and Wharton

Alumni Representative
Michael J. Price (W ’79)

Ex Officio
Joann Mitchell, Senior Vice President for Institutional Affairs and Chief Diversity Officer

Staff to the Committee
Adam F. Michaels, Assistant Vice President and Deputy Chief of Staff, Office of the President
Seth Zweifler, Office of the President

The Review Committee welcomes and encourages input from all members of the Penn community. Communications may be directed to any member of the Committee but are most conveniently forwarded to the Committee at sasdeanreview@upenn.edu or to Adam Michaels (adammp@upenn.edu), who is supporting the review process. Comments should be submitted no later than May 15, 2019.

Honors & Other Things

Cécile Alanio, Sierra McDonald: Parker and Parker Bridge Scholars

The Parker Institute for Cancer Immunotherapy recently welcomed two early career Penn researchers in cancer immunotherapy to its network as part of the Parker Scholars, Parker Bridge Scholars, and Parker Fellowship programs. They will receive a total of up to $31 million in funding and the opportunity to train with top scientists in the field.

Cécile Alanio, a post-doctoral researcher in immunology, was named a Parker Bridge Scholar. Dr. Alanio studies the impact infections have on T-cells in healthy patients and plans to apply her findings to generate new approaches to treating cancer patients with immunotherapy. Her goal is to bridge the gap between basic science and clinical research to create effective personalized immunotherapies.

Sierra McDonald, a PhD candidate in cell and molecular biology, was named a Parker Scholar. She seeks ways to improve CAR-T cell therapy response rates by looking at the HMGB-box family of proteins. Ms. McDonald is looking forward to connecting with clinicians who can help her expand her work to cancer patients.

Wendy Chan: 40 for 40 Fellowship

Wendy Chan, assistant professor in the human development and quantitative methods division of GSE, has been named a recipient of the Association for Public Policy Analysis and Management’s 40 for 40 Fellowship. The program provides funding for 40 outstanding early career professionals and supports scholars in growing their professional networks and sharing their research with the broader policy audience.

Dr. Chan specializes in applied educational statistics, and her research projects and interests are at the leading edge of work on statistics methods in field contexts, including scaling up interventions. With partial identification, her work examines the role of alternative assumptions to strong ignorability of sample selection in making inferences on population parameters. With small area estimation, Dr. Chan’s work considers use of small area models in improving the precision of estimators when there is limited sample size. Aside from her work on generalization, Dr. Chan’s research has ventured into power analyses and analyzed the extent to which analogies in design parameters can be made.

Bart Brands: Inaugural Ian McHarg Senior Design Fellow

Bart Brands, director and founding partner of the renowned Dutch landscape architecture firm Karres en Brands, has been appointed the inaugural Ian McHarg Senior Design Fellow at the University of Pennsylvania Stuart Weitzman School of Design. Over the 2019-2020 and 2020-2021 academic years, Mr. Brands will lead a series of innovative design activities within the School and beyond.

“McHarg had a massive influence on Dutch landscape architecture, and like McHarg Bart brings big ideas to big problems,” said Richard Weller, co-executive director at the McHarg Center, professor and chair of landscape architecture, and Martin and Margy Meyerson Chair of Urbanism at Penn.

As a director and founding partner of Karres en Brands, a highly awarded international landscape architecture and urban design practice based in the Netherlands, Mr. Brands has led numerous landscape projects around the world. He played a major role in the hugely successful design of Federation Square in Melbourne, Kobnagergade in Copenhagen, De Nieuwe Ooster cemetery in Amsterdam, the feasibility study for Cross River Park in London and, more recently, the development of the master-plan for Oberbillwerder in Hamburg. In recent years, he has worked primarily on campus planning and design, including the transformation of the Delft University of Technology and Science Park Amsterdam; for both projects Mr. Brands acted as supervisor.

Mr. Brands was a visiting lecturer at, among others, the TU Berlin; ETH Zurich; Academy of Architecture (Amsterdam/Rotterdam); Utrecht School of the Arts; Fise Oresund Talks, Malmö; the International Landscape Master, Milan; TU Dresden; University of Edinburgh; University of New South Wales in Sydney; and University of California, Berkeley. He was also a member of the Beirat Tempelhof, an advisory committee for the development of the former Tempelhof Airport in Berlin and adjunct professor at the RMIT University in Melbourne from 1998 to 2014. Currently, he is a visiting lecturer at the Technische Hochschule OWL University of Applied Sciences and Arts in Detmold.

The Ian L. McHarg Design Fellowship is a two-year appointment in the department of landscape architecture at the Weitzman School. The purpose of the fellowship is to afford an accomplished practitioner and/or academic the opportunity to curate a two-year research-by-design project that will critically advance the discipline of landscape architecture. The fellow will teach a combination of advanced design studios and seminars, give a public lecture and actively disseminate the outcomes of their research project through both exhibition and publication.

Mr. Brands’s appointment is one of a series of initiatives leading up to the launch of The Ian L. McHarg Center for Urbanism and Ecology (Almanac October 23, 2018), when the multiplatform exploration of the legacy of Ian McHarg (Almanac March 20, 2001), Design With Nature Now (Almanac September 11, 2018), opens June 21, 2019.

Campbell Grey: ACLS Fellow

Campbell Grey, associate professor of classical studies, has been named a 2019 Fellow by the American Council of Learned Societies (ACLS). The fellowship will support his current research project, “Living with Risk in the Late Roman World.” Dr. Grey’s project explores everyday interactions between human populations and the physical world in the period between the third and sixth centuries CE. He studies the late and post-Roman world, with a particular emphasis on rural communities in late antiquity.

“The 2019 ACLS Fellows exemplify ACLS’s inclusive vision of excellence in the humanities and humanistic social sciences,” said Matthew Goldfeder, director of ACLS fellowship programs. The Fellowship program is the longest-running grant program of the ACLS.
Six Penn seniors were named recipients of the 2019 President’s Engagement Prize. They are Princess Aghayere, Summer Kollie and Oladunni Alomaja, for Rebound Liberia; José Á. Maciel and Antonio E. Renteria, for Cultivando Juntos (Cultivating Together); and Brendan Taliaferro, for Host Homes for LGBTQ Youth in Philadelphia.

Three seniors received the President’s Innovation Prize: Malika Shukurova and Katherine Sizov, for Strella Biotechnology; and Michael Wong, for InstaHub.

“Each of the Prize recipients has demonstrated a purpose-driven desire to get out and make a difference—in their community, across the country, and around the world,” said President Amy Gutmann. “From our backyard in Philadelphia to the basketball court in Liberia, Rebound Liberia, Cultivando Juntos, Host Homes for LGBTQ Youth in Philadelphia, Strella Biotechnology, and InstaHub represent a most remarkable range of Penn-educated talent, determination and public-spirited enterprise.”

The Prizes are generously supported by Judith Bollinger and William G. Bollinger, in honor of Ed Resovsky; Trustee Lee Spelman Doty and George E. Doty, Jr.; and Emeritus Trustee James S. Riepe and Gail Petty Riepe.

Student recipients will spend the next year implementing their projects. Details on their projects are as follows:

**President’s Engagement Prize**

**Princess Aghayere, Summer Kollie and Oladunni Alomaja, for Rebound Liberia:** Ms. Aghayere, Ms. Kollie and Ms. Alomaja will use basketball as a tool to bridge the literacy gap between men and women and as a mechanism for youth to cope with the trauma and stress of daily life in post-conflict Liberia. Rebound Liberia will build an indoor basketball court in conjunction with a community resource center, and its annual three-month summer program will combine basketball clinics with daily reading and writing sessions and personal development workshops. Ms. Aghayere, Ms. Kollie and Ms. Alomaja are being mentored by Ocek Eke, director of global and local service-learning programs in the School of Engineering and Applied Science.

**José Á. Maciel and Antonio E. Renteria, for Cultivando Juntos:** Mr. Maciel and Mr. Renteria will pioneer a community-based curriculum in the agricultural workplaces of Kennett Square, Pennsylvania. Featured in the PBS documentary Unnatural Causes, Kennett Square’s mushroom industry creates stable income opportunities year-round. However, the physical work is grueling, involving frequent lifting, prolonged kneeling and repetitive manual tasks in tight spaces. Cultivando Juntos will help to alleviate this working environment’s negative effects on the health of farmworkers, many of whom are Latinx immigrants. Mr. Maciel and Mr. Renteria are being mentored by Adriana Perez, assistant professor in the School of Nursing.

**Brendan Taliaferro, for Host Homes for LGBTQ Youth in Philadelphia:** Mr. Taliaferro’s project will address a dire need for safe and stable emergency housing for LGBTQ youth experiencing homelessness in Philadelphia by creating a host homes program. A host homes program is an innovative, evidence-based housing model that places youth in the homes of vetted and caring adult volunteers and connects them with intensive support services. Working in partnership with Philadelphia’s Office of Homeless Services, the Attic Youth Center, Point Source Youth, and Turning Points for Children (a foster care non-profit), Mr. Taliaferro’s project will place Philadelphia among a handful of major US cities piloting the host homes model. Mr. Taliaferro is being mentored by Amy Hillier, associate professor in the School of Social Policy & Practice.
President’s Innovation Prize

Malika Shukurova and Katherine Sizov, for Strella Biotechnology: Strella is developing a bio-sensor that can predict the maturity of virtually any fresh fruit. Strella’s sensors are installed in controlled atmosphere storage rooms, monitoring apples as they ripen. This enables packers and distributors to identify the ripest apples and fruit for their customers, thus minimizing spoilage and food waste and promoting sustainability. Strella’s current market is US apple packers and distributors, which represent a $4 billion produce industry. The startup is looking to expand to other markets, such as bananas and pears, in the future. Ms. Shukurova and Ms. Sizov are being mentored by Jeffrey Babin, Practice Professor and Associate Director of the Engineering Entrepreneurship Program.

Michael Wong, for InstaHub: InstaHub’s mission is to eliminate energy waste through snap-on automation that enhances, rather than replaces, existing building infrastructure. Founded at Penn in 2016, InstaHub is focused on fighting climate change through energy conservation efforts with clean tech building automation technology. Mr. Wong’s long-term goal for InstaHub is to create a model for many other simple innovations combatting water, food and energy waste without replacing existing infrastructure, further reducing the environmental impact of the retrofit process. Mr. Wong is being mentored by David Mazzocco, associate director for sustainability and projects in The Wharton School.

This year’s President’s Engagement Prize finalists also included Jacob Nelson, Hannah Sanders and Andrés Fernández Pallares, for Herban Cairo, a social enterprise based in Cairo, Egypt, designed to support disadvantaged families by building rooftop gardens; Lauren Schafrank, for H.E.L.P. (Homeless End of Life Program) for Philadelphia, a mobile hospice and end-of-life program for the city’s homeless population; and Jay Shah, Santosh Nori and Zainab Badami, for MedMobile, a medically-equipped mobile unit designed to bring primary care services to underserved areas in Philadelphia. Braden Fineberg was named a President’s Innovation Prize finalist for Flourish Change, an iOS/Android app that rounds up transactions from a donor’s credit and debit card transactions and donates the remainder to a user’s chosen organization.

“I am immensely proud of our students’ commitment to meaningful work that extends beyond the classroom and the campus,” said President Gutmann. “I congratulate all of this year’s Prize recipients, and I wish them the very best as they move forward with their projects.”

Seventy-two seniors submitted applications for both Prizes this year, with proposals spanning a diverse and impressive array of social impact ideas.

“These inspiring projects,” said Provost Wendell Pritchett, “embody the wide-ranging interests and dynamic commitment to innovation of our remarkable Penn students. Global in their scope, they share the founding mission of our university: to make a tangible impact on significant challenges that affect people’s lives around the world. We are grateful to the faculty advisors and staff of the Center for Undergraduate Research and Fellowships who worked closely with our students to develop these exciting entrepreneurial initiatives.”

The President’s Engagement and Innovation Prizes are intended to strengthen Penn’s commitment under the Penn Compact 2022 to impactful local, national and global student engagement as well as to innovation and entrepreneurship. Penn has awarded more than $3 million in project funds and living stipends since the inception of both prizes, making these the largest prizes of their kind in higher education.

Details on the success of past Prize recipients can be found at pennscope.upenn.edu/ and https://pennipip.upenn.edu

Penn IUR’s 15th Annual Urban Leadership Forum and Awards

The Penn Institute for Urban Research (Penn IUR) honored the recipients of its annual Urban Leadership Awards, which recognize leaders who are guiding cities toward a sustainable and vibrant future, at the 15th annual Urban Leadership Forum entitled “Just & Inclusive Cities” on April 11.

Award recipient Egbert Perry is co-founder, chairman and CEO of Integral, an Atlanta-based company founded in 1993 with a mission to create the legal, regulatory and financial model that made it possible to incorporate public-housing eligible units into mixed-income housing developments. From 2001–2008, he served on the Board of the Federal Reserve Bank of Atlanta, and from 2014–2018 he served as Chairman of the Board of Fannie Mae. He received his BS and an MS in civil engineering from Penn and is an emeritus member of Penn’s Board of Trustees and the IUR Advisory Board.

Mauricio Rodas has been mayor of Quito, Ecuador, since 2014, when he became the youngest mayor in the city’s history. He is also currently world co-president of the United Cities and Local Governments Organization. He serves as a member of the boards of the Global Covenant of Mayors for Climate and Energy, C40 Cities Climate Leadership Group, and the International Council for Local Environmental Initiatives. He is a Young Global Leader and member of the Future Global Council of Cities and Urbanization of the World Economic Forum. He is founder of Fundación Éthos, a Latin American think tank based in Mexico that develops responsible government models and projects on social and environmental policy. He has worked as a consultant in public policy for several ministries of the Mexican government, and has participated in the UN Economic Commission for Latin America and the Caribbean in Santiago de Chile and Mexico City. He holds a Juris Doctor from Universidad Católica de Quito and MA in government administration and political science from Penn.
Update to the Supplemental Retirement Annuity Plan: Flat-Dollar Elections Must Be Changed to a Percentage

The University of Pennsylvania is transitioning to a new human capital management system, Workday, which will transform how Penn delivers HCM-related processes such as staff recruitment, payroll, time management, benefits administration and more. Part of this move to Workday will include a new enrollment system for Penn’s retirement plans. Contribution elections for the University of Pennsylvania Matching Plan can be made on a percentage-only basis, but the Supplemental Retirement Annuity (SRA) Plan currently allows contributions to be made as either a percentage or a flat-dollar amount. Any contribution elections for the SRA Plan currently in the form of a flat-dollar amount must be converted to a percentage by the time of transition to the new enrollment system. This new enrollment system will only accept contribution elections as a percentage of base pay.

What do I need to do?
Log into the enrollment system and confirm what is currently listed for the SRA Plan. If it indicates a flat-dollar contribution, you will need to convert that to a percentage of your base pay, per pay period, no later than May 31.

If you would like help with confirming or converting your SRA Plan contribution, please call the Penn Retirement Call Center at (877) 736-6738, Monday-Friday 8 a.m.-5 p.m. The Retirement Call Center is aware of this upcoming change and will be happy to assist you.

How do I calculate a flat-dollar contribution to a percentage?
Divide the flat-dollar contribution amount by the gross base pay for the pay period (base pay does not include any overtime, shift differential, etc.). This will give you a number that you can convert to a percentage by simply moving the decimal two places to the right.

Example: Ann has a contribution amount of $200 per month, and her gross base pay is $4,000 per month. Here is the calculation: $200 / $4,000 = 0.05 = 5%.

What will happen if a flat-dollar contribution to the SRA Plan isn’t converted to a percentage in time for the transition to the new enrollment system?
If your SRA Plan contribution is stated as a flat-dollar amount at the close of business on May 31, it will be automatically converted to the equivalent percentage of your base pay (base pay does not include any overtime, shift differential, etc.). You will receive a confirmation notice in the mail 7-10 days after the change is made. You can change that percentage at any time after the automatic conversion.

Are there any potential differences between a flat-dollar contribution and its equivalent percentage?
Yes. A flat-dollar contribution will be the same every pay period, regardless of any fluctuations in your pay. A percentage contribution will vary along with any fluctuations in your base pay. If you are a part-time or temporary employee currently contributing to the SRA Plan and have hours that vary from week to week, your contributions could be affected.

Are there any benefits to a percentage-based contribution?
Yes. A percentage-based contribution is a good way to automatically increase your contributions along with increases in pay.

Are there any limits to how much I can contribute to the SRA Plan?
The SRA Plan allows a maximum contribution of 75% of your base pay, per pay period, up to IRS annual limits.

When will the retirement plans transition to the new enrollment system?
You will need to convert no later than May 31, 2019. The transition is scheduled for July 1.

Where can I go for assistance?
If you would like help with confirming or converting your SRA Plan contribution, please call the Penn Retirement Call Center at (877) 736-6738, Monday-Friday 8 a.m.-5 p.m.

—Division of Human Resources

X-Ray Visions: Lois Goglia at Esther Klein Gallery

X-Ray Visions: Lois Goglia is an exhibition of work created from medical imaging materials such as x-ray films, DNA sequencing gels and ultrasound radiographs that explore the relationships of genetics, identity and the human life cycle. It is currently on display at the Esther Klein Gallery through May 25.

Lois Goglia originally found her inspiration at a veterinary hospital. While sitting in the treatment room, Ms. Goglia’s eyes fixated on an animal X-ray mounted on a light box hanging on a wall across the room. She found the animal image beautiful, despite its associations with illness. Its value contrasts, textures and anatomical shapes made the X-ray visually compelling. X-rays provided a thematic concept that she is still investigating today: the relationship between art and science.

X-Ray Visions features the GENESIS series, which was inspired by a gift of DNA sequencing gels and petri dish X-ray radiographs furnished by a Yale University Medical School researcher. This is a series of 18 collages created from X-ray films. The images are wall-mounted and illuminated on light boxes. They chronicle the beginning of life from the growth of individual cells in petri dishes to the development of a full-term fetus. DNA sequencing gels, animal and human X-rays, mammograms, as well as fetal ultrasound radiographs are incorporated into this work.

EKG is free and open to the public. It’s open Monday-Saturday, 9 a.m.-5 p.m., or by appointment.

For more info, visit https://sciencecenter.org/discover/ekg

Petri Dish—Black by Lois Goglia

PPSA: Call for Nominations: April 26

Reminder: Nominations for the PPSA Executive Board and University Council Committees are due in 10 days. All monthly-paid, full-time University staff members are eligible to participate. More information is available at http://tinyurl.com/yy3pc93

One Step Ahead
Security & Privacy Made Simple

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

Protect your Financial Data
With cyberattacks on the rise and data breaches garnering increased media attention, follow these simple steps to help ensure your financial data is protected from nefarious actors.
1. Be familiar with your financial accounts and activities, check financial statements as soon as they are available and install banking apps, checking frequently for unusual activity.
2. Increasingly, banks and financial institutions allow "two-factor" verification to view accounts. This requires a secondary factor for verification, such as a smartphone, in addition to your account username and password. Two-factor verification ensures a stolen password, alone, cannot access an account. Check with your financial institution if two-factor verification is available and how to implement it.
3. Only carry your “must have” information and cards with you. If your mobile phone is enabled for secure credit card payments, consider leaving your credit cards at home if the merchant supports this. Never routinely carry your Social Security card with you.
4. Never provide financial data by email, text or phone when the call is placed to you. Always call banks and financial institutions directly when providing personal information or discussing accounts. If a bank calls you, call them back at their published contact number from their website or the back of your credit card, and immediately freeze your account if something looks suspicious.
5. Opt out of pre-approved credit offers sent in the mail. The three national credit agencies have set up a hotline and website (1-888-567-8688, www.optoutprescreen.com) to suppress your name from pre-approved credit offers for a five-year period.
6. When shopping or banking online, make sure your web browser is using a secure, encrypted connection to the website. Look for “https” in front of a browser’s web address where “s” ensures the connection is a secure connection.

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

ALMANAC April 16, 2019
Patrick Dougherty's New Stickwork Sculpture Lures Morris Arboretum Visitors Into Its Maze of Loops and Tunnels

Morris Arboretum has a new stickwork sculpture from Patrick Dougherty that is the ultimate hide-and-seek game with all of its nooks and crannies. This new piece, *Loop de Loop* is Dougherty’s third installation at the Arboretum (*The Summer Palace* in 2009, and *A Waltz in the Woods* in 2015). Reminiscent of a roller coaster with its numerous spirals and switchbacks, the sculpture is bound together at the top with sticks wound like pieces of twine, connecting nearly a dozen rooms below. One gallery blends into the next through a maze of light-filled tunnels. For the first time, Dougherty is working in a setting where he can’t see what is coming next. He doesn’t like, filling gaps with additional material, cutting away extraneous pieces, and embelishing with artful touches.

Mr. Dougherty is at peace with the fact that his creations are ephemeral. “I believe that artists should make what they love,” he said, adding, “The immediacy of looking is the power of art.” While he has made a few pieces indoors, most of his works are created outside. His goal with each piece is to help people understand their relationship with nature.

The sculpture will remain in place for as long as it lasts in the natural environment, anticipated to be two years. For more information about Patria Dougherty, visit: <www.stickwork.net>. This sculpture is supported by the Madeleine K. Butcher Fine Arts Endowment.

Loop de Loop, Patrick Dougherty's third installation at Morris Arboretum.

Lecture Tonight at Penn Museum to Celebrate Rome’s Birthday

Celebrate Rome’s birthday, April 21, 753 B.C., with a lecture at Penn Museum. Brian Rose (at left), the curator of the Mediterranean section, as well as other prominent scholars will present New Discoveries in Ancient Rome and Pompeii on April 16 at 6 p.m. in the Widener Lecture Room at Penn Museum. The event will be followed by a toast.

About the Crime Report: Below are the Crimes Against Persons or Crimes Against Society from the 18th District for April 1-7, 2019. Also reported were 14 incidents (1 fraud, 1 vandalism and 12 thefts) with 1 arrest. Full reports are available at: https://almanac.upenn.edu/sections/crimes PRIOR weeks’ reports are also online. –Eds.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of April 1-7, 2019. The University Police actively patrol from Market St to Baltimore Avenue and from 4th Street to 34th 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

Below are the Crimes Against Persons from the 18th District: 12 incidents (1 rape, 1 indecent assault, 2 robberies, 2 aggravated assaults, 3 domestic assaults and 3 assaults) with 1 arrest was reported for April 1-7, 2019 by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Description</th>
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<tbody>
<tr>
<td>04/01/19</td>
<td>4:00 PM</td>
<td>4600 Market St</td>
<td>Robbery</td>
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<tr>
<td>04/01/19</td>
<td>5:07 PM</td>
<td>3400 Civic Center Blvd</td>
<td>Assault</td>
</tr>
<tr>
<td>04/02/19</td>
<td>7:22 PM</td>
<td>46th &amp; Market St</td>
<td>Robbery</td>
</tr>
<tr>
<td>04/03/19</td>
<td>12:23 AM</td>
<td>4723 Walnut St</td>
<td>Domestic Assault</td>
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<td>4222 Baltimore Ave</td>
<td>Indecent Assault</td>
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<tr>
<td>04/05/19</td>
<td>12:43 PM</td>
<td>4537 Spruce St</td>
<td>Domestic Assault</td>
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<tr>
<td>04/05/19</td>
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<td>3180 Chestnut St</td>
<td>Assault</td>
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<tr>
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<td>3:26 PM</td>
<td>3401 Civic Center Blvd</td>
<td>Domestic Assault/Arrest</td>
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<tr>
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<td>4011 Pine St</td>
<td>Aggravated Assault</td>
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<tr>
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<td>5:17 AM</td>
<td>800 S 40th St</td>
<td>Rape</td>
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<tr>
<td>04/06/19</td>
<td>6:06 PM</td>
<td>3900 Woodland Ave</td>
<td>Assault</td>
</tr>
<tr>
<td>04/07/19</td>
<td>9:36 PM</td>
<td>4601 Walnut St</td>
<td>Aggravated Assault</td>
</tr>
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The University of Pennsylvania Police Department

Community Crime Report

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Dean's Award for Teaching Excellence

LoriAnn Winner is senior lecturer in the biobehavioral health sciences department, and she is the associate director of the doctor of nursing practice for the nurse anesthetists (DNP-NA) degree program. She teaches multiple classes for the DNP-NA program, including Clinical Fieldwork for Nurse Anesthesia Practice I & II, Basic and Advanced Principles of Nurse Anesthesia Practice, and several Nurse Anesthesia residencies. Ms. Winner is a thoroughly engaged instructor, contributing in a number of service capacities that broaden the anesthesia knowledge that she brings back to her students. She writes questions for the board examination, is a section editor for the International Student Journal of Nurse Anesthesia (ISJNA), and serves on the board for the New Jersey Association of Nurse Anesthetists. She is a consummate learner, as evidenced by the fact that she is currently working to obtain a Penn Nursing PhD, and she instills that same passion for the pursuit of knowledge among her students. Ms. Winner advocates for her students, often working to help them get published in the ISJNA, and ensures that all learning needs are met and questions answered. She has been a formative presence for the DNP-NA program and its cohorts.

Dean's Award for Undergraduate Advising

Beth Quigley is an advanced senior lecturer in the department of family and community health. Ms. Quigley has had a pronounced positive impact on students, both in her assigned cohort of advisees and in her regular interactions with those enrolled in her courses. Her advisees have found in her a role model whose influence goes well beyond helping them to pick and register for their courses. She has supported them through their professional growth with recommendation letters, job searches, and help with certification processes. Ms. Quigley’s role as an academic guide through study strategies and curricular requirements is especially appreciated among her students given the difficult nature of her course, Integrated Anatomy, Physiology, and Physical Examination. Equally important is the overall sense of comfort that Ms. Quigley provides for her advisees and advisees. Many credit her for their continued success at the School of Nursing and note the understanding, kindness and encouragement she brings to their most challenging moments in and out of the classroom. According to one student, “Professor Quigley is the reason why I can call Penn Nursing home. She served as the foundation and driving force for me finding the support system and team I needed.”

Dean's Award for Exemplary Professional Practice

Amy S. Sawyer is an associate professor of sleep & circadian behavior and clinician scientist & educator in evidence-based practice and nursing science at the Corporal Michael J. Crescenz VA Medical Center (CMCVMAC). Dr. Sawyer has advanced evidence-based practice (EBP) implementation at the CMCVAMC in short order, bringing the humanities, and efficiency to projects and processes and working to integrate EBP in less than a year. She has led a number of initiatives that have transformed the VA’s relationship with EBP, research and nurse education. Her contributions at the CMCVAMC include leading and reorganizing the EBP Committee, organizing an EBP retreat for the department of nursing (the first of its kind), leading the charge to reinstitute quarterly Nursing Research Grand Rounds, spearheading and managing the first Penn Nursing DNP capstone projects at the VA, expanding the VA’s DNP/PhD student collaboration model, and reviewing and improving policies and procedures to better facilitate EBP projects.

Dr. Sawyer models a collaborative and collegial approach in all projects, bringing together constituents from a range of specialties and experiences to ensure that our veterans receive the best care informed by the latest research.

Student Nurses at Penn Undergraduate Award for Teaching and Dean’s Award for Exemplary Citizenship

Cynthia Anne Connolly is the Rosemarie B. Greco Term Endowed Associate Professor in Advocacy. Her efforts in the most recent initiative to evaluate the Accelerated BSN (ABSN) program this past year contributed to ensuring the program is of the highest quality and keeps the School competitive. This effort involved appointing and directing an advisory committee of colleagues researching and reviewing the practices of more than 20 peer programs, studying current literature and data on the subject, soliciting feedback from current students and alumni, and engaging in discussion with faculty in a number of interviews and group meetings. She presented her findings to faculty, and she will be managing the orientation and current curriculum for the incoming group of ABSN students. In her work on this project, Dr. Connolly found ways to ensure that the students in this program are getting the engagement and education that represents Penn Nursing at its fullest potential. This eminently thorough and sustained effort is evidence of Dr. Connolly’s commitment to the School’s education mission and the School community at large.

Dr. Connolly’s teaching excellence is demonstrated in her passion for both the subject matter and classroom instruction. In the courses she teaches, she skillfully balances providing insightful connections between the texts and current issues, while also letting the students lead the direction of the discussion based upon what they find interesting. She shares the wisdom acquired during her years of pediatric nursing and impresses upon the undergraduates never to think they are “just” nurses, but that through their unique perspective and interactions with patients, they can be advocates for patients and for needed changes in health care. She consistently goes above and beyond for Penn Nursing students.

School of Nursing 2019 Teaching Awards

LoriAnn Winner

Amy Sawyer

Beth Quigley

Cynthia Connolly

Mary Naylor

She took it upon herself to start a new and innovative minor: History, Health and the Humanities. Through the classes for this minor, students build a bridge between the humanities and sciences to fulfill themselves intellectually, build self-awareness, develop empathy and consider social justice and health-related phenomena through a new lens.

Dean's Award for Exemplary Citizenship

Dawn Elizabeth Bent is a lecturer and program administrator for the DNP Nurse Anesthesia Program. She received this nomination from students in the inaugural DNP-NA cohort and a collection of peers who have witnessed her unwavering dedication to the program throughout the years. Dr. Bent’s support extends beyond her faculty duties and into an impactful working relationship with her students. When she assumed her program administrator role, Dr. Bent held open forums for students and advocated for beneficial program changes based on their feedback. She has also worked toward a more inclusive environment in health care, participating in the nationwide Diversity in Nurse Anesthesia Mentorship Program and preparing students of color for a successful career through her mentorship. Her nominators write, “Dr. Bent always works to promote an environment centered on communication, collaboration and student wellness. These are essential elements of any successful program, but they are often overlooked.” Dr. Bent has committed herself to the future of nurse anesthesia at Penn Nursing and beyond, and she has been a tremendously positive influence on her students and colleagues.

Barbara J. Lowery Doctoral Student Organization Faculty Award

Mary D. Naylor is the Marian S. Ware Professor in Gerontology and director of the NewCourtland Center for Transitions and Health (NCTH). Dr. Naylor’s priority is to best meet the needs of doctoral students so that they may learn, grow as researchers and excel in their careers. She leads by example and she inspires doctoral students to reach their career potential with her relentless dedication to advancing health sciences literature, her leadership in directing the work of top researchers, and her accomplishments in advancing for the passage of significant pieces of evidence-based interventions. Through Dr. Naylor’s creation of the Scholars Forum at the NCTH, she has facilitated vital mentorship for pre- and post-docs at the School of Nursing. Dr. Naylor is committed to creating an inclusive environment where early career nurse scientists can grow and learn from one another. Not only does she encourage participation of doctoral students at NCTH meetings, but she has also invited doctoral students to contribute substantially in every stage of the research process: from the inception of the research question to being a first author on a peer-reviewed publication. Dr. Naylor represents the best values and ideals for what a doctoral student at the University of Pennsylvania seeks and requires from a mentor.