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Ivan Dmochowski: Alan MacDiarmid Term Professor



Ivan Dmochowski

Ivan Dmochowski, professor of chemistry, has been named the Alan MacDiarmid Term Professor of Chemistry. Dr. Dmochowski's laboratory develops chemical and biophysical tools to study complex biological systems, including new technologies for biomolecular imaging, identifying proteins and RNA molecules important in brain function, and fabricating functional biomaterials. He has collaborations with many researchers at Penn and throughout the United States, Europe and Asia.

Dr. Dmochowski is the recipient of many prizes and awards, including the American Chemical Society Akron Section's Crano Award, the McKnight Technological Innovations in Neuroscience Award, the National Science Foundation Career Advancement Award and the Camille Dreyfus Teacher-Scholar Award. He served as undergraduate chair of chemistry from 2015 to 2018, continues to serve as co-director of the Penn Pathways program, and is a member of the Provost's Faculty Council on Access and Academic Support.

The Alan MacDiarmid Endowed Term Chair was established in 2001 by P. Roy Vagelos,

(C'50, HON'99) and Diana T. Vagelos, Penn parents, in honor of longtime Nobel Prize-winning chemistry professor Dr. Alan MacDiarmid.

Dr. P. Roy Vagelos, a chemistry major who graduated from Penn in 1950 before going on to receive a medical degree from Columbia University, is the retired chairman and chief executive officer of Merck & Co. He currently serves as chairman of the Board at Regeneron Pharmaceuticals. Dr. Vagelos served as chair of the University's Board of Trustees from 1995 to 1999, and he is a former member of the Penn Arts and Sciences' Board of Overseers and the former chair of the Committee for Undergraduate Financial Aid. Diana T. Vagelos is a former overseer of the University of Pennsylvania Museum of Archaeology and Anthropology.

The Vagelos Institute for Energy Science and Technology in Penn Arts and Sciences is made possible by Dr. and Mrs. Vagelos. This most recent philanthropic investment in energy research at Penn follows the couple's gift to endow two professorships focused on energy research in Penn Arts and Sciences, and their 2012 creation of the Vagelos Integrated Program in Energy Research (VIPER), an undergraduate degree program of Penn Arts and Sciences and the School of Engineering and Applied Science. The Vagelos' longtime support of Penn Arts and Sciences also includes gifts to establish many science-related programs, undergraduate scholarships and endowed professorships.

Asif Agha: Francis E. Johnston Term Professor



Asif Agha

Asif Agha, professor of anthropology, has been named the Francis E. Johnston Term Professor. Dr. Agha is a leading linguistic anthropologist whose research examines the structure and organization of human language and its use in human affairs, as well as the role of language use and communication in giving rise to forms of social organization. His book *Language and Social Relations* received the Edward Sapir Prize for best book in linguistic anthropology.

Dr. Agha currently serves as president of the Society for Linguistic Anthropology within the American Anthropological Association, as editor of the journal *Signs and Society* and as past editor of the *Journal of Linguistic Anthropology*. He has also served on the Penn Arts and Sciences Planning and Priorities Committee and the Committee on Undergraduate Education.

This chair was created through the bequest of G. Frederick Roll (W'34) and is named in honor of Francis E. Johnston, a biological anthropologist and an emeritus professor of anthropology at Penn. Dr. Johnston, who completed his PhD at Penn in 1962, was on the faculty of the department of anthropology for nearly four decades and served as department chair from 1982 to 1994. He also founded the Center for Community Partnerships' Urban Nutrition Initiative, a project which has helped to improve community nutrition and wellness in West Philadelphia.

Perelman School of Medicine 2019 Teaching Awards

The Perelman School of Medicine announces this year's teaching awards as follows:

The Leonard Berwick Memorial Teaching Award

Edward M. Behrens is the Joseph Hollander Chair in Pediatric Rheumatology, associate professor of pediatrics and chief of the division of rheumatology at The Children's Hospital of Philadelphia. He teaches first-year medical students in the immunology course, graduate students within the immunology and cell and molecular biology graduate groups and medical students, residents and fellows on the inpatient wards and outpatient clinics. In all of these settings, he strives to bring the basic tenets of

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Edward Behrens

Kevin B. Mahoney: Chief Executive Officer, University of Pennsylvania Health System

Kevin B. Mahoney will become the next CEO of the University of Pennsylvania Health System (UPHS), University of Pennsylvania President Amy Gutmann and J. Larry Jameson, executive vice president of the University of Pennsylvania for the Health System and dean of the Perelman School of Medicine, announced.



Kevin Mahoney

Mr. Mahoney will assume his post on July 1, succeeding Ralph W. Muller, who has served as the health system's CEO since 2003.

Mr. Mahoney is a 23-year veteran of leadership (continued on page 2)

2019 Silfen Forum: Epidemic. Crisis. National Emergency

On Thursday, April 11, the 2019 Silfen Forum will address *Is There an Antidote for the Opioid Epidemic? Seeking a Cure for the Worst Drug Crisis in American History*. The event will take place in Irvine Auditorium at 3 p.m. and will be live streamed as well. Penn President Amy Gutmann and a panel of distinguished guests will have a wide-ranging discussion of the opioid crisis. President Gutmann will moderate the discussion. The panelists will be:

Hon. Joseph R. Biden Jr., 47th Vice President of The United States, Benjamin Franklin Presidential Practice Professor at Penn

Hon. John Ellis "Jeb" Bush Sr., 43rd Governor of Florida, Presidential Practice Professor at Penn

Hon. James F. Kenney, Mayor of Philadelphia Bertha Madras: professor of psychobiology, Harvard Medical School; former Deputy Director for Demand Reduction, White House Office of National Drug Control Policy

Jeanmarie Perrone: professor of emergency medicine and director of medical toxicology, Perelman School of Medicine, Penn

Live Webcast will be available online.

See <https://silfenforum.upenn.edu/webcast>

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ship roles at Penn Medicine, currently serving as the executive vice president and chief administrative officer for UPHS, as well as the executive vice dean for Integrative Services for the Perelman School of Medicine.

“Kevin has an unrivaled breadth of experience and depth of knowledge of health care in an integrated academic medical center, combined with a profound personal commitment to Penn’s ambitious vision to build the academic health system of the future,” said President Gutmann. “We are confident that Kevin will successfully lead the team-based effort to propel UPHS to even greater heights, building on its unparalleled successes and enormous momentum.”

Reporting to Dr. Jameson, Mr. Mahoney will lead a health system which has grown over the past six years from three Philadelphia-based academic medical centers to encompass a broad footprint across the region, including the addition of three nationally recognized hospitals stretching from Lancaster, Pennsylvania, to Princeton, New Jersey, and an expansive outpatient network which provides more than 5.7 million visits per year. UPHS joins with the Perelman School of Medicine—which this month was ranked #3 in the annual *US News* list of the nation’s top medical schools (*Almanac* March 19, 2019)—to form Penn Medicine, a \$7.8 bil-lion organization.

Among his marquee leadership achievements at Penn Medicine, Mr. Mahoney developed the master plan concept for the former Philadelphia Civic Center site, known today as the Ruth and Raymond Perelman Center for Advanced Medicine and the Roberts Proton Therapy Center. These facilities, together with

the Smilow Center for Translational Research and the Jordan Medical Education Center, became the nation’s first single building to fully integrate biomedical research, clinical care and medical education. Building on this tremendous success, he planned and now leads the project for the Pavilion on Penn’s University City campus, adjacent to HUP. The Pavilion, set to open in 2021, is the largest building project in Penn’s history and will be the most advanced inpatient hospital facility in the nation.

“Kevin was a chief architect behind so many of the efforts for which Penn Medicine has become nationally renowned. He was an early and strong contributor to our campus-wide efforts to make innovation part of Penn’s and Penn Medicine’s DNA,” Dr. Jameson said. “Those efforts are saving lives across the world, spurring Penn Medicine’s role in the development and commercialization of six FDA-approved therapies within just the past 18 months. Kevin is a champion for the ideas that will become tomorrow’s cures, supporting everything from small-scale start-up efforts to larger commercialization agreements and industry partnerships that are mapping what the future of health care will look like.”

Mr. Mahoney joined UPHS in 1996 and during his tenure has held additional positions including executive director of Penn’s primary care physician network and CEO of Phoenixville Hospital. He has served as a crucial strategist for Penn Medicine’s growth across the Delaware Valley, from the integration of Chester County Hospital into UPHS, to the move of Penn Medicine’s Level 1 trauma center to Penn Presbyterian Medical Center, to the construction of five multispecialty ambulatory facilities

across the region. Most recently, he oversaw the implementation of a common electronic health record platform across Penn’s hospitals, numerous outpatient clinics and home care—making it the only comprehensive system of its kind in the region.

“Penn Medicine is a truly unique place where a collaborative spirit and teamwork builds on our rich history to lead the way forward in academic medicine,” Mr. Mahoney said. “My appointment as the next CEO of UPHS is humbling, and I am truly excited by this opportunity. Having worked at Penn Medicine for 23 years, I have seen first-hand the miracles performed by our faculty, physicians and staff. I know our best days are ahead with even more breakthrough treatments and the continued evolution of patient-centered care. I am grateful to President Gutmann and Dr. Jameson for giving me this unparalleled opportunity to continue serving Penn, Penn Medicine and our patients.”

David L. Cohen, chair of the Board of Trustees of the University of Pennsylvania, and Andrew R. Heyer, chair of the Penn Medicine Board, provided key counsel during the national search process for the CEO role, which began after Mr. Muller announced plans to step down last June.

Mr. Mahoney received his bachelor of arts degree in economics from Millersville University and an MBA and doctorate in business administration from Temple University. He serves on numerous boards for non-profit organizations in the Delaware Valley, including Puentes de Salud and Community Volunteers in Medicine. He has been recognized for his dedication to community and volunteer work, most recently as the recipient of the 2018 Heart of Philadelphia Award by the American Heart Association.

Deaths

Samuel J. Hough III, Penn Libraries

Samuel J. Hough III, a former library employee, died of complications from diabetes on March 4. He was 80 years old.

Mr. Hough was born in Philadelphia. He attended Kenyon College, where he earned his BA in English in 1960 and then joined the staff at the University of Pennsylvania in library acquisitions. Mr. Hough left Penn to work at Columbia University while pursuing a degree in library science.

In 1964, he was hired by the John Carter Brown Library at Brown University, and then, when drafted, he took two years to serve his military duty at Fort Bragg as library janitor and lecturer in early Mediterranean history. In 1972, he was awarded a Florence Schepp Fellowship to the Villa I Tatti in Florence, Italy, where he conducted research into the transition in Italy from manuscript to printed page.

In 1974, he returned to the US and to the John Carter Brown Library, where he became assistant librarian. During that time he formed an exhibition entitled *The Italians and the Creation of America*, which was subsequently published in book form. He resigned from the JCB in 1980 to become a bookseller, appraiser and researcher.

In the course of his independent bibliographical life he agreed to appraise the papers from the factory of the Gorham Company (Providence, Rhode Island), which were given to

Brown. With his wife, he catalogued the Walter Beinecke Collection on the Lesser Antilles at Hamilton College, which was published by the University of Florida Press.

Mr. Hough is survived by his wife, Penelope; son, Mark; brother, Brian; sister, Sherna Deamer; and grandson, Kevin.

David Schlossberg, PSOM

David Schlossberg, adjunct professor of medicine in Penn’s Perelman School of Medicine, died February 28. He was 74.

Dr. Schlossberg earned his degree in English from Yale in 1966 and his MD from Tufts University School of Medicine in 1970. He was an intern and resident at Mt. Sinai Hospital in New York and then went on to a fellowship in infectious diseases at Emory University School of Medicine. While at Emory, Dr. Schlossberg worked closely with Jonas “Jack” Shulman, professor emeritus of medicine in the division of infectious diseases. Dr. Schlossberg co-edited a book with Dr. Shulman entitled *Differential Diagnosis of Infectious Diseases* (1996).

Dr. Schlossberg served two years in the US Navy as chief of infectious diseases at the Naval Regional Medical Center in Portsmouth, Virginia, and was director of the department of medicine at the Polyclinic Medical Center in Harrisburg, Pennsylvania from 1977 to 1984. He went on to positions as director of the department of medicine and head of infectious diseases at Episcopal Hospital in Philadelphia and director

of medical services at Merck & Co.

He held faculty positions at various schools starting in 1977 and joined the faculty at the Perelman School of Medicine in 2006 as an adjunct professor. He was on the faculty at the time of his death. He was also the director of the Tuberculosis Control Program for the Philadelphia Department of Public Health and a faculty member at Jefferson Medical College. Dr. Schlossberg published more than 100 articles, editorials and book chapters, and he edited nearly 30 textbooks in infectious diseases and related topics.

He is survived by his partner, Yuan Mirow; children, Karen, Amy (Lauren) and Aaron; siblings, Jo (Bill), Beth, and Peter (Ruth); grandchildren, Nathan, Adam and Meyer; and nieces, Candice and Laura (Kyle) and nephew, Max.

To Report A Death

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

However, notices of alumni deaths should be directed to the Alumni Records Office at Suite 300, 2929 Walnut Street, (215) 898-8136 or email record@ben.dev.upenn.edu

Honors & Other Things

Shoshana Aronowitz, Amanda Bettencourt: NCSP Clinician Scholars



Shoshana Aronowitz



Amanda Bettencourt

Two current PhD candidates at Penn Nursing, *Shoshana Aronowitz* and *Amanda Bettencourt*, have been selected for the 2019-2021 cohort for the National Clinician Scholars Program (NCSP).

The goal of the program is to cultivate health equity, eliminate health disparities, invent new models of care, and achieve higher quality health care at lower cost by training nurse and physician researchers who work as leaders and collaborators embedded in communities, health-care systems, government, foundations and think tanks in the United States and around the world.

Ms. Aronowitz's research investigates the intersection of criminal justice and health care, the health effects of incarceration, re-entry after incarceration, substance abuse and the impacts of racism and bias on health and health care. She will remain at Penn Nursing for her NCSP post-doc.

Ms. Bettencourt's work focuses on evaluating the factors influencing the research-to-practice gap in critical care settings and testing implementation strategies targeting the inter-professional team to improve the uptake of evidence-based care. She will complete her NCSP post-doc at the University of Michigan.

Liang Feng: NSF Career Award



Liang Feng

Liang Feng, assistant professor in the departments of materials science and engineering and electrical and systems engineering in Penn Engineering, has been selected to receive a 2019 NSF CAREER Award. This award is the NSF's most prestigious award in support of junior faculty who exemplify the role of teacher-scholars through outstanding research, excellent education and the integration of education and research within the context of the mission of their organizations.

Dr. Feng's award will fund research on his project "Topological Engineering for Active Photonic Structures and Devices" and aims to advance the field of photonic computing and communications systems. Using photons instead of electrons in such systems could be much faster but requires a new library of material and hardware components that can manipulate various properties of light and route it from one component to another. Dr. Feng's research on how photons behave differently when confined to the interface of topological photonic domains will enable the design and construction of such devices.

Deep Jariwala: YIP Award



Deep Jariwala

Deep Jariwala, assistant professor in the department of electrical and systems engineering in Penn Engineering, has been awarded funding through the Army Research Office's Young Investigator Program (YIP). "YIP awards are one of the most prestigious honors bestowed by the Army on outstanding scientists beginning their independent careers," according to the agency's award announcement. "The objective of the YIP is to attract outstanding young university faculty members to pursue fundamental research in areas relevant to the Army, to support their research in these areas, and to encourage their teaching and research careers."

Dr. Jariwala, who also won the Nanomaterials Young Investigators Award in 2018 (*Almanac* October 16, 2018), will use the YIP to fund his research on the properties of mixed-dimensional nanomaterials. The award will provide Dr. Jariwala with \$360,000 of support over three years.

The hope is that Dr. Jariwala's Device Research and Engineering Lab will be able to create guidelines for using nanometer scale materials that will allow the integration of such materials into military technologies as well as improve the field's understanding of these materials' properties.

Women's Basketball: Ivy Conference Honors

Three players and the coach of the Ivy League champion women's basketball team at Penn have been recognized by the Conference for their spectacular 2018-2019 season.

Sophomore center *Eleah Parker* was named Ivy League Defensive Player of the Year and is a unanimous First-Team All-Ivy selection. At the time of the award, she led the Quakers in scoring (15.6 points per game), rebounding (8.9 per game), field goal percentage (.507), and blocks (88). Her 3.26 blocks per game average was second in the country and first in the conference.

Seniors *Ashley Russell* and *Princess Aghayere* were both named Second-Team All-Ivy honorees. In a team-leading 33.3 minutes per game, Ms. Russell, a guard, averaged 10.1 points and 6.6 rebounds. She was also first on the team with 118 assists and 54 steals. She was second in the Ivy League in assists and had the best assist-to-turnover ratio in the conference (2.5).

Ms. Aghayere, a forward, was the team's second-leading scorer, averaging 12.1 points per game, and second-leading rebounder, grabbing 6.7 boards per contest. Her .476 field goal percentage was third in the conference.

Head Coach *Mike McLaughlin* guided the Quakers to a 22-5 record at the time of the award and picked up his third Ivy League Coach of the Year award. He is the only coach in the conference to win 20 games in each of the last six seasons, and has won four of the last six Ivy League titles.

The women's basketball team made it to the second round of the 2019 Women's National Invitation Tournament.

Tiffany Yau: Social Innovation Award

Tiffany Yau (C'18, SP2'19) was recently awarded the Greater Philadelphia Social Innovations Award in the school collaborations category. She was nominated for her non-profit Fulphil and her work in creating the Hult Prize Ivy. Fulphil brings together university students to solve the city's most pressing social challenges through entrepreneurship. It has been established at more than 10 universities in Philadelphia and has a community of 800+ people.

Six SP2 Faculty: 100 Most Influential Social Work Faculty List

SP2 has six faculty members who have been recognized as one of the top 100 most influential contemporary social work faculty: *Richard J. Gelles*, *Steven C. Marcus*, *Phyllis Solomon*, *Ram A. Cnaan*, *Susan B. Sorenson* and *Dennis P. Culhane*. As noted in *Journal of Social Service Research*, the top 100 scholars were assessed based on their H-index, a numerical indicator of how productive and influential their many scholarly publications are and how frequently those works are subsequently cited themselves.

"The individuals [listed] deserve to be recognized for their significant contributions to the profession's intellectual life," the article's authors wrote. "Their works are substantive both in terms of quantity, the sheer numbers of published works, but also in terms of their quality, or utility, being used by others. A substantial proportion of scholarly articles are never cited further highlighting the significant impact the authors of very highly cited papers exert on the field."

2019 Dean's Scholars

Penn Arts and Sciences has named 20 students from the College of Arts and Sciences, the College of Liberal and Professional Studies (LPS) and the Graduate Division as 2019 Dean's Scholars. This honor is presented annually to students who exhibit exceptional academic performance and intellectual promise. The 2019 Dean's Scholars were formally recognized as part of the Levin Family Dean's Forum on March 14.

College of Arts and Sciences

Angus (Gus) Beane, Physics

Marcello Chang, Biochemistry, Biophysics and Physics

Stephen Damianos, Political Science

Eric Eisner, History, Jewish Studies and Philosophy

Nicholas Joyner, Cinema and Media Studies

Mark Macerato, Mathematics and Physics

Deborah Rabinovich, Gender, Sexuality and Women's Studies and Urban Studies

Alexandra Siwulec, Biological Basis of Behavior

Derek Willie, English and French and Francophone Studies

LPS—Undergraduate Program

Nicholas Berrettini, Italian

Professional Master's Programs

Maria Lorena Levano Gavidia, Behavioral and Decision Sciences

Graduate Division—Doctoral Programs

Elizabeth Bynum, Music and Anthropology

Ava L.J. Kim, English

Ramey Mize, History of Art

Leah Samples, History and Sociology of Science

Luna Sarti, Romance Languages

Julia Simons, Classical Studies

Michael Vazquez, Philosophy

Aixi (Lexi) Zhang, Chemistry

Ningfeng Zhu, Physics and Astronomy

COUNCIL State of the University

In accordance with the University Council Bylaws, a spring Council meeting includes “extended reports by the President, the Provost and other administrators covering budgets and plans for the next academic year.” The remarks below were adapted from the presentation given on March 27, 2019.

FY19 Budget Presentation

Trevor Lewis, Vice President for Budget and Management Analysis

Thank you. I will be reviewing the FY19 current year budget with you today. The FY20 budget is still being developed and will be presented to the Trustees for approval in June. In addition, I will discuss our undergraduate total charges and student aid for FY20.

We do five-year budget planning and use the *Penn Compact* as the basis for our planning priorities. Thematically, our priorities are focused on student and academic support, reinvestment and renewal in transformational projects, tuition and student aid, diversifying revenue sources and other priorities which include providing competitive compensation and employee benefits and providing efficient central services.

Our operating budget has \$3.8 billion in revenue and \$3.6 billion in expense.

This chart (*below*) shows the multiple components of revenue, with the two largest being tuition and fees and sponsored programs. Tuition and fees represents our largest revenue source at \$1.38 billion or 36%. This category includes undergraduate, graduate, professional and other tuition. The other primary source of revenue is sponsored programs at \$1 billion or 27%. The remaining 37% is broken down into five components that include endowment income, operating gifts, other income (mostly sales and services), Health System transfers and support for the Vet School from the Commonwealth of Pennsylvania.

Our expenses total \$3.6 billion and fall into four categories. Compensation, which includes salaries and employee benefits, represents \$2.1 billion or 58% of total. Current expense makes up 26% of our expenses, with capital transactions 4% (includes -\$200 million debt), and student aid 12%. This slide shows how the University spends its money while the next slide shows which parts of the institution are doing that spending.

School spending represents \$2.65 billion or 70% of the total. The next largest component is the spending by administrative centers at \$444 million or 12%. The latter includes central service and compliance units such as the Division of Public Safety, VPUL, Finance, HR and Information Systems and Computing. The cost of space is \$185 million but more than three-quarters of space costs are charged to the Schools. If we showed those costs under the Schools instead, then School spending would account for slightly more than 73% of the total.

When you look at only School costs, you will notice that three schools represent 74% of the total—the Perelman School accounts for 39%, the School of Arts and Sciences 18% and Wharton 17%.

Beyond looking at our expenses by School or Center, our investments in student success are of primary importance. Our operating budget supports student safety and security, student health and wellbeing, student services, activities and facilities, infrastructure and academic programming.

Switching to undergraduate tuition and aid, it is important to recognize that tuition is an important financial driver. Our total charges are \$71,200 in FY19 and growth has been relatively stable and under 4% per year since FY10. Our FY19 student aid budget is \$237 million, an increase of 5.8% (budget to budget), ensuring that we can provide fully grant-based aid packages to those qualifying for need. You should note that since

FY04, the average grant as a percentage of the cost of attendance has increased 18 percentage points to 71% in FY19, demonstrating our commitment to inclusion and access.

Relative to our peers, Penn’s total charges are in the middle of the pack. In addition, our total charges are within +/- three percentage points of eight peer schools.

For FY20, The Trustees have approved a 3.9% increase to undergraduate total charges, which includes tuition, fees and room and board, to \$73,960. Room and board charges are based on the average standard freshman room and the freshman meal plan. Over the past 10 years, Penn’s annual increase in total charges has been below 4% and has been in the middle of the peer group, never the highest or the lowest.

The 3.9% increase in tuition for FY20 generates net incremental revenue of \$20.5 million. Net of \$6.1 million in financial aid that will produce \$14.4 million of net tuition revenue to the Schools. The General Fee increase of 4% is in support of Penn First Plus and student health and wellness initiatives.

Returning to the FY19 budget, total financial aid is budgeted at \$531 million, or 6% higher than FY18, with a 6.3% increase in undergraduate aid, a 5.8% increase in graduate and professional aid, and a 5.5% increase in graduate stipends.

Since all-grant aid packages were introduced, the number of undergraduate financial aid award recipients has increased substantially. The share of our enrolled students receiving aid peaked in FY14 at 47% or 4,650 students, up eight percentage points over FY09. In the most recent four years, the share receiving aid has declined slightly to around 45%. Throughout this period of time, the average grant for aided students as a percentage of the cost of attendance has increased 18 percentage points to 71% as we grow aid at roughly twice the rate of total charges growth.

Our focus on affordability is not limited to the most highly-aided students, where the average grant is nearly fully covering total charges, but also includes middle-income students whose average grant exceeds tuition.

Our undergraduate financial aid budget is supported primarily by two sources—the tuition discount, which accounts for 63%, and endowment income, which accounts for 22%. The remaining portion is covered by grants (including Pell) and other internal funds. The undergraduate aid budget is projected to increase to \$247 million for FY20, up 4.5% compared to FY19. Since FY08, the financial aid budget has had an average growth rate of 8%—over twice the growth rate of total charges.

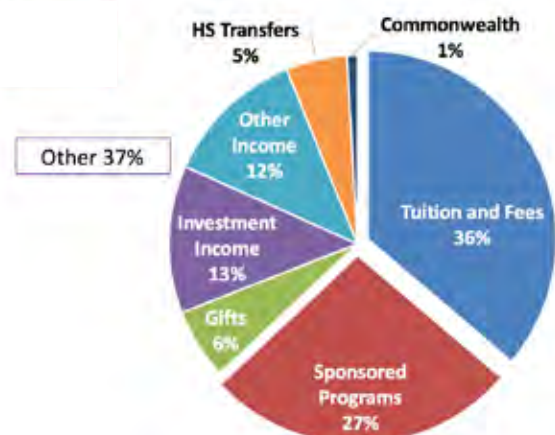
In FY18, the last completed fiscal year, we had 3,257 PhD students across nine different schools. Almost all of our PhD students are fully funded for four to five years. Full funding includes tuition, fees, health insurance, and a stipend. Beginning in FY18, fees provide for access to Penn’s fitness facilities. For an SAS humanities PhD student entering in the fall of 2018, the standard five-year funding package is worth over \$350,000 in constant FY19 dollars.

PhD tuition and the research masters tuition are increasing at the same rate as undergraduate tuition. Professional tuition is set by the Schools based on their specific needs and markets.

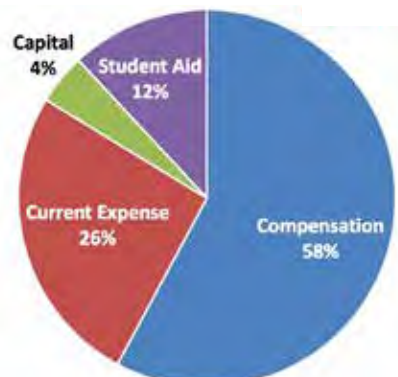
The distribution of PhD students and expense by school and category for FY18 shows that SAS has the largest number of PhD students, and the largest expenditures, nearly \$77 million in FY18.

That concludes my presentation.

**FY19 Revenue—Two Primary Sources:
Tuition and Research**



FY19 Expense—Four Categories



Penn First Plus

Beth Winkelstein, Vice Provost for Education

All of us are excited to have an opportunity to let the community know about some of the efforts we've deepened or introduced since the initiative was formalized.

I want to move into, as the Provost has already alluded to, this is building on, deepening and introducing even more programs and partnerships that come out of a history here at Penn. This is a slide that if Dr. Cade had been able to make it today, she and I would jointly present so I do want to make sure all of the partners are recognized here.

We already heard about Greenfield and many of the partnerships in VPUL. There's been a lot of effort with our colleagues in SFS. The Libraries has been a tremendous partner and I think you'll hear more about that from Marc. And of course the students—their voices, their advice and their stories—have been incredibly important in making us aware of where we should deepen our efforts, celebrate them and support them. The positive here is we have tremendous students coming into Penn and already here. This is something I really do want to toggle between—celebrating and supporting—in every way.

The other pieces that are shown here highlight that there are ongoing partnerships and programs with the Center for Teaching and Learning to sort of double down and improve how our faculty are teaching. You see a picture here from a partnership between the Pre-Freshman Program/PennCAP and faculty across the undergraduate schools to deepen connections between students and faculty. As you've already heard, we have wonderful faculty co-directors who were announced—Camille Charles and Robert Ghrist—and you'll get to hear from Rob in a second. We do have a Faculty Council that's been in existence for almost 10 years now that has been thinking about ways to support students. It has faculty from across the schools at Penn, partners in VPUL and other areas across campus. Reverend Gipson is a member of that committee as well and it's really been an amazing place for us to develop and pilot new teaching initiatives, strengthen programs in the Pre-Freshman Program and PennCAP, and really think about how to change some of the faculty activity. And you will hear some of that in just a minute. I have had the honor, the privilege and the joy of working with Marc Lo since he got here in January and you will be astounded and impressed and pleased that he's here because it's as though he's never not been here and I'm very grateful. I want to turn it over to Dr. Ghrist and he will tell you a little bit about some of the faculty partnerships.

Robert Ghrist, Faculty Co-Director, Penn First Plus

Thank you, both from me and on behalf of professor Camille Charles, my co-director and partner in this most important initiative.

Our primary charge is to engage with our faculty in both an educational and inspirational capacity, being a resource for helping raise awareness among faculty, to understand the unique challenges that our FGLI students face and how we as faculty, first do-no-harm, and then actively engage and help inspire.

In this, we most certainly do not work in isolation. Besides working closely with the relevant administrative arms across campus, including liaisons, we are fortunate to have deep reserves of faculty, many of whom themselves are First Gen and have openly and warmly reached out to us asking for how they can best serve. Of significant importance, for example, is the FCAA, or *Faculty Council on Access & Academic support*, overseen by the Vice Provost for Education. This group has been a source of both potential and kinetic energy in the work we've begun this year.

That work entails several programs which bridge the faculty and the FGLI student experience at Penn.

One that we are particularly excited about is the incipient YES Program—*Owning Your Educational Story*—that the CTL has spearheaded. Bruce Lenthall et al. have assembled a great team of students and faculty on video with online modules to help incoming FGLI students engage with resources on campus and be prepared for what they'll experience here at Penn. More than just a briefing or orientation, YES is focused on the problem of approachability, as research shows that FGLI students as a whole exhibit greater reticence in approaching faculty and asking for assistance—help that *all* students need sometimes. We have great video segments of students and faculty telling their stories in their words about how hard it was for them to go to office hours, to ask for help, to open up. We'll be rolling out this program and the followup for some of our incoming students and evaluating effectiveness.

This is just one of the initiatives that will be at the ready for our incoming FGLI students. Other programs that we are presently revising for this summer include: (1) the Summer Institute fielded by Africana Studies and

led by professor Charles; (2) the STEP program from Wharton; and (3) the PFP or Pre-Freshman Program.

The last of these—PFP—is a month-long residential program for incoming and primarily FGLI students, cutting across the four undergraduate schools. PFP provides space and time for students to interact with peers and faculty alike, as well as to acclimate to Penn—from its institutional resources to its intellectual rigor. It foreshadows what lies ahead in their scholarly endeavors and provides a network of friends and allies in their upcoming classes. Students emerge from the PFP tired, happy and confident that they belong here and are on the path to achieve their dreams at Penn.

Much of what professor Charles and I have done over the past eight months is our Listening Tour, talking with students, individual faculty, staff, school liaisons, undergraduate deans and various stops across campus, from CTL to Weingarten, from GIC to the tutoring center, financial aid, and much more.

We have learned so much about the integrated nature of the FGLI student experience and what issues are most urgent and comprise the Next Steps.

These include—in unanimous chorus from all corners of campus—the unsustainable costs of course texts and software codes, especially in the natural sciences. Other global concerns include the need for specialized and sensitive advising for FGLI students, and clear communications for resources.

I'd like to close, turning things over to Marc Lo, our executive director, the hiring of whom was a celebratory event for all of us. With my co-director, professor Charles, I'd like to express the extreme sense of gratitude that we both share in having the opportunity to serve our students and faculty in this incredibly important initiative.

Marc Lo, Executive Director, Penn First Plus

Over the last three months, I have had the privilege of speaking with a community who cares very deeply about the success of our first generation and low-income students. From talking to Val Cade who started our first TRIO program 40 years ago to my colleagues who launched the FGLI program in the GIC, to partners in Student Financial Services who are deeply motivated in helping students afford a Penn education, to the students themselves, whether it be attending 1vyG, launching my student advisory board, meeting students in the GIC, I've gathered a better understanding on the various opportunities and challenges that face us in moving this work forward. I'm going to identify some very tangible aspects of that work and also talk about some of the more ephemeral pieces that we need to address as a community.

In terms of the very tangible, everyone I've spoken with observes that there is a lot of information about resources available to our community and not one central place from which to access it all. As part of my conversation with my advisory board on Monday, I spoke about what we needed to do to centralize that information via the Penn First Plus website and how that information should be organized to make it both accessible to our students as well as to the wonderful and incredibly well-intentioned faculty and staff who are doing their best to advise those students. I look forward to launching that site over the course of the summer as a resource to our entire community. As a part of that site, we will be developing guidance and some additional resources for faculty and staff so they understand best practices in terms of advising these students and moving them further along their academic pathways. This includes leveraging strengths-based framing to address the talents our students possess as well as their opportunities for growth.

Given the investment of Penn in supporting our students, there are a number of programs that are not operating at cross purposes but are accomplishing similar work. In conversation with my colleagues in VPUL, in the coming year we look forward to launching a centralized programming curriculum to streamline those offerings so that we have a shared agenda and messaging in terms of what we're offering while also insuring that it's being offered at multiple touch points to ensure access across offices.

One of the topics that my faculty co-director alluded to was a need that's been identified with my colleagues in SFS to achieve a better understanding of the hidden costs of a Penn education. As a part of that, in collaboration with a number of folks across campus, I'm looking forward to launching a project in the coming fall to really assess what that cost of a Penn education truly is.

Colleagues around campus like to talk about this buzzword called “mentorship” and depending on who you ask that could mean different things. I think we are coalescing around the notion that mentorship should

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The University of Pennsylvania values the innovative research performed by our Investigators and recognizes that this research may involve the use of a controlled substance. The following policy, drafted by the Office of the Vice Provost for Research, creates a comprehensive approach to the use of controlled substances in research. This policy was reviewed and approved by the Provost, in consultation with the Provost's Council on Research and the Faculty Senate Executive Committee and will become effective April 2, 2019.

—Dawn Bonnell, Vice Provost for Research

Use of Controlled Substances for Research Purposes

Effective April 2, 2019

I. Policy Statement and Scope

The University of Pennsylvania is committed to performing innovative research of the highest quality. In certain circumstances, this research may involve the use of a controlled substance. As a matter of policy, the University requires compliance with all applicable federal and state regulations and guidelines regarding the use of a controlled substance(s) by the Investigator/Researcher and those involved in performing the research. These include, but are not limited to: the federal Controlled Substances Act (CSA), 21 U.S.C. Chapter 13 and regulations issued thereunder; the Pennsylvania Controlled Substance, Drug, Device and Cosmetic Act, 35 P.S. Chapter 6 and regulations issued thereunder; the Pennsylvania Achieving Better Care by Monitoring All Prescriptions Program (ABC-MAP), 35 P.S. § 872.1 et seq.; and the Pennsylvania Prescribing Opioids to Minors Act, 35 P.S. Chapter 52A.

There are very specific legal requirements applicable to the use of controlled substances, including, but not limited to: acquisition, registration, prescribing, dispensing, administration, storage, recordkeeping, authorized users, diversion control and disposal. This policy establishes standards for Investigators/Researchers and their staff to aid in meeting these requirements and to assist in compliance with the CSA and related state laws. This policy applies to research involving the use of controlled substances: (1) in a University of Pennsylvania facility located in Pennsylvania; or (2) by a University of Pennsylvania faculty, staff or student Investigator/Researcher within Pennsylvania. For guidance regarding the use of a controlled substance or shipping of a controlled substance outside the state of Pennsylvania for the purposes of conducting research, please contact Investigational Drug Service or the University of Pennsylvania (Penn) Research Compliance Officer, who will consult with other offices as appropriate.

II. Definitions

Controlled Substance—A drug or other substance, or immediate precursor, that is included in one of five schedules established by the US government or state government. Drugs and other substances are included on Schedule I, II, III, IV, or V based, in part, on whether they have a currently accepted medical use in treatment in the United States, their relative abuse potential, and likelihood of causing dependence when abused.

A current listing of controlled substances under federal law may be found at: <https://www.deadiversion.usdoj.gov/21cfr/cfr/2108cfr.htm> or in the DEA (Drug Enforcement Administration) Orange Book: <http://www.deadiversion.usdoj.gov/schedules/orangebook/orangebook.pdf>

A current listing of controlled substances regulated under Pennsylvania law may be found at: <https://www.pacode.com/secure/data/028/chapter25/s25.72.html>

ARIES—Animal Research Information and Electronic Submissions

Authorized User—An individual who is a member of the Registrant's research staff and is authorized by the Registrant to work with controlled substances as part of the Registrant's approved research. The authorized user must comply with all applicable regulations and guidelines, as well as complete any required training.

EHRS—University of Pennsylvania Environmental Health and Radiation Safety

IACUC—University of Pennsylvania Institutional Animal Care and Use Committee

IDS—University of Pennsylvania Investigational Drug Service

IRB—University of Pennsylvania Institutional Review Board

Registrant—An individual or entity that holds a DEA Registration. The registrant is fully responsible for compliance with all applicable federal and state laws, regulations and guidelines regarding the use of controlled substances.

III. General Requirements and Prohibitions

Any Researcher considering engaging in research using a controlled substance is advised to thoroughly review applicable Standard Operating Procedures (SOPs), guidelines and policies as part of the planning process for the research to understand the extensive operational requirements associated with the use of controlled substances. The Perelman School of Medicine Office of Clinical Research (OCR), IACUC or the University of Pennsylvania Research Compliance Officer (contact information below) can assist with this process.

Human Subject Research: The use of a controlled substance for human subject research may occur only after a research study has been reviewed and approved by the IRB. It is the responsibility of the Investigator to indicate on the IRB application that a controlled substance will be used for research purposes and to list the name(s) of any such controlled substance(s) on the application. All controlled substances utilized in human subject research, as indicated on the IRB application, must be registered with IDS.

All use of controlled substance(s) for human subject research must comply with the University of Pennsylvania Perelman School of Medicine (PSOM) SOP, "Responsibilities of Principal Investigators—Use of Controlled Substances in Clinical Research": <https://www.med.upenn.edu/ocrobjects/secure/library/SOPs/204-ControlledSubstances.pdf>

This SOP is applicable to ALL human subject research at the University of Pennsylvania, whether in the Perelman School of Medicine or any other School.

Animal Research: The use of a controlled substance(s) for animal research may occur only after a research protocol has been reviewed and approved by the IACUC. It is the Investigator's responsibility to list in ARIES the controlled substance(s) being utilized in the research, as well as the storage location of the controlled substance(s). The Investigator is also required to indicate use of a controlled substance on the BioRaft Survey that must be completed for EHRS.

All use of controlled substance(s) for animal research must comply with IACUC Policy, "Management of Controlled Substances": <https://iacuc.upenn.edu/iacuc-documents/policies/controlled-substances-management>

Research that is neither Human Subject Research nor Animal Research: Prior to ordering any controlled substance, the Penn Research Compliance Officer must be contacted for any research utilizing a DEA-regulated controlled substance that is not IRB or IACUC approved research. All Researchers and authorized users must complete training for the use of controlled substances, which may be arranged by contacting the Penn Research Compliance Officer. The Researcher is required to indicate use of a controlled substance on the BioRaft Survey that must be completed for EHRS.

The Researcher is responsible for ensuring that the use of controlled substances in this research complies with all applicable laws, regulations and guidelines. This includes, but is not limited to, the following key areas:

- Registration
- Acquisition of controlled substances
- Prescribing
- Dispensing
- Administration
- Recordkeeping (includes biennial inventory)
- Storage and security (includes diversion control)
- Training
- Authorized users
- Disposal
- Suspected loss or potential theft

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IV. Roles and Responsibilities

Researchers and Research Staff: Responsible for complying with all aspects of this policy, as well as all applicable laws, regulations and guidelines regarding the use of a controlled substance(s).

Registration: Any Researcher who plans to use a controlled substance as part of his/her research is required to register with the DEA. Registration must be current and maintained throughout possession of the controlled substance, from acquisition, through storage and disposal. Once registered, an individual is referred to as a "Registrant." Complete information regarding the registration process may be found at: <https://www.deadiversion.usdoj.gov/drugreg/index.html>

If a controlled substance must be purchased to perform his/her research, the Researcher must purchase the controlled substance utilizing his/her DEA registration. A controlled substance purchased for research purposes is restricted to the Registrant's research and may not be shared with other researchers. *Purchasing a controlled substance for use in another researcher's project is strictly prohibited.*

The Registrant is fully responsible for compliance with all controlled substance laws, regulations and guidelines for any controlled substance s/he utilizes in research. Registrants may appoint a subordinate to assist in the management of the controlled substances and record maintenance. However, by law, the Registrant is responsible for the activities of any such designated staff, as they relate to the controlled substance.

The DEA Certificate of Registration must be maintained at the registered location in a readily retrievable manner and kept available for official inspection.

Training: All Researchers and authorized users of controlled substances are required to complete training for the use of controlled substances:

1. For all IRB approved human subjects research (PSOM and all other schools), please refer to the Perelman School of Medicine Controlled Substances SOP, "Responsibilities of Principal Investigators—Use of Controlled Substances in Clinical Research."
2. For IACUC approved animal research, please contact IACUC for current training.
3. For research utilizing a DEA-regulated controlled substance that does not involve IRB or IACUC approval, please contact the Penn Research Compliance Officer to arrange training.

V. Noncompliance with this Policy and Regulations

Non-compliance with the applicable laws and regulations, or this policy, may result in consequences, including but not limited to, the following:

- Loss of research funding

- Sanctions by the University
- A Letter of Admonition
- Personal fines imposed on the DEA Registrant (where institutional or grant funds may not be used for payment)
- Suspension or revocation of a controlled substance practitioner and/or research registration
- Criminal penalty, including a prison sentence

VI. Further Information/Contacts

For further information or to discuss a specific concern or issue, please contact:

- Penn Research Compliance Officer, <https://research.upenn.edu/about/contact/>
- Penn Office of Animal Welfare, <https://iacuc.upenn.edu/about/our-staff>
- PSOM Office of Clinical Research, <https://www.med.upenn.edu/ocr/>
- Penn Environmental Health and Radiation Safety, <https://ehrs.upenn.edu/>
- Penn Investigational Drug Service, <http://www.itmat.upenn.edu/ids-contact.html>
- DEA Field Office:
Philadelphia Division Office
600 Arch St., rm. 10224, Philadelphia, PA 19106
http://www.justice.gov/dea/divisions/contacts/phi_contact.shtml

VII. References and Related Policies

1. U.S. Title 21 Controlled Substance Act
2. PA State Controlled Substance, Drug, Device and Cosmetic Act
3. DEA Practitioner's Manual
4. A current listing of controlled substances may be referenced: <https://www.deadiversion.usdoj.gov/21cfr/cfr/2108cfrt.htm> or in the DEA Orange Book: <http://www.deadiversion.usdoj.gov/schedules/orangebook/orangebook.pdf>
5. Perelman School of Medicine Controlled Substances SOP: <https://www.med.upenn.edu/ocrobjects/secure/library/SOPs/204-ControlledSubstances.pdf>
6. University of Pennsylvania Investigational Drug Service Controlled Substance Policy: Contact IDS at PennIDS@pennmedicine.upenn.edu
7. Office of Animal Welfare Controlled Substances Policy: <https://iacuc.upenn.edu/iacuc-documents/policies/controlled-substances-management>
8. PA Prescription Drug Management Program <https://www.health.pa.gov/topics/programs/PDMP/Pages/PDMP.aspx>

Penn First Plus

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be intergenerational and draw upon the vast resources of graduate students, faculty, and our alumni network to best serve our undergraduate population. So I look forward to talking about more work in that space in the coming months.

Part of that process is the fact that identifying as first generation remains relevant for those of us who are no longer students. Indeed, for many of our faculty and staff, the space is still relevant and presents an opportunity to share stories, normalize experiences and build community.

There are emergent partnerships with the Graduate School of Education and other members of the graduate student community. I'll have a graduate assistant in my office who will provide programming support, as well as opportunities for collaboration with the Graduate Student Center as well as GAPSA to engage with graduate students.

Lastly, there is a strong pre-professional culture at Penn, which creates some anxieties amongst our students about how much they are achieving relative to their peers even though they are individually — by their own nature — incredibly high achieving. I am grateful to my colleagues in Career Services and in CURF who have identified some ways in which we can level the playing field and normalize scholarly and career pathways so our students don't feel as though our culture of achievement leads to a culture of competition with peers with different resources. There will be more about that in the coming months.

In the coming years, we will continue to push the campus climate conversation. Penn, when it was founded, was designed to serve a particular purpose, a particular population, and that population and purpose have changed over the course of the last couple hundred years. And it's not just about access and who's here, it's about reimagining the Penn experience to be more inclusive of our increasingly diverse student body.

Creating Penn Law's First Generation Fellows Program

Penn Law is creating a tailored program for First Generation students with the aid of David Silk (L'88). Starting next fall, the University of Pennsylvania Law School will welcome the first students accepted into the Penn Law First Generation Fellows program, which is open to those who are among the first in their families to attend graduate or professional school. The program, a first for the Law School, will support six students over six years.

Under the guidance of a team of professional advisors, Fellows will receive personal attention in law school and beyond. The Fellows will have the opportunity to learn from prominent legal professionals and participate in an exclusive speaker series.

"Fellows will enjoy personally-tailored professional development supports that include executive communication coaching, professional technology training, interaction with a team of engaged mentors, and one year of post-graduation executive coaching to smooth the transition to practice," said Jennifer Leonard (L'04), director of Penn Law's Center on Professionalism, which will administer the program.

Mr. Silk, who established the program, said what sets it apart is its extension through the first year of practice. "For first generation professionals the transition is as important as the formal training that preceded it," said Mr. Silk, partner at Wachtell Lipton Rosen & Katz and board member of Penn Law's Institute for Law & Economics.

The expectation is that graduates of the program will mentor students who succeed them.

Explaining his motivation for funding the program, Mr. Silk said: "I am very grateful for what Penn Law has done for me, and it is incumbent upon the University and the Law School to try to make this kind of education and opportunity available as broadly as they can to qualified students."

The Power of Penn campaign will be hosting an event tonight at a newly renovated historic building renovated by an architect with a Penn connection.

Renovation of Philadelphia's Historic Metropolitan Opera House

Philadelphia's historic Metropolitan Opera House, located at Broad and Poplar Streets in North Philadelphia, has undergone a painstaking renovation over the past couple years. Opened in 1908 with a production of *Carmen*, the Met (as it is affectionately known) was built by Oscar Hammerstein I, a theater impresario and the grandfather of the well-known lyricist Oscar Hammerstein II. It had the largest capacity (over 4,000 seats) of any theater of its kind in the world when it opened. The theater hosted opera productions until 1934, when it became a movie theater. In the succeeding decades, the theater served a variety of purposes, including ballroom, sports venue and, most recently, a church.

When Sam Olshin (C'82, G'Ar'86) first stepped into the abandoned Met, several years of vacancy had caused the building to fall into serious disrepair. "The finishes were torn out, the windows were broken, much original plasterwork was gone, the roof was shot. It had been vandalized and every bit of copper had been stolen," Mr. Olshin, a lecturer at Bryn Mawr College, said. However, despite the building's dilapidated appearance, its structure was largely intact. "It was built out of solid reinforced concrete and had these amazing roof trusses that kept it from collapsing after years of water damage."

Mr. Olshin's firm, Atkin Olshin Schade (AOS), undertook an 18-month, \$56 million renovation, funded by EBRM, the property's developer. During the process, Mr. Olshin found himself returning to principles he'd seen put into practice at PennDesign. "Penn had evolved to the point where all these disciplines are really talking to one another. Today, architecture practice is a mix of landscape, preservation and city planning. Our firm's work is one part of a larger experience, and Penn has done a great job to instill that." Before the Met project, AOS had also undertaken several projects on Penn's campus, including restorations of College Hall, the Richards Medical Building, the Jaffe Building (*Almanac* October 18, 1994), Stiteler Hall, Penn's Sadie Tanner Mossell Alexander School (*Almanac* October 15, 2002) and the Mainwaring Wing at the Penn Museum (*Almanac* April 30, 2002).

However, the advanced deterioration of the Met presented a unique challenge. AOS embarked on a complete overhaul of the exterior and interior of the building. The interior had had its seats torn out and had seen much of its distinctive decorative plaster ceiling gutted by water damage. Mr. Olshin said, "We couldn't preserve [the plaster] like we wanted, but we did laser scanning of the decorative plaster detail-

ing, and we were able to recreate the look. When you go in now, you see a complete recreation of all the historic plaster that was there." The renovation also restored the building's rooftop cornices, added period gilt detailing on the interior balcony boxes, and restored the building's seats. The venue features 3,400 seats with several hundred removable for a general admission floor configuration. It reopened on December 3, 2018, with a sold-out concert by Bob Dylan, and it stands poised to become the newest of Philadelphia's many successful live music venues.

Atkin Olshin Schade's renovation of the Met garnered praise from the historic preservation industry, including the Preservation Alliance for Greater Philadelphia Preservation Achievement Grand Jury Award and the ACE Mentor Program of Greater Philadelphia Project of the Year, both for 2019. Mr. Olshin, who has appeared in several alumni panel discussions at the Weitzman School of Design said, "I'm very pleased to be able to renovate a building that will allow Penn to celebrate everything that's come before and the exciting things on the horizon. Penn doesn't just have its own wonderful buildings to celebrate in, like Irvine Auditorium, but other venues around the city to celebrate as well. It drives home the kind of connection Penn has with Philadelphia, and I think that's fantastic."



The exterior prior to the extensive renovation and restoration.



The reopened, revived and restored building has been on the



The interior of this completely restored and revitalized venue with its retro features, especially in the ceiling, now seats 3,400.



National Register of Historic Places since 1972.



The water damaged interior had suffered from years of vacancy and vandalism.

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fundamental immunology to connections with conditions that affect patients. He founded and teaches an intensive 12-week Immunology Boot Camp course for clinical fellows across the Perelman School of Medicine campus to reintroduce immunology fundamentals with clinical connections for trainees interested in updating their knowledge base. Over the past 10 years, Dr. Behrens has trained multiple MD/PhD students and clinical fellows in his laboratory. His passion for basic science and its potential for enhancing clinical patient care is matched by his passion for passing on this knowledge to the next generation of students. This enthusiasm has been noted by trainees at all levels, who recognize him as a role model as a physician-scientist-educator. A former trainee stated, "I consider having Dr. Behrens' mentorship to be among the most important factors in my commitment to and success as a physician-scientist. He is consistently generous, insightful, strategic and kind."

This award was established in 1980-1981 as a memorial to Leonard Berwick by his family and the department of pathology to recognize "a member of the medical faculty who in his or her teaching effectively fuses basic science and clinical medicine." It is intended that this award recognize persons who are outstanding teachers, particularly among the younger faculty.

Dean's Award for Excellence in Clinical Teaching (at an Affiliated Hospital)

This year, there are three recipients of the Dean's Award for Excellence in Clinical Teaching: Meryl Cohen, Sharon Lewis and Greg Mayro.



Meryl Cohen

Meryl S. Cohen completed her cardiology fellowship at The Children's Hospital of Philadelphia (CHOP). She is currently professor of pediatrics at PSOM. Dr. Cohen was the medical director of the echocardiography laboratory at CHOP for 14 years. She is currently the program director for the cardiology fellowship, which trains six fellows a year along with multiple advanced cardiology fellows. She is an associate chief of the division of cardiology. She has mentored over 40 medical students, residents and fellows. She is the recipient of the 2018 American Society of Echocardiography Excellence in Teaching in Pediatrics Award and the 2018 Joanne Decker Mentoring Award at CHOP. She sits on the CHOP Committee for Academic Promotions and the Perelman School of Medicine Committee for Academic Promotions. One of her former fellows stated, "...what is particularly remarkable about Dr. Cohen is that her teaching is excellent in every aspect that we interact with her. She is of course nationally-recognized as an authority on echocardiography and her lectures on morphology and imaging are a highlight of the schedule."

Sharon Lewis is an assistant professor of neurology who specializes in general neurology and neuromuscular medicine. She completed her neurology residency and neuromuscular fellowship at Penn in 2010 and stayed on as a faculty member. Dr. Lewis enjoys teaching in



Sharon Lewis

both the pre-clinical and clinical years and has a strong interest in mentoring trainees. She organizes the neurology faculty lecture series and coordinates the medical student outpatient neurology rotations at Pennsylvania Hospital. In addition, Dr. Lewis is the program director for the Penn Pipeline Program, which is a multi-tiered mentorship and education initiative that teaches health-care concepts to local West Philadelphia high school students and serves students who are underrepresented in medicine. Two former medical students stated that "she has dedicated her time to our education as medical students in the classroom and helped us develop our leadership skills all with passion and enthusiasm, which makes it a pleasure to work with and learn from her."

Greg Mayro is an associate professor of clinical medicine. He is part of the Section of



Greg Mayro

Hospital Medicine, and while he serves as the medical director for Hospital Medicine Service at Good Shepherd Penn Partners, his primary teaching site since he joined the Section in 2012 has been the VA, where, with great humility and appreciation, he oversees trainees taking care of those who have "borne the battle." Dr. Mayro thoroughly enjoys teaching at the bedside and inspires critical thinking. A former student stated, "Dr. Mayro was an outstanding attending to work with. He set a strong tone of respect, empathy and curiosity, which made learning and working as a team incredibly rewarding. I very much appreciated the time he took to check in with all members of the team and intersperse teaching points throughout. Moreover, he modeled excellent patient communication and bedside manner while also encouraging our team to be cognizant of all the potential medical, psychological and social factors at hand contributing to a patient's illness."

The Dean's Award for Excellence in Clinical Teaching was established in 1987 to recognize clinical teaching excellence and commitment to medical education by outstanding faculty members from affiliated hospitals. One or more Dean's Awards are given annually, the recipients being selected on the advice of a committee composed of faculty and students.

The Robert Dunning Dripps Memorial Award for Excellence in Graduate Medical Education

This year, there are two recipients for the Robert Dunning Dripps Memorial Award: Jon Morris and Lisa Zaoutis.

Jon B. Morris is the Ernest F. Rosato-William Maul Measey Professor in Surgical Education, vice chair of education for the department of surgery and the associate dean for student affairs. Graduate medical education has played a central role in his professional career; he has



Jon Morris

led the General Surgical Residency for 15 years (2003-2018). In addition to being the past president of the Association of Program Directors in Surgery (2014-2015), Dr. Morris has received a number of teaching accolades for his efforts in surgical education, including the Faculty Teaching Award (5), the Ernest F. Rosato Faculty Teaching Award (3), the Penn Pearls Award for outstanding clinical teaching (3) and the Christian R. and Mary Lindback Distinguished Teaching Award. Former trainees note that "as great as Dr. Morris' contribution as an instructor of surgery and medicine has been, arguably his greater impact has been as the guardian of the surgical residency program; a program he has cultivated and elevated to an undeniably elite status" ... "he has touched and mentored hundreds of surgery residents in his time at Penn" ... "a fierce resident advocate and master educator ... beloved by the housestaff" ... "Dr. Morris has created an environment in the Penn Surgery Residency that fosters growth of the individual in clinical care, leadership, teaching and administration, and builds a healthy community of diverse, collaborative and respectful surgeons in training."

Lisa B. Zaoutis is an associate professor of clinical pediatrics and recently stepped down as the director of the pediatrics residency program at CHOP. She is a general pediatric hospitalist and a pioneer in helping to establish the field of pediatric hospital medicine at CHOP and nationally. She is the co-editor of *Comprehensive Pediatric Hospital Medicine*, a field-defining textbook now in its second edition. Practicing and teaching medicine has been a passion for Dr.



Lisa Zaoutis

Zaoutis throughout her career, especially teaching learners to think independently and logically. Comments from medical students liken her to a sports coach who is "tough and no-nonsense while at the same time kind and encouraging. She actively works to promote the individual performance of each member of the team, while keeping the team working together to deliver the best possible care to the patients on the service. She sees it as her mission to teach us as much as possible and have fun doing it." One resident wrote, "Perhaps the most impressive teachers are those who do not just display their knowledge, but rather pull that knowledge out of his/her learners. Dr. Z is just that kind of teacher. Without a shred of ego, Dr. Z remains one of our most effective and dynamic teachers." Another resident wrote, "Dr. Z is a phenomenal physician and teacher. Energetic, passionate and fun, she exudes a profound sense of curiosity and wonder about the human body and the disease processes that affect it. This inspires those working with her to view medicine with a

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similar sense of wonder and awe.”

This award was established by the department of anesthesia in 1983-1984. As a pioneer in the specialty of anesthesia and chair of the department from 1943 to 1972, Dr. Dripps was instrumental in the training of more than 300 residents and fellows, many of whom went on to chair other departments. This award is to recognize excellence as an educator of residents and fellows in clinical care, research, teaching or administration.

Blockley-Osler Award



Kyle Kampman

Kyle Kampman is a professor of psychiatry at the Perelman School of Medicine and a staff physician at the Addiction Recovery Unit of the Corporal Michael J. Crescenz VAMC. He has extensive experience in the conduct of clinical trials evaluating medications for the treatment of cocaine, alcohol and opioid use disorder. He is the principal investigator of a NIDA-funded Cocaine Medication Development Center. He is the director of the Penn/Philadelphia VAMC (PVAMC) Addiction Psychiatry Fellowship Program. Dr. Kampman has mentored more than 20 clinical or research trainees. He supervises psychiatry residents in the treatment of addictions at the Addiction Recovery Unit. He is a course director of the addiction psychiatry elective for medical students. He lectures monthly to third-year medical students during their outpatient psychiatry rotation and teaches first-year medical students in the Brain and Behavior course. He has previously received the Scott Mackler Award for Excellence in Substance Abuse Teaching, the Martin P. Szuba Award for Excellence in Clinical Teaching and Research and The Dean's Award for Excellence in Clinical Teaching at an Affiliated Hospital. One former fellow stated, “I cannot overstate the effect that Dr. Kampman has had on my life. Few outside of our field realize just how unique his knowledge and abilities are.”

Created in 1987 by the Blockley Section of the Philadelphia College of Physicians, this award is given annually to a member of the faculty at an affiliated hospital for excellence in teaching modern clinical medicine at the bedside in the tradition of Dr. William Osler and others who taught at Philadelphia General Hospital.

The Scott Mackler Award for Excellence in Substance Abuse Teaching



Joel Fein

Joel A. Fein is a professor of pediatrics and emergency medicine at PSOM and an attending physician in the emergency department at CHOP. He is co-director of the CHOP Violence Prevention Initiative and the research co-director for the National Network of Hospital-based Violence Intervention Programs (NNHVIP).

Dr. Fein is a member of the leadership team for The Center for Pediatric Traumatic Stress,

within the National Child Traumatic Stress Network. At CHOP he is the director of advocacy and health policy for the emergency department. A former medical student stated, “The clinical pearls he taught through these encounters I now teach to medical students, residents and fellows. He has always had an ability to distill his teaching points, aimed appropriately at the level of his learners, with short and memorable delivery, honed by years of teaching in the fast-paced environment of the emergency department.”

This award was established in 2000 by the Penn/VA Center for Studies of Addiction and the Department of Psychiatry. Dr. Mackler was known for his excellence in teaching medical students, residents, post-doctoral fellows, nurses and other Penn faculty in many different departments in the area of substance abuse.

Dean's Award for Excellence in Basic Science Teaching



Noam Cohen

There are two recipients this year of the Dean's Award for Excellence in Basic Science Teaching: Noam Cohen and John Seykora. Noam Cohen is the Ralph Butler Professor of Otorhinolaryngology—Head and Neck Surgery and director of rhinology research at The Perelman School of Medicine. Additionally, he is an adjunct member of The Monell Chemical Senses Center and a staff surgeon at the Corporal Michael J. Crescenz VA Medical Center. He obtained his medical and doctorate degrees from the Johns Hopkins University School of Medicine in 1998 and completed his general surgery internship as well as his otorhinolaryngology residency (2003) and rhinology and skull base surgery fellowship (2004) at Penn. His research interests include host-microbe interactions in the upper airway in the context of upper respiratory infections and chronic rhinosinusitis. To that end, his laboratory investigates sinonasal innate defenses focusing on airway taste receptors, mucociliary clearance and solitary chemosensory cells, as well as the development of novel sinonasal topical therapies. In one of the letters of support for his nomination, a medical student who worked with him stated, “Dr. Cohen is one of the most intellectually curious, energetic and thoughtful teachers/mentors that I have ever had. He is a wonderful role model in the lab, the clinic and the OR. He encourages creative thinking backed by a solid knowledge of a subject, which leads to innovation and scientific curiosity.”

John T. Seykora is an associate professor of dermatology and pathology, having been appointed to the faculty in 2001. Dr. Seykora is recognized nationally and internationally as an outstanding clinical dermatopathologist and is one of a handful of RO1-funded academic dermatopathologists in the US. His laboratory studies cellular mechanisms regulating keratinocyte differentiation and UV-induced skin cancer. Dr. Seykora's teaching style has been described as the “epitome of fusing basic science and clinical medicine” and he is noted for his “passion and never-ending enthusiasm” and “having an



John Seykora

enormous impact on those that have worked with him.” Dr. Seykora's teaching repertoire engages a broad range of learners, including high school students, undergraduates, medical students, graduate students, residents and faculty. A former MD/PhD student stated, “I have found that his mentorship has become even more valuable over time in his capacity as one of my senior faculty mentors. Dr. Seykora's enthusiasm for teaching is absolutely infectious and his cheerful demeanor and irrepressible spirit in addition to his sharp intellect make him the best sort of teacher.”

The Dean's Award for Excellence in Basic Science Teaching was established in 1987 to recognize teaching excellence and commitment to medical student teaching in the basic sciences. One or more Dean's Awards are made annually, the recipients being selected on the advice of a committee composed of faculty and students.

Dean's Award for Excellence in Medical Student Teaching by an Allied Health Professional



Stephen Prouty

Stephen Prouty is a senior research investigator in the department of dermatology at PSOM, where he manages a core histology lab. Dr. Prouty is committed to the education of students, as demonstrated by his involvement in multiple teaching activities. He is a lab instructor for the gross anatomy course, where a first-year medical student commented, “His enthusiasm and commitment to the students is unparalleled. Anatomy would not have been the same without Dr. Prouty.” Dr. Prouty provides mentorship to students seeking research experience, where he teaches them tissue-based lab techniques, including laser capture microdissection. He also plays an active role in programs for high school students at Penn, including the Penn Academy for Skin Health (a community outreach program offered by the department of dermatology), the Julian Krinsky Camps and the Penn Medicine Educational Pipeline Program.

This award was established in 1996-1997 to recognize outstanding teaching by allied health professionals (e.g., nurses, physician's assistants, emergency medical technicians). The recipient will be selected on the advice of a committee composed of faculty and students.

Dean's Award for Excellence in Clinical Teaching by Housestaff

Rebekah Villarreal is currently completing her final year of psychiatry residency at Penn. Since facilitating the “Doctoring” Course during her fourth year of medical school, she has sought out opportunities to engage with students from the clinic to the classroom. Friday afternoon you might find her giving a lecture on

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Rebekah Villarreal

personality disorders to clerkship students, then trekking to the psych emergency room to demonstrate one-on-one interviewing techniques during a night shift. She has participated in the preclinical courses of Doctor-Patient, Brain and Behavior and Art, Observation and Mental Illness. Her primary goal in teaching is to help medical students acclimate to the clinical world in a positive and supportive manner, so that they learn to offer the same to their future patients. Two medical students commented that “Dr. Villarreal ... is both patient and encouraging and is not afraid to challenge us to push ourselves outside of our comfort zone. She creates a safe environment where we’re willing to try new things because we know she has our back even when we stumble.”

This award was established in 2015 to recognize clinical teaching excellence and commitment to medical education by outstanding housestaff. One award will be made annually. The recipient will be selected on the advice of a committee composed of faculty and students.

The Special Dean’s Award

Stanley Goldfarb, professor of medicine and associate dean for the curriculum, joined the faculty in 1975 after receiving a BA from Princeton University and an MD from the University of Rochester. He has served the School



Stanley Goldfarb

in a number of administrative roles, including his current position as associate dean for curriculum and many years as vice chair and interim chair of the department of medicine and chair of the PSOM Teaching Award Selection Committee. He has had extensive roles in medical education both at Perelman and nationally, including editorship of an educational journal of the American Society of Nephrology and current education editor of the *American Journal of Kidney Diseases*. In addition to his administrative duties, he has a reputation for careful teaching and accessibility to his students. One of his former residents stated, “I really enjoyed working with Dr. Goldfarb very much. His deep understanding of the physiology of electrolyte balance has brought great insight for me. His experience in the field also brought much invaluable pearls when we rounded with him.”

The Special Dean’s Award was established in 1989-1990 to recognize outstanding achievements in medical education by the school’s faculty members, particularly in the development of new, innovative educational programs. The senior vice dean for education, in consultation with the Teaching Awards Selection Committee, identifies unique contributions by the faculty, resulting in their receipt of this special honor.

The Michael P. Nusbaum Graduate Student Mentoring Award



Terri Laufer



Nandita Mitra

There are two recipients of this award this year: Terri Laufer and Nandita Mitra.

Terri Laufer received her MD from College of Physicians and Surgeons at Columbia University in 1987 and is currently an associate professor of medicine in the department of medicine. Her dedication is evident in statements from her student mentees: “She dispenses tough love, constructive criticism, sound scientific feedback, encouragement and advice, in just the right dosages, to make us better students and scientists.” “Moreover, she is an important leader and mentor to me as a woman, and inspires me to strive to be the best scientist and mentor that I can be.”

Nandita Mitra received her PhD from Columbia University in 2001 and is currently a professor in biostatistics in biostatistics and epidemiology and the graduate group chair of the epidemiology and biostatistics graduate group. Her students cite her genuine nature and dedication to mentoring as distinguishing features: “I believe the single most important characteristic which distinguishes her from other good professors is that she genuinely cares about individual students.” “I would say that Nandita puts a tremendous effort in[to] mentoring her students. However, from my perspective, it looks effortless and quite natural. Much to my benefit, she sees mentoring as an essential component of her work.”

This award was established in 2017 to honor Mikey Nusbaum as he stepped down from his role as associate dean for graduate education and director of biomedical graduate studies. Dr. Laufer and Dr. Mitra’s dedication to mentoring students and guiding them in reaching their scholarly potential exemplifies the type of scientist and mentor that Mikey Nusbaum represents.

The Jane M. Glick Graduate Student Teaching Award



Greg Bashaw

his extensive involvement in programs here at Penn, along with those he has developed outside of the University.” “In the classroom, Greg

has a unique ability to distill complex processes.” His commitment to educating and training the next generation of scientists exemplifies the type of scientist and educator that Jane Glick represented.

This award was established in 2009 by the Glick family in remembrance of Jane Glick, PhD, and her dedication to the Biomedical Graduate Studies (BGS) programs.

Medical Student Government Awards

Each year the graduating class honors one clinician and one basic scientist in recognition of their excellence in teaching. These awards are determined by a vote of the class.

MSG Clinical Teaching Award

Prithvi Sankar, medical student director for the department of ophthalmology, teaches a wide variety of medical students in every year of their education. During the preclinical years, he coordinates the bovine eye dissection (the neuroscience course) and the ophthalmology clinical skills course. He also interacts with medical students during the clerkship and the OP300 month elective. He acts as the advisor for those students interested in and applying for ophthalmology.

Noted Dr. Sankar: “I love spending time with students. In the age of increasing technology, I still prefer the quiet and individual approach to teaching. This allows me to discover the needs of each student and to customize my teaching style. I also implement this individualized approach to counseling students. Each student has different perspectives, needs and goals. I meet one-on-one with each student several times during medical school. I look at these opportunities as occasions to learn about the students, calm their nerves and offer advice. Ultimately, however I am the student. My exposure to students allows me to refine and learn new techniques on education and advising.”

MSG Basic Science Teaching Award



James White

James White is an adjunct associate professor of cell and developmental biology in the School of Medicine, where he teaches a number of introductory courses, including Gross Anatomy. He received his PhD from The Pennsylvania State University in anatomy and his BA from Lynchburg College. In addition to anatomy, Dr. White also teaches neuroscience and histology. Dr. White is universally praised as a great teacher whose excellent skills span the lecture room and the laboratory.

HUMAN RESOURCES

Open Enrollment: Monday, April 22-Friday, May 3, 2019

Penn Benefits Open Enrollment is your annual opportunity to make changes to your healthcare elections. While Open Enrollment is still a few weeks away, we want to give you plenty of time to learn about the upcoming changes.

There are many new developments for you to consider as you choose a plan for you and your family. Be sure to carefully review your enrollment information mailings and use the many tools and resources that Penn provides to help you make an informed decision.

Please note that this information applies to active full-time or part-time benefits-eligible faculty and staff only.

For more information about your benefits, visit www.hr.upenn.edu/openenrollment. You'll have access to benefit comparison charts, contribution charts and more.

Plan Changes as of July 1, 2019

No Increase in Medical and Dental Rates

Your cost for medical and dental coverage will not increase for the 2019-2020 plan year.

Thanks to plan design changes, favorable claims experience, enhanced prescription drug management, wellness initiatives and better employee consumerism, Penn's faculty and staff enrolled in a medical plan will not see an increase in the 2019-2020 plan year.

Although the healthcare market in general has experienced approximately 5% medical cost inflation over the past few years, Penn's plan costs have been much lower than the industry trend.

Enhanced Life Insurance with MetLife

On July 1, MetLife will become Penn's life insurance provider. Penn's Basic Life Insurance for eligible faculty and staff will continue to be 1 x your benefits base salary up to \$300,000. Penn provides Basic Life Insurance coverage at no cost to you. Additionally, the cost for Supplemental Life Insurance has been significantly reduced.

A One-Time Opportunity to Increase Supplemental Life Insurance Coverage

Supplemental Life Insurance is available with coverage of up to 5 x your annual salary up to a total of \$1,000,000.

MetLife offers a higher guaranteed issue for Supplemental Life Insurance. That means eligible faculty and staff have a unique opportunity to increase the amount of coverage before providing evidence of insurability (i.e. proof of good health). If your Supplemental Life Insurance coverage is at the current maximum of \$500,000, you may be eligible to increase coverage up to 5 x your salary, to a maximum of \$750,000, depending on your salary. If you select a coverage level above \$750,000 you must

provide additional evidence of insurability.

To take advantage of this opportunity, you must elect this increase during this year's Open Enrollment period.

Workday@Penn

This spring's Open Enrollment period will be the last one using Penn's current benefits enrollment system.

On July 1, Workday@Penn, the University's new human resources and payroll system, will become the benefits enrollment and administration platform. With the launch of Workday@Penn in July, your benefits elections records will automatically be transferred to a new system and you'll be able to make beneficiary changes and declare qualifying life event changes on the convenient, state-of-the-art Workday@Penn website, www.workday.upenn.edu

Be sure to review your choices even if you plan to keep the same coverage you have now so the correct information about your selections can be transferred to the new system. After the Workday@Penn launch, healthcare benefits changes can only be made if you declare a qualifying life event.

Health Care and Dependent Care Flexible Spending Accounts (FSA)

When you participate in a Health Care FSA, you set aside pre-tax dollars to use for certain out-of-pocket healthcare costs. The IRS has increased the FSA limit from \$2,650 to \$2,700 for the 2019 calendar year.

This year, you will make your FSA election in the current ADP system.

Starting July 1, you can manage your Penn Health Care and Dependent Care FSA on the new, enhanced WageWorks platform. This plat-

form upgrade will provide a better mobile experience with access to FSA apps and improved tools.

To facilitate the upgrade, you will be issued a new orange and blue debit card. You can only use the new card for your expenses incurred after July 1, 2019. Please note you can only roll-over \$500 to the next plan year, so be sure to submit your claims for the current plan year in a timely manner.

Health Savings Accounts (HSA) for HDHP

An HSA is a tax savings account for High Deductible Health Plan participants. HSA funds may be used to offset the cost of care. Penn will contribute to your HSA \$1,000 for single coverage or \$2,000 for family coverage. You can also contribute additional money to an HSA via pre-tax payroll deductions.

Penn's Health Savings Account administration is moving from Aetna/Payflex to WageWorks. A new account will be opened for participants at BNY Mellon. During Open Enrollment, in order to establish your new account, you will be required to agree to the BNY Mellon Terms and Conditions. If you have funds in your HSA at the end of the plan year, they will be transferred to a new bank, BNY Mellon.

HDHP plan participants should watch for important notification in the mail and your email inbox. You will receive new debit cards for the 2019-2020 plan year. You can expect to receive your employer contribution in early July.

WageWorks will transfer your HSA balance to BNY Mellon by early August. BNY Mellon will add these funds to your new HSA. If you do not want these funds to be moved, you will receive instructions to opt out of the transfer and

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Health Care Rates for 2019-2020

	Full-time Weekly Paid				Full-time Monthly Paid			
	Single Coverage	Employee & Spouse	Employee & Child(ren)	Employee & Family	Single Coverage	Employee & Spouse	Employee & Child(ren)	Employee & Family
MEDICAL								
PennCare	\$ 47.08	\$ 117.46	\$ 79.15	\$ 146.08	\$ 204.00	\$ 509.00	\$ 343.00	\$ 633.00
Aetna Choice POS II	\$ 32.31	\$ 83.08	\$ 54.69	\$ 103.15	\$ 140.00	\$ 360.00	\$ 237.00	\$ 447.00
Aetna HDHP	\$ 21.00	\$ 54.92	\$ 35.31	\$ 68.77	\$ 91.00	\$ 238.00	\$ 153.00	\$ 298.00
Keystone HMO	\$ 22.15	\$ 59.31	\$ 37.38	\$ 73.38	\$ 96.00	\$ 257.00	\$ 162.00	\$ 318.00
DENTAL								
Penn Family Plan	\$ 8.77	\$ 17.21	\$ 19.41	\$ 27.38	\$ 38.02	\$ 74.59	\$ 84.10	\$ 118.63
METLIFE	\$ 6.31	\$ 12.60	\$ 13.89	\$ 18.93	\$ 27.34	\$ 54.62	\$ 60.18	\$ 82.03
VISION								
Davis Vision	\$ 1.09	\$ 2.36	\$ 1.77	\$ 3.00	\$ 4.73	\$ 10.22	\$ 7.65	\$ 13.01
VSP	\$ 1.62	\$ 3.54	\$ 2.66	\$ 4.51	\$ 7.10	\$ 15.33	\$ 11.53	\$ 19.55

you will be responsible for managing any ongoing monthly service fees.

The IRS has announced an increase in the HSA family maximum contribution by \$50 for calendar year 2019. The single contribution limit will be \$3,500 and the family contribution limit will be \$7,000—inclusive of your employer contribution.

Account Rules Reminder

Penn is updating its FSA and HSA processes, however the rules for using these accounts remain the same. You may still need to provide receipts to verify that your claims are qualified expenses in accordance with IRS guidelines. The new WageWorks platform makes it easier for you to submit receipts, verify expenses and manage your accounts.

New Behavioral Health Networks for PennCare/PersonalChoice PPO & Aetna POS

Quest Behavioral Health will be the new behavioral health administrator for the PennCare PPO plan, replacing Penn Behavioral Health. It is important to note that all of the Penn Behavioral Health network providers are transitioning to the Quest network. Plus you may have access to additional providers from the Quest network.

Participants in the Aetna Choice POS Plan will change from the Penn Behavioral Health network to Aetna Behavioral Health network providers for services. You can check your provider's participation with Aetna through Aetna Navigator at www.Aetna.com

HR: Open Enrollment (continued from page 13)

If you or your dependents are currently receiving treatment through a provider who is not in the Aetna or Quest network, a transition of care plan will be developed for you.

Participants in the Aetna HDHP Plan will continue to use Aetna Behavioral Health network providers and Keystone Health Plan participants will continue to use the Magellan network.

Dermatology Screening as Preventive Care

This year Penn is adding an annual dermatology visit to the list of preventive screenings that have a \$0 copay. This benefit is being added to all medical plans.

Presentations

Several on-campus Open Enrollment presentations will be held where faculty and staff can learn details and ask questions about their benefits options.

Visit www.hr.upenn.edu/calendar for the schedule of presentations and fairs.

Wellness Fairs

At the Wellness Fairs, representatives from Penn's healthcare providers and wellness partners will be on-site to share information. Learn about medical plans, prescription drug coverage, dental plans, vision coverage, flexible spending accounts and the Penn Benefits Center. You can also take advantage of free health-related screenings and activities, plus learn about year-round wellness offerings for faculty and staff.

Fair Date	Time	Location
Tuesday, April 23	9:30 a.m.-1:30 p.m.	Houston Hall Hall of Flags
Thursday, April 25	10 a.m.-2 p.m.	New Bolton Center Kennett Square

Benefits Solution Center powered by Health Advocate

Effective July 1, Health Advocate will become Penn's benefits call center service provider. The same quality service Health Advocate offers for our Employee Assistance Program and health advocacy program will be available for benefits enrollment.

You can access Health Advocate's knowledgeable specialists by calling (866) 799-2329.

Penn's Month-Long Outdoors Program: 30x30 Challenge

You know spring is here when it's time for Penn's 30x30 Challenge. The 30x30 Challenge is an effort to encourage the Penn community to get outside, learn about local ecology and appreciate the beauty of nature. Join Penn's 30x30 Challenge and challenge yourself to spend at least 30 minutes outdoors in nature each day for all 30 days of April. The Challenge runs from April 1-30.

Did you know that, according to the EPA, Americans spend approximately 90% of their time indoors? Over the last decade, researchers have been documenting what many of us know intuitively—that nature is good for our health and well-being. Regularly immersing yourself in a natural setting—like a park, forest, or field—can reduce stress while boosting immunity, energy levels, and creativity.

To earn 20 Bonus Action Points for HR's *Be in the Know* campaign, follow these steps:

- Register for the challenge at <https://tinyurl.com/y5fz9d3> by April 2. It is open to all Penn students, staff and faculty.

- Attend at least one of the qualifying events listed below.
- At the end of April, sign a pledge that you completed the challenge.

Questions?

Visit <https://sustainability.upenn.edu/participate/penn-community/30x30-challenge> or email sustainability@upenn.edu

30x30 2019 Penn Sustainability Activities

April 2	Kick-Off Picnic	noon-1 p.m. College Green by Peace statue
April 5	HR Wellness Walk register: https://tinyurl.com/yx9xofw	noon-1 p.m. College Green by Ben Franklin statue
April 8	Schuylkill River Walk register: https://tinyurl.com/yxaqpnx	noon-1 p.m., Meet in front of Singh Center for Nanotechnology, 3205 Walnut St.
April 11	Tour of Penn Park Orchard register: https://tinyurl.com/y48ueebx	noon-1 p.m. College Green by Peace statue
April 16	Campus Ecology Tour register: https://tinyurl.com/yymhg33j	noon-1 p.m. Shoemaker Green in front of Palestra
April 19	Yoga on Shoemaker Green	noon-1 p.m., Shoemaker Green
April 22	Earth Day: 60-Second Lecture "Pedagogy of the Climate Changed: Teaching and Learning with Water," Bethany Wiggin, associate professor of Germanic Languages and Literatures and Founding Director of Penn Program in Environmental Humanities (PPEH)	College Green, Ben Franklin statue
April 22	Earth Day: Cigarette Butt Cleanup Walk	12:30-1 p.m., Meet at the southwest corner of 34th and Walnut Sts.
April 26	Greenfest	2-5 p.m., College Green
April 30	Nature Sketch Event register: https://tinyurl.com/yxa3glhe	noon-1 p.m., Biopond by Goddard Labs

One Step Ahead

Security & Privacy
Made Simple

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

Two-Step Verification Away from Home

Two-Step verification has added an additional layer of protection to help make your PennKey safer. When you travel, especially overseas, some preparation is all you need for a great experience.

- Duo Mobile enrollment means you can generate a verification code even if you do not have cellular or WiFi access. To generate a verification code open the Duo Mobile app and tap the University of Pennsylvania account and then enter the code that appears on the screen.

- Enter phone numbers that can be used for text or calls in case of issues with push notifications.

- A registered key fob works as expected.

- If your verification method, phone or key fob is lost or stolen, make sure you have backup verification methods in place.

- Generate a set of backup verification codes that you can print or have with you in some form. Go to twostep.apps.upenn.edu and select "Generate codes" from your profile. Cross off codes as you use them.

- Check with any friends you have selected and make sure they are available to assist you if necessary. You might want to review the process to make sure you understand how friends can provide you with a verification code.

- If you have phone numbers for "Call or text me a code" check to make sure that the text/voice designations are correct and the numbers do not have to be modified to work overseas.

- You can use the "test a code" option in twostep.apps.upenn.edu to make sure that any alternative methods you use to generate a code are working as expected.

A bit of planning before your trip will make using two-step on the road worry-free!

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>

Soy Cuba: The Contemporary Landscapes of Roger Toledo

Arthur Ross Gallery of the University of Pennsylvania is pleased to feature large-scale paintings by Cuban artist Roger Toledo in the upcoming exhibition *Soy Cuba (I am Cuba): The Contemporary Landscapes of Roger Toledo*. These evocative landscape paintings engage contemporary issues of mobility and stasis and the rapidly evanescent markers of Cuban history during a time of rapid change and increasing socio-economic instability in the island nation. The exhibition has been researched and developed by Penn art history students. The curatorial students—Francesca Bolfo, Luiza Franca, Isabelle Lynch, Marie McFalls, Ramey Mize, Brett Robert, Kaylee Slusser and Tamir Williams—traveled to Havana to meet with the artist as part of a curatorial seminar taught in the history of art department by professor Gwendolyn DuBois Shaw.

The exhibit begins with an opening reception at 5 p.m. *April 5* that will include a Gallery Talk with the artist followed by remarks from Lynn Marsden-Atlass, executive director of the Gallery and University curator, and Dr. Shaw. There will also be live Cuban music with Conjunto trio performing 6-7 p.m. The exhibit continues *through June 2*.

Related Programs

Sunday, April 7: Artist Talk: Roger Toledo presents a slide lecture on his work; 1 p.m.

Wednesday, April 10: 12@12: Meet the featured artist, Roger Toledo, for an inspiring gallery talk in 12 minutes flat; noon

Friday, April 12: Color Mixing Program: Exhibition tour followed by a workshop in the Fisher Fine Arts Library's Materials Library; 11 a.m.-1 p.m.

Friday, April 26: Art Reset: Conversation on *Soy Cuba* with graduate students Francesca Bolfo and Brett Robert; 1:30 p.m.

Wednesday, May 1: 12@12: Featuring curatorial seminar students Kaylee Slusser and Marie McFalls; noon



Roger Toledo in his studio.

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are the Crimes Against Persons or Crimes Against Society from the campus report for **March 18-24, 2019**. Also reported were 11 Crimes Against Property (1 disorderly conduct, 1 DUI, 1 fraud, 1 narcotic, 1 vandalism, 5 thefts and 1 other offense) with 4 arrests. Full reports are available at: <https://almanac.upenn.edu/sections/crimes> Prior weeks' reports are also online. —Eds.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **March 18-24, 2019**. The University Police actively patrol from Market St to Baltimore Avenue and from the Schuylkill River to 43rd St in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

03/21/19	6:33 AM	415 Curie Blvd	Complainant assaulted by unknown male
03/21/19	11:43 AM	3400 Spruce St	Security assaulted by patient/Arrest
03/23/19	3:46 AM	100 S 39th St	Confidential sex offense

18th District

Below are the Crimes Against Persons from the 18th District: 10 incidents (1 indecent assault, 1 rape, 2 aggravated assaults and 6 assaults) with 5 arrests were reported for **March 18-24, 2019** by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

03/18/19	1:50 PM	1232 S 45th St	Aggravated Assault/Arrest
03/18/19	5:08 PM	3300 Market St	Assault/Arrest
03/18/19	10:01 PM	3400 Market St	Aggravated Assault/Arrest
03/18/19	11:04 PM	34th & Market Sts	Assault/Arrest
03/19/19	12:35 PM	4800 Walnut St	Assault
03/21/19	7:46 AM	415 Curie Blvd	Assault
03/21/19	12:02 PM	3400 Spruce St	Assault/Arrest
03/22/19	5:58 PM	4701 Chester Ave	Indecent Assault
03/22/19	10:34 PM	4600 Chestnut St	Assault
03/23/19	4:49 AM	Confidential	Rape

Update

April AT PENN

ON STAGE

3 *Of Government*; Penn Theatre Arts production; 7 p.m.; Annenberg Center. *Through April 6*.

READINGS AND SIGNINGS

Kelly Writers House

Info: www.writing.upenn.edu/wh

5 *Queer Urgencies: A Reading*; 10 a.m.

TALKS

3 *An Acute Immune Response Underlies the Benefit of Cardiac Adult Stem Cell Therapy*; Jeffery Molkenin, Cincinnati Children's Hospital; 4 p.m.; rm. 11-146, Smilow Center (CVI).

4 *Growing Pains: Confronting the Rise of China*; Avery Goldstein, political science; 4:30 p.m.; College Hall (The Philomathean Society).

5 *Friday Tea*; Marcy Norton, history; 4 p.m.; College Hall (The Philomathean Society).

8 *Algorithms for Interpretable Machine Learning in Medicine*; Cynthia Rudin, Duke; 4 p.m.; rm. 140, John Morgan Building (MINS).

9 *Reprogramming the Tumor Microenvironment to Improve Responses to Immunotherapy*; David DeNardo, Washington University at St. Louis; noon; Caplan Auditorium, Wistar (Wistar).

Growing Pains: Confronting the Rise of China; Andrew Yang, TECRO; 5 p.m.; College Hall (The Philomathean Society).

10 *Governing with Words: The Political Dialogue on Race, Public Policy and Inequality in America*; Daniel Gillion, SAS; noon; rm. 329-A, Max Cade Center (OAA-EOP).

AT PENN Deadlines

The April AT PENN calendar is now online. The deadline for the May AT PENN is *April 15, 2019*.

Almanac

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

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April Dance Performances at Annenberg Center



Union Tanguera + Kate Weare Company

Contemporary dance meets Argentine tango in *Sin Salida*, a full-length work by award-winning choreographer Kate Weare of Kate Weare Company and Esteban Moreno of the French/Argentinean tango troupe, Union Tanguera.

With live music by Argentinean composer Gustavo Beytelmann, this riveting and sensual work explores the stark contrast of the tango coupling versus the individual focus in modern dance, posing the question: Do we need others to perceive and understand ourselves? This unique cross-pollination of disciplines, cultures and values performed by two incredible dance companies will be at Annenberg April 5-6. The first performance is for children in grades 6-12 and will begin at 10:30 a.m. *Friday, April 5* in Zellerbach Theatre. It's followed by a performance at 8 p.m.; stay after the performance on Friday evening for a post-show talk with Annenberg Center executive & artistic director Christopher A. Gruits and Randy Swartz, artistic director of NextMove Dance. There are also performances at 2 and 8 p.m. on *Saturday, April 6*.

For tickets, visit www.annenbergcenter.org

Kun-Yang Lin/Dancers

Hailed for its superbly trained dancers and inventive choreography, *Kun-Yang Lin/Dancers'* artistry is a hybrid of Asian philosophies and Western culture infused with a fearless physicality that resonates with the soul. Lush works of poetic sensibility, "Lin's dances, simultaneously abstract and specific, create and inhabit worlds of their own." — *The New York Times*. Don't miss *Kun-Yang Lin/Dancers* in its Annenberg Center debut *April 12* at 8 p.m., and *April 13* at 2 p.m. in Zellerbach Theatre. The show will include the world premiere of *Spring 101*.

For tickets, visit www.annenbergcenter.org



BODYTRAFFIC

Los Angeles-based *BODYTRAFFIC* is "known for its versatility, bringing vivid theatricality to a range of provocative works commissioned from some of today's most dynamic choreographers." — *The Boston Globe*.

Blending contemporary, hip hop, jazz and ballet, this troupe will perform a program of Philadelphia premieres including *A Million Voices*, a work set to Peggy Lee classics by Pennsylvania Ballet resident choreographer and BalletX co-founder, Matthew Neenan. The show also includes a world premiere of *Resolve* by Wewolf.

Performing at *April 26* at 8 p.m., and *April 27* at 2 and 8 p.m. in Zellerbach Theatre. Stay after the performance on Friday for a post-show talk with Randy Swartz, artistic director of NextMove Dance.

This performance occurs during the Penn Relays. Please plan to arrive early or use public transportation as there will be traffic and increased demand for parking. For tickets, visit www.annenbergcenter.org

