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Executive Director of the LDI:

Daniel Polsky

Provost Vincent Price is pleased to announce the appointment of Dr. Daniel Polsky as executive director of the Leonard Davis Institute of Health Economics (LDI), effective October 15, 2012.

Dr. Polsky, G'96, is professor of medicine in the Perelman School of Medicine, with a secondary appointment as professor of health care management in the Wharton School. He has taught at Penn since 1996, when he earned his PhD here in economics, and has been director of research at the LDI since 2008. He serves on the Congressional Budget Office's Panel of Health Advisers and, from 2007-2008, was senior economist on health issues for the President's Council of Economic Advisers.

A globally recognized expert in health economics, Dr. Polsky is a co-author of *Economic Evaluation in Clinical Trials* (Oxford University Press, 2007) and an author of more than 90 peer-reviewed articles, in such leading journals as *The New England Journal of Medicine*, *The Journal of the American Medical Association*, and *Journal of Health Economics*. His research has received extensive federal funding, including multiple awards from the National Institutes of Health and the Robert Wood Johnson Foundation. In addition to his PhD in economics from Penn, he earned an MPP (1989) and a BA in economics (1988) from the University of Michigan.

"The relationships between health care and economics—which the LDI has been investigating for 45 years—are more central than ever on the global agenda," said Provost Price. "Dan Polsky's interdisciplinary research and collaborative approach make him the ideal director to continue this invaluable work, building on the great strides made under the dynamic leadership of David Asch. I am grateful to the members of the consultative committee—Deans Larry Jameson, Afaf Meleis, and Thomas Robertson and Senior Vice Provost for Research Steven Fluharty—for their careful and insightful advice leading to this outstanding appointment."

Dr. Polsky succeeds Dr. David Asch, executive director of the LDI since 1998, who has been appointed the inaugural executive director of the Penn Medicine Center for Innovation.

The LDI, established in 1967 with a gift from Leonard and Sophie Davis (*Almanac* December 1967), serves as the University's primary locus for research, policy analysis and education in health systems. More than 200 LDI Senior Fellows work to improve the health of the public through studies on the medical, economic and social issues that influence how health care is organized, financed, managed and delivered, guiding health policies at all levels of government and the private sector.



Daniel Polsky

Executive Director of Penn Medicine Center for Innovation: David Asch

Dr. David Asch, who stepped down as the executive director of the Leonard Davis Institute of Health Economics (LDI), has been named executive director of the Penn Medicine Center for Innovation.

Formed as a partnership between LDI and Penn Medicine (*Almanac* November 1, 2011), the Center combines the expertise of faculty members at Penn's Perelman School of Medicine and the Wharton School to facilitate innovation and its implementation within the Health System and the Perelman School of Medicine. It is co-led by Dr. Kevin Volpp, director of the LDI Center for Health Incentives and Behavioral Economics and a professor of medicine in the Perelman School of Medicine and of health care management at the Wharton School, and Kevin B. Mahoney, senior vice president and chief administrative officer of the Health System and vice dean of integrative services at the Perelman School of Medicine.

Dr. Asch, the Robert D. Eilers Professor of Medicine and Health Care Management and Economics, led LDI for 13 years—a period in which the Institute's annual research funding grew from \$9 million to \$126 million. Established in 1967, LDI is one of the country's largest



David Asch

est health services research centers with more than 200 Senior Fellows studying the organization, delivery, management and financing of health care.

The Centers for Medicare & Medicaid Services (CMS) awarded a \$4.8 million grant to fund innovation research proposed by Drs. Asch and Volpp. That project will develop ways to improve medication adherence and health outcomes in post-discharge patients recovering from acute myocardial infarctions in metropolitan Philadelphia and adjoining areas of New Jersey.

The Penn Medicine Center for Innovation focuses on improving the patient experience, anticipating and responding to changes in health care financing, and identifying ways to achieve better health outcomes for employees, patients and community.

"Most importantly," said Dr. Asch, "the Center aims to make it easier for all of us to rapidly turn our ideas into experiments, to learn from the experiences of other leading innovative organizations, and to share with others the insights we develop that drive better outcomes."

Dr. Asch's research aims to understand and improve how physicians and patients make medical choices in clinical, financial and ethically charged settings, including the adoption of new pharmaceuticals or medical technologies, the purchase of health or life insurance and personal health behaviors. His research combines elements of economic analysis with moral and psy-

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New Center for the Study of Sex and Gender in Behavioral Health



Neill Epperson



Tracy Bale

Researchers from the Perelman School of Medicine at the University of Pennsylvania have been awarded a \$3.7 million grant from the National Institutes of Health (NIH) to establish a new translational interdisciplinary research center to explore the role of sex and gender in behavioral health. The new Center for the Study of Sex and Gender in Behavioral Health will be led by Dr. C. Neill Epperson, associate professor of psychiatry and founder and director of the Penn Center for Women's Behavioral Wellness, as principal investigator, along with Dr. Tracy L. Bale, Center co-director and associate professor of psychiatry at the Perelman School of Medicine and

director, Neuroscience Center at the University of Pennsylvania School of Veterinary Medicine.

"It is well established that sex and gender are critical determinants of mental health and mental illness. But what isn't clear is how hormonal developmental milestones such as puberty and early life traumatic events interact to impact neuropsychiatric health in women across the lifespan," said Dr. Epperson. "Using behavioral and molecular models of stress and reproductive neuroendocrinology, psychophysiology, and neuroimaging, the new Center for the Study of Sex and Gender in Behavioral Health will investigate the unique mechanisms at play in women's behavioral health." Studies have found that gender differences occur particularly in the rates of com-

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SENATE From the Senate Office

The following is published in accordance with the Faculty Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Sue White, executive assistant to the Senate Office, either by telephone at (215) 898-6943 or by email at senate@pobox.upenn.edu

Faculty Senate Executive Committee Actions Wednesday, October 24, 2012

Chair's Report: Faculty Senate Chair Susan Margulies congratulated SEC member Gustavo Aguirre for his election to the Institute of Medicine. She reported that President Amy Gutmann is scheduled to talk to SEC at the November meeting and there will also be a conversation on Academic Integrity with Michele Goldfarb, director of the Office of Student Conduct and Kent Peterman, associate dean of the College. Dr. Margulies reported that the Faculty Climate Survey University-wide results can be viewed online at: www.upenn.edu/ir/Faculty2011.html. She reported that the Senate committees are all meeting and SEC members' additional questions concerning Coursera have been submitted to the Senate Committee on Students and the Educational Policy (SCSEP) for their upcoming discussion with Ed Rock, director of Open Course Initiatives at Penn. She reminded SEC members that there will be a reception following this meeting.

Discussion on Research at Penn: Maintaining the Momentum in a Challenging Environment: Senior Vice Provost Steve Fluharty updated SEC members on the work of the committees examining regulatory burdens and changes in the funding research infrastructure. He reported that the Financial Conflict of Interest (FCOI) Committee has addressed new federal regulations governing financial conflicts of interest and revised Penn's Policy on Conflicts of Interest Related to Research. He outlined and explained the following changes:

- Investigators must disclose to his/her School all of his/her Significant Financial Interests and those of his/her family members that reasonably appear to be related to the Investigator's Penn responsibilities
- Investigators must now disclose travel reimbursed or paid on the Investigator's behalf within the most recent 12 months
- Investigators must receive FCOI training from the University prior to engaging in PHS-funded research at Penn and at least every four years thereafter

Senior Vice Provost Steve Fluharty reported that the Animal Research Committee has produced a draft report with recommendations to: revise the way IACUC conducts post approval compliance monitoring of protocols, establish two new IACUC subcommittees, include an extensive and comprehensive pre-review of animal protocols, and allow for the incorporation of multiple grants under one protocol. He reported that OVPR has formed four ad hoc committees to examine ways to enhance the research mission, meet compliance regulations, and reduce administrative burdens on faculty, and the committees meeting and working hard. Dr. Fluharty reported on changes proposed by the Research Pool Finance Committee to move to an Allocated Cost Model for the schools that will account for core research service offerings (IRB, COI, ULAR, IACUC, EH, ORS).

SEC members asked questions to clarify changes in the Conflict of Interest Policy and role of the Employee Benefits pool for severance pay for staff working on grants.

Vote on the 2012-2013 Senate Nominating Committee Ballots: SEC members voted for the members of the 2012-2013 Senate Nominating Committee.

Supporting Penn Faculty and Staff through Best Practices for Human Resources: Jack Heuer, vice president of Human Resources and Sue Sproat, executive director of Human Resources, updated SEC on the Office of Human Resources focusing the conversation on recent changes in benefits. Jack Heuer explained that the Office of Human Resources covers the following: Benefits, Compensation, Communication, Learning and Education, Staff and Labor Relations, Quality of Worklife Programs, Recruitment, and Records. He reported that he is an ex-officio member of the University Council Committee on Personnel Benefits which is composed of staff and faculty and is charged to have cognizance over the benefits programs for all University personnel. He reviewed the committee's charges and accomplishments for 2011, 2012, and 2013 moving forward. He reported on health care benefit changes during 2012 and 2013 including: autism coverage, preventative care at no copayment, women's preventive health initiative, transgender benefits, a new prescription drug vendor, enhancements to major restorative services with the PFPP Dental Plan, and changes to life insurance, long-term care and an additional vision vendor. He explained that Penn offers "Health Advocates" which is a resource to help Penn staff and faculty resolve health care issues. He explained the rationale for the recent changes to the Retirement Plan Investment Line-Up and compared Penn's benefit offerings with peer institutions. He compared Penn's benefits for health, dental, retirement and tuition to our peer institutions.

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

Faculty Senate Executive Committee Agenda Wednesday, November 7, 2012 Room 205 College Hall 3-5 p.m.

1. Approval of the Minutes of October 24, 2012 (2 minutes)
2. Chair's Report (5 minutes)
3. Past-Chair's Report (3 minutes)
4. Update from the Office of the President (45 minutes)
President Amy Gutmann
5. Ballot: Nominating Committee Chair (5 minutes)
6. Discussion on Academic Integrity (45 minutes)
Michele Goldfarb, Director, Office of Student Conduct
Kent Peterman, Associate Dean, the College & Director, Academic Affairs
7. New Business

COUNCIL

From the Office of the Secretary

Agenda for University Council Meeting Wednesday, October 31, 2012 4 p.m.

Bodek Lounge, Houston Hall

Source: Office of the University Secretary

- I. Approval of the Minutes of October 3, 2012. (1 minute)
- II. Follow Up Comments or Questions on Status Reports. (5 minutes)
- III. Presentation by the President, Provost, and other Administrators on the State of the University. Presentation (30 minutes)
Discussion (30 minutes)
- IV. New Business. (5 minutes)
- V. Adjournment by 5:11 p.m.

Interim CIO: David Harkins

The Office of the Executive Vice President announced that David Harkins has been appointed interim chief investment officer.

Mr. Harkins joined Penn's endowment team in September 2006 as managing director of public markets. He is responsible for constructing and implementing strategic investment plans for equities and fixed income, including establishing investment policy, sourcing and investing with external managers and overseeing the performance of the portfolio.

Previously, Mr. Harkins was vice president of equity at the ICMA-RC in Washington, DC, which has over \$20 billion in assets and manages the multi-manager Vantagepoint Funds. As head of equities, he had oversight responsibility for the Vantagepoint equity funds and their subadvisers. He was also responsible for the Vantagepoint Index Funds and a series of 14 multi-asset class lifecycle and lifestyle funds. Mr. Harkins worked at ICMA-RC for seven years, from 1999 to 2006.

Prior to joining ICMA-RC, Mr. Harkins worked at Montgomery Asset Management in San Francisco for five years. As a key team member of the Portfolio Research Group, he was involved in all aspects of portfolio manager oversight, attribution analysis, risk analysis and research.

Mr. Harkins is a CFA Charterholder and holds an MBA from the University of Colorado.

Kristin Gilbertson stepped down after overseeing the University's endowment since 2004. She will serve as a special adviser through the end of the year while the University searches for a new chief investment officer.



Additional information on Making History: the Campaign for Penn is available at www.makinghistory.upenn.edu

Trustees' Meeting Coverage

At the University of Pennsylvania Board of Trustees' Stated Meeting on October 26, a Memorial Resolution was passed for Myles H. Tanenbaum (*Almanac* September 11, 2012) who died August 31. A Resolution of Appreciation for Pamela Daley was also passed. Judith Bollinger, David Brush, Joel Greenblatt and Julie Breier Seaman were elected Term Trustees; Perry Golkin was re-elected Term Trustee and Deborah Marrow was elected Charter Trustee.

President Amy Gutmann announced that Enrique G. Mendoza (*Almanac* October 16, 2012) and Chyke Doubeni (*Almanac* October 2, 2012) are new Presidential Term Professors. She also noted that Penn "made the most of fall weather" with the celebration of the grand opening of Shoemaker Green (*Almanac* September 25, 2012). Penn celebrated a \$2.5 million gift that endows its partnership with KIPP schools (*Almanac* October 9, 2012).

Provost Vincent Price spoke about Penn's new global website (<http://global.upenn.edu>) launched a couple of weeks ago. He also announced that Dr. Daniel Polsky was named the new LDI executive director and that LDI's former executive director Dr. David Asch was named executive director of the Penn Medicine Center for Innovation.

EVP Craig Carnaroli summarized the University's and Health System's financial condition. Total operating revenue increased by 2.4%, total operating expenses increased by 4.6% due to a rise in employee benefits, and total net assets for the Health System increased by 3.7%. He also mentioned HR's new "Be in the Know" campaign, which has 2,700 faculty and staff participants (*Almanac* October 9, 2012).

Dean Larry Jameson noted the Perelman School of Medicine's recent gift to name the Smilow Center for Translational Research, William Smilow Professorship and William Smilow Award for Innovation in Clinical Excellence (*Almanac* October 23, 2012).

The Budget & Finance committee passed three resolutions:

- Development and construction of the Advanced Care Hospital Pavilion including CUPP building renovations for Penn Presbyterian Medical Center for \$127 million.
- Authorize the Perelman School of Medicine campus plan documentation and implementation for an additional \$7.4 million.
- Authorize the Neural Behavior Science Building design through construction documents for an additional \$2.83 million.

Several members were appointed to Boards of Overseers: Madeline Monaco to Dental Medicine, William Witte to Penn Design and Jodi Schwartz to Penn Law. Wallace Boston, Lois Kohn-Claar and David N. Roberts to GSE's Board. Patrick J. Brett and Molly Rouse-Terlevich to the Penn IUR Advisory Board. Arthur M. Pappas and Joseph A. Goldblum to Wistar Institute's Board.

The Audit & Compliance committee received an update on the University's plans for the hacking incident.

The Academic Policy committee heard a presentation by Dr. Ezekiel Emanuel on Penn's overview of its strategic plans for global initiatives.

The Facilities & Campus Planning committee got an overview of fiscal year spending and a summary of the University's real estate holdings.

The Local, National & Global Engagement committee heard presentations on the federal and state budget challenges and a report highlighting the many civic and community engagement accomplishments of the Netter Center as it celebrates its 20th anniversary.

The Student Life committee was presented an overview of the Sexual Violence and Sexual

Call for Coursera Course Proposals: December 14

Provost Vincent Price and professor Edward Rock, director of Open Learning Initiatives, announce a new round of Massive Open Online Courses (MOOCs) to be offered through the University's partnership with Coursera. These courses will spotlight the diverse intellectual perspectives across the University and their applications to vital issues, as part of the campus-wide emphasis of the Penn Compact on integrating knowledge and increasing access around the world to Penn's outstanding educational resources.

They invite faculty members from any School to submit proposals for courses to be taught beginning in Spring 2013 or later. The course may be a traditional 14-week course or a shorter course. It may resemble or approximate an existing course or be an entirely new course. It may be taught individually or jointly with another faculty member.

The Office of the Provost, in partnership with the relevant School, will provide funding for the development of new courses. Depending on the course, support may be available for such course-related expenses as faculty preparation time, teaching assistance, videotaping, copyright licensing, and production costs. This funding can be supplemented by outside grants at the discretion of the faculty member(s).

The Center for Teaching and Learning (CTL) will provide workshops for faculty interested in proposing courses and will assist in the preparation of proposals. The first workshop will take place on *November 9*, from 11 a.m.-12:30 p.m.;

to register, email CTL at: ctl-help@sas.upenn.edu. For additional information about CTL resources, please visit: www.upenn.edu/ctl

Proposals must be no longer than three pages (not including CVs and syllabi) and include the proposed topic, faculty names (with School affiliation, CV, and indication of approval by the relevant department chair and dean) and rationale and goals for the course. If possible, a preliminary syllabus should be included, listing proposed readings. Successful proposals should include the following:

- Intellectual rationale for teaching the course through Coursera
- Anticipated length of the course
- Anticipated audience for the course
- Proposed means for measuring the effectiveness of the course
- Whether you expect to use the course materials in your subsequent on-campus courses
- Budget and budget justification related to course support
- Information on teaching experience, including any teaching awards
- Innovative teaching methods

Proposals must have the signature of each faculty member's department chair and be submitted by email to the Office of Open Learning Initiatives, open_learning@upenn.edu no later than *December 14, 2012*.

Additional information about Coursera and open learning at Penn is available at: www.upenn.edu/provost/openlearning

Penn-Peru Pilot Grant Program: December 14

Guidelines

Overview: This pilot grant mechanism is to encourage the development of research collaborations between faculty members at Universidad Peruana Cayetano Heredia (UPCH; www.upch.edu.pe/) and the University of Pennsylvania (Penn; www.upenn.edu/). Funds are to support pilot research that will lead to health-related extramural research funding proposals with a high probability of success that neither institution would be able to pursue by itself.

Grant Term: Up to one year. Unspent funds must be returned at the end of the funding period. Grantees must acknowledge the Perelman School of Medicine and any other supporters of this pilot program in resulting papers and presentations, present at a meeting of the Peru program at Penn and provide a final written report.

Budget: Applications for funds up to \$20,000 in total costs (direct + indirect) will be considered. Funds may be spent at UPCH, Penn or a combination of both. No indirect costs will be available for funds administered at Penn. Indirect costs of up to 10% will be available for funds administered by UPCH; these indirect costs must be included in the \$20,000 cap. These funds may not be used to support faculty salaries at either institution.

Eligibility: Research teams must include at least one faculty member at the assistant professor rank or above from each institution (UPCH and Penn). Participation of students and other trainees from either or both institutions is encouraged. Faculty members interested in collaborating with the partner university but without an identified collaborator may contact Sean Hennessy at hennessy@upenn.edu with sufficient lead time to identify a collaborator and prepare the application.

Evaluation criteria:

- scientific merit
- public health significance

- qualifications and experience of investigators, including involvement of students/trainees
- prospects for future extramural funding
- prospects for advancement of the partnership between UPCH and Penn

Instructions

• Research proposal should be written in English and include, in this order: 1) title of the proposal; 2) name, degrees and academic title of key personnel; 3) abstract (≤ 250 words); 4) two-page NIH biosketches of key personnel; 5) specific aims of the pilot study; 6) significance of the overall project and how the pilot will contribute; 7) innovation; 8) approach; 9) specific plans for applying for external funding, including funding agency, mechanism, and deadline; 10) whether the study involves human subjects as defined by US Office for Human Research Protections; 11) literature cited; 12) itemized budget (separated by site where funds will be managed, i.e. UPCH/Penn) with brief justification. Items 5-8 together may not exceed three pages. Please write the proposal so that it can be understood by an educated non-expert in the field.

- Use 11-point font, single spaced, and 1-inch margins.

• Approval from the UPCH and Penn IRBs must be obtained before the conduct of any human subjects research supported by this grant. This approval may be obtained after the grant is awarded.

Submission

Please send the application as follows:

- Email by 11:59 p.m. on *December 14, 2012* as a single PDF including all components of the application to Felicia LeSure at frlesure@mail.med.upenn.edu
- The name of the PDF should be the last name of the PI(s).
- For questions, contact Sean Hennessy at hennessy@upenn.edu

New Penn Medicine Center for Innovation (continued from page 1)

chological theory and marketing.

An MD and MBA, Dr. Asch teaches health policy at the Wharton School and practices internal medicine at the Philadelphia Veterans Affairs Medical Center, where he created, and from 2001 to 2012 directed, the Center for Health Equity Research and Promotion—the Department of Veterans Affairs' national center to support vulnerable populations and reduce racial disparities. He also directs the Robert Wood Johnson Foundation Health & Society Scholars Program. Among his many awards, Dr. Asch is an elected member of the Association of American Physicians and the Institute of Medicine.

Simultaneously, Roy M. Rosin has been named chief innovation officer of the Penn Medicine Center for Innovation and will lead efforts to develop methods for delivering health care at a lower cost, devise ways for "working smarter, not harder," and generate non-traditional business opportunities.

Prior to joining Penn Medicine, Mr. Rosin served as the first vice president of innovation for Intuit, a leading software company best known for Quicken, QuickBooks and TurboTax. He oversaw changes in how Intuit manages new

business creation, allowing small teams pursuing new opportunities to get to market and experiment rapidly. He also served as general manager for Intuit's consumer division, responsible for a portfolio of businesses including Quicken software.

Mr. Rosin was part of the management team that rapidly built Intuit's consumer web businesses and was product manager for Quicken. He received his MBA from the Stanford Graduate School of Business and graduated with honors from Harvard College.

Portable 3-Year Academic Calendar



Did you know that Penn's new 3-year academic calendar is available on *Almanac's* website, Penn's mobile website and as a printable PDF?

You can also get the calendar to sync with MS Outlook, Apple iCal, Google calendar and your mobile devices by visiting www.upenn.edu/almanac/acadcal.html and following the instructions from the link at the top of the page.

First Friday Drop-In Hours at Admissions:

November 2, December 7

A new service is available for Penn alumni, faculty/staff and their children approaching college age who have attended Penn Admissions Information Sessions (www.admissions.upenn.edu/calendar) and participated on campus tours, but have additional questions about the admissions process.

An admissions officer is available to address questions during drop-in hours held on the first Friday of every month from 3:30 to 4:30 p.m. in the Office of Admissions, 1 College Hall. This will be available beginning on Friday, November 2; and again, Friday, December 7; Friday, January 4; etc.

Advance reservations are requested at info@admissions.upenn.edu, with online registration available soon. (Not available on first Fridays coinciding with University holidays or if the Office of Admissions is closed.)

Speaking Out

Gender Equity for Staff?

Following the October 16 Presidential debates and now notorious "binders of women" response from candidate Romney in reply to a question about pay equity for male and female workers, there is a renewed discussion of pay equity in the United States and here too on Penn's campus. I am writing to inquire about differences in pay between male and female staff at the University.

I acknowledge that President Amy Gutmann fares well compared to her fellow college presidents at peer institutions, earning one of the top three salaries among Ivy League presidents of both genders. (For this, I congratulate her on a salary both well paid and well earned.)

Additionally, there is public data available about faculty pay across gender lines at the University as printed in this publication ('Executive Summary of the Economic Status of the Faculty 2010-2011 Report' February 28, 2012, Volume 58, No. 24" www.upenn.edu/almanac/volumes/v58/n24/esf.html#112).

The most recent data show that female faculty at Penn lag behind their male counterparts at almost every faculty rank; nonetheless, even the biggest gap (13.5%) is smaller than the national average for full-time working women in America who earned only 82% of men's median salaries in 2011 (www.economist.com/blogs/graphicdetail/2012/04/focus-3).

I further acknowledge that Penn is often recognized for supporting work-life balance, for which I am grateful; but how does the University rate for pay equity across staff lines? As the largest private employer in Philadelphia with more than 25,000 employees in the University and Health System, this seems an important issue not only for women on campus, but for wom-

en working in our region. Although I expect my female colleagues in the Health System would be interested in how they match up, I am specifically inquiring about female and male staff pay at the University of Pennsylvania. On the University side, staff positions have job classes, so a most basic measure of how men and women are paid within their job class for equal years of service should be easy enough to report.

A harder question to answer, but a no less important one, is how do women compare to men at Penn for grade level classification with equal qualifications?

The fact that the University has not published this information previously leads me to expect that staff pay equity across gender is not something about which the University can brag. Nonetheless, the women who work at Penn have a right to know. We can't know what to strive towards if we don't know where we stand.

I respectfully ask that University leadership please share the data on how female and male staff salaries compare at the University of Pennsylvania.

—Heather Calvert, Associate Director,
Botswana-UPenn Partnership

Commitment to Gender Equity

Your letter to *Almanac* provides the opportunity to discuss the University's commitment to pay equity for staff members. Penn recognizes that equitable and competitive compensation is vital to recruiting and retaining a highly qualified and diverse workforce. The University demonstrates its commitment through its ongoing monitoring of salary setting and compensation for new and existing staff. Penn has maintained a competitive staff pay program by awarding annual merit increases for the past several years that were both higher than average for peer Ivy institutions, and competitive in

the local and national markets.

Your specific question relates to how compensation for female staff members compares to that of male staff members. A review of University pay reveals that women are paid equitably with their male counterparts in a majority of job titles and grades. A more detailed analysis by both job grade and educational level also shows pay equity by gender in the grade-by-education classifications. A review of the annual merit increase averages for the past decade shows that female staff received equal or higher performance-based merit increases than male staff members did.

The University commissioned an independent third party to conduct a review of pay equity. The findings reinforce the conclusion that female staff are in a strong economic position. The review indicates that Penn's female employees are paid equitably in all schools and centers. Taking into account individual attributes, organizational factors, and external influences, there are no discernible pay disparities among staff. Women have a stronger record of advancement and receive higher performance ratings, resulting in higher merit increases, than their male counterparts. Women are paid well relative to men in high profile positions at Penn.

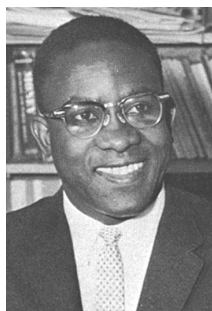
I appreciate your recognition of the University's efforts supporting work-life balance. Your statement indicates an understanding that total compensation includes both wages and benefits. Penn's comprehensive total compensation package includes competitive salaries as well as generous health, tuition, retirement, career development, wellness, work-life balance, and other benefits. Our wide variety of benefits allows us to attract, retain, and reward the diverse workforce that makes up the University community.

—Sharon Jacobs,
Director of Compensation

Speaking Out welcomes reader contributions. Short, timely letters on University issues will be accepted by Thursday at noon for the following Tuesday's issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated. —Eds.

Deaths

Dr. Brimmer, Wharton



Andrew Brimmer

Dr. Andrew F. Brimmer, former assistant professor of finance in the Wharton School, passed away October 7 at age 86.

Dr. Brimmer was a member of the Wharton School faculty from 1961 until 1966. In 1963, President John F. Kennedy appointed Dr. Brimmer deputy assistant secretary of commerce for economic policy and then assistant secretary for economic affairs. In 1966, he was appointed to the Board of Governors for the Federal Reserve System by President Lyndon B. Johnson, becoming the first black member of the Board.

Dr. Brimmer then served on the Wharton School's Board of Overseers from 1973 until 1974.

Prior to joining the Wharton School, he was an economist with the Federal Reserve Bank of New York from 1955-1958, where he advised the newly independent Sudanese government on establishing a central bank. He was also a member of the Michigan State University faculty from 1958-1961.

After leaving the Board in 1974, Dr. Brimmer taught at Harvard Business School and started a consulting firm, Brimmer & Co. In the 1990s, Dr. Brimmer was the first chairman of the District of Columbia Financial Control Board.

In 1965, he was cited for excellence during his tenure as assistant secretary and was presented the Arthur S. Flemming Award.

For over 40 years, Dr. Brimmer served on the Board of Trustees of Tuskegee University in Alabama, which named its business school for him.

Born to sharecroppers in Louisiana, Dr. Brimmer received a BA in 1950 and an MA in 1951 from the University of Washington, and a PhD in 1957 from Harvard University. He studied in India as a Fulbright Scholar.

Dr. Brimmer is survived by his wife, Doris; and daughter, Esther.

New Research Center

(continued from page 1)

mon mental disorders—depression, anxiety and somatic complaints. These disorders, in which women predominate, affect approximately one in three people in the community and constitute a serious public health problem.

"This new Center provides a powerful mechanism by which we can translate results from an animal model examining early life stress directly to human studies, bench to bedside and back again," said Dr. Bale. "Our frequent interactions as a research team mean that we can discuss our results as they are obtained, immediately implementing important new directions and outcomes."

The new Center's research projects will focus on how the experience of early childhood adversity in women's lives reprograms the brain toward stress dysregulation, and how this intersects with periods of dynamic hormonal flux across the life span, including pregnancy and aging. While the Center's present studies will focus primarily in the translational neuroscience of the sex bias for affective disturbances in females, Drs. Epperson and Bale will promote the inclusion of sex and gender as factors in research across all Schools, Centers and Institutes at the University of Pennsylvania.

Dr. Menocal, Romance Languages

Dr. María Rosa Menocal, former assistant professor of Romance languages in the School of Arts & Sciences, passed away October 15 from melanoma; she was 59.

A native of Havana, Cuba, Dr. Menocal earned a BA in medieval Romance languages in 1973, an MA in French in 1975 and a PhD in Romance philology in 1979, all at the University of Pennsylvania. A year later, she was appointed to the Penn faculty as an assistant professor of Romance languages and also served as acting director of Penn's Center for Italian Studies.

In 1986, Dr. Menocal joined the faculty at Yale University. She was named the R. Selden Rose Professor of Spanish and Portuguese in 1993, and in 2005, became a Sterling Professor of the Humanities, the highest honor that Yale confers on members of its faculty. She was also the director of Yale's Whitney Humanities Center from 2001 to 2012. Prior to that, Dr. Menocal served as director of graduate studies and chair of the department of Spanish and Portuguese.

Dr. Menocal focused her research on the literary traditions of the Middle Ages and on the interaction of various religious and cultural groups in medieval Spain. She authored several books including *The Ornament of the World: How Muslims, Jews and Christians Created a Culture of Tolerance in Medieval Spain*, of which a documentary is under development for public television.

While at Penn, she also served as editor of the journal *Hispanic Review*.

Dr. Menocal was awarded Mellon and Guggenheim fellowships and in 2011 was named a fellow of the Medieval Academy of America.

Dr. Menocal is survived by her husband, R. Crosby Kemper III; ex-husband, George Calhoun; two children, George "Harry" Calhoun and Margaux Calhoun; one grandchild, George Bishara Calhoun; parents, Enrique and Rosa Menocal; and siblings, Lucia Pernot, Enrique Javier Menocal and Elisa Menocal.

Mr. Morcom, Athletics

Albert Richmond "Boo" Morcom, Penn's retired track and field coach, supervisor of athletics and record-setter, passed away October 3 at age 91.

After completing his undergraduate studies at the University of New Hampshire and serving in WWII, Mr. Morcom was appointed Penn's assistant track and field coach in 1949. Two years later, he was recalled for duty in the Korean War. He returned to Penn in 1952 and spent another three decades here in athletics, coaching at Penn until 1974. He retired in 1983 as supervisor of Penn's intramural sports, then continued to volunteer coach in New Hampshire at local high schools.

An accomplished athlete, Mr. Morcom was elected into seven halls of fame. He was also the National Champion in pole vaulting and was a member of the 1948 USA Olympic Team that competed in London. In 1956, he was chosen as a coach for the USA Women's Olympic Track Team that competed in Melbourne, Australia. After retirement, he was awarded the New Hampshire Male Athlete of the Year Trophy.

Mr. Morcom is survived by his son, David, C'68; daughters, Carol and Bonney; seven grandchildren; and eight great-grandchildren.

Memorial contributions may be made to the University of New Hampshire Track Team, c/o UNH Foundation, 9 Edgewood Road, Durham, NH 03824.

Dr. Weiss, Veterinary Medicine

Dr. Leon P. Weiss, professor emeritus of cell biology in the School of Veterinary Medicine, passed away October 16 at age 87.

Born in Brooklyn, Dr. Weiss earned his BS from the College of the City of New York in 1944 and his MD from Long Island College of Medicine in 1948.

After serving in the Army Medical Corps, Dr. Weiss taught on the faculties of Harvard and Johns Hopkins Universities.

Dr. Weiss was appointed to the Penn faculty in 1975 as a professor of cell biology in the department of animal biology. He chaired the department from 1976-1995. He also held a secondary appointment in what is now called the Perelman School of Medicine. In 1982, his chair appointment was endowed and he became the first Grace Lansing Lambert Professor of Cell Biology (*Almanac* January 17, 1984). That same year, he was awarded the Lindback Award for Distinguished Teaching. His home department changed to the department of clinical studies/New Bolton Center in 1999. He became emeritus in 2009.

Dr. Weiss' major work was experimental electron microscopic/histochemical study of the immunologic/hematopoietic systems, notably spleen, bone marrow and thymus. He also conducted research on malaria, work he continued after retiring from Penn.

Dr. Weiss helped design the medical school curriculum at his alma mater, now the City College of New York, and helped found two programs at Penn—the Center for the Interaction of Animals and Society and the Center for Aquatic Animal Medicine and Pathology.

In addition to teaching, Dr. Weiss was a medical consultant and served on many committees of medical organizations. He held memberships in numerous professional and scientific societies including the American Association of Anatomists, the American Society of Zoology and the American Association for the Advancement of Science. He also was a long-standing member of the Corporation of the Marine Biological Laboratory (MBL) in Massachusetts.

He held several editorial positions, including serving as editor, in the 1980s, of a leading textbook, *Histology*, and illustrated many of his own pen-and-ink drawings of cells and tissue structure as seen through an electron microscope.

A memorial service will be held Saturday, November 24, 2 p.m., at 370 Aubrey Rd., in Wynnewood, PA. Another memorial will be held in the summer at the Marine Biological Laboratory in Woods Hole, MA.

Dr. Weiss is survived by his wife, Ellen; children, Marisa, C'79, M'84, Philip, Stephen, Alice, C'81, V'84, Nathaniel, EAS'89 and Eve; and 12 grandchildren, Adam, Aaron, C'09, Elias, Daniel, Ethan, Henry, Isabel, C'13, Madeleine, Sara, Ella, Owen and Livia.

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



Leon Weiss

Faculty Senate Committees, 2012–2013

Senate Executive Committee

Officers:

| | |
|-----------------|---|
| Chair | Susan Margulies, SEAS/ Bioengineering |
| Chair-Elect | Dwight Jaggard, SEAS/Electrical & Systems Engineering |
| Past Chair | Camille Charles, SAS/Sociology |
| Secretary | Lisa Lewis, Nursing |
| Secretary-Elect | Stephen Phipps, SAS/Earth & Environmental Science |
| Past-Secretary | Karin McGowan, Perelman SOM/Pathology & Laboratory Medicine |

At-large Members:

Joshua Klein, SAS/Physics & Astronomy
Lesley King, Veterinary Medicine
Domenic Vitiello, Design
Nancy Hanrahan, Nursing
Claire Finkelstein, Law
Peter Struck, SAS/Classical Studies
Marilyn (Lynn) Sommers, Nursing
Charles Branas, Perelman SOM/Epidemiology
Christine Bradway, Nursing
Paulo Arratia, SEAS/Mechanical Engineering
& Applied Mechanics
Salimah Meghani, Nursing
Gustavo Aguirre, Veterinary Medicine

Members Elected by Constituency:

1. Annenberg: Barbie Zelizer
2. Arts & Sciences (History): Robert St. George
3. Arts & Sciences (Anthropology, History of Art, Music): Deborah Thomas
4. Arts & Sciences (Mathematics): Jim Haglund
5. Arts & Sciences (Biology): Brent Helliker
6. Arts & Sciences (Chemistry, Earth & Environmental Science, History & Sociology of Science): Patrick Walsh
7. Arts & Sciences (Classical Studies, German, Romance Languages, Slavic Languages): Ilya Vinitsky
8. Arts & Sciences (Economics): Kenneth Burdett
9. Arts & Sciences (English): Chi-ming Yang
10. Arts & Sciences (Linguistics, Philosophy): Rolf Noyer
11. Arts & Sciences (East Asian Languages & Culture, Near Eastern Language & Culture, Religious Studies, South Asia Studies): Anthea Butler
12. Arts & Sciences (Physics & Astronomy): Robert Hollebeek
13. Arts & Sciences (Political Science, Regional Science): Anne Norton
14. Arts & Sciences (Psychology): Russell Epstein
15. Arts & Sciences (Sociology, Criminology): Emily Hannum
16. Dental Medicine: Kathleen Boesze-Battaglia
17. Education: Shaun Harper
18. Engineering (Bioengineering, Chemical Engineering, Materials Science & Engineering, Mechanical Engineering & Applied Mechanics): Ravi Radhakrishnan
19. Engineering (Computer & Information Science, Electrical & Systems Engineering) Jonathan Smith
20. Design: Jackie Tileston
21. Law: Tobias Wolff
22. Medicine (Biochemistry & Biophysics, Cell & Developmental Biology, Biostatistics & Epidemiology, Center for Bioinformatics, Cancer Biology, Biostatistics Division, Pathology): John Holmes
23. Medicine (Anesthesia, Obstetrics & Gynecology, Radiation Oncology): Sydney Evans
24. Medicine (Dermatology, Ophthalmology,

- Orthopedic Surgery, Otorhinolaryngology, Psychiatry, Family Medicine): Daniel Langleben
25. Medicine (Genetics, Microbiology, Pharmacology, Epidemiology Division, Medical Ethics, Physiology, Neuroscience, Neurosurgery): Brian M. Salzberg
26. Medicine (Dept. of Medicine: Allergy & Immunology, Cardiology, Diabetes/Endocrine, Infectious Diseases, Gastrointestinal, Pulmonary, Renal Electrolyte, Division of Sleep Medicine): Mindy Schuster
27. Medicine (Dept. of Medicine: General Internal Medicine, Hematology, Rheumatology, Geriatrics, Translational Medicine & Human Genetics): Hypertension, Neurology, Emergency Medicine, Rehabilitation Medicine: Bruce Giantonio
28. Medicine (Pediatrics): Ian Krantz
29. Medicine (Radiology, Surgery): Richard Shlansky-Goldberg
30. Nursing: Eun-Ok Im
31. Social Policy and Practice: Femida Handy
32. Veterinary Medicine (Animal Biology, Pathobiology): John Wolfe
33. Veterinary Medicine (Clinical Studies-New Bolton Center, Clinical Studies-Philadelphia): Erika Krick
34. Wharton (Accounting, Health Care, Operations & Information Management, Statistics): Robert A. Stine
35. Wharton (Finance, Legal Studies & Business Ethics, Business & Public Policy): Bilge Yilmaz
36. Wharton (Management, Marketing, Real Estate): Sigal Barsade

Assistant Professor Members:

Angela Duckworth, SAS/Psychology
Douglas J. Jerolmack, SAS/Earth & Environmental Science
Matthew McHugh, Nursing

Penn Association of Senior and Emeritus

Professor (PASEF) Members:

Martin Pring, Perelman SOM/Physiology

Senate Committee on Faculty and the Academic Mission (SCOF)

Harold Feldman, Perelman SOM/Epidemiology
Ron Harty, Veterinary Medicine
Amy Sepinwall, Wharton School
Mindy Schuster, Perelman SOM, Infectious Diseases
Peter Struck, SAS/Classical Studies, *Chair*
Barbra M. Wall, Nursing
Jeff Winkler, SAS/Chemistry
Santosh S. Venkatesh, SEAS/Electrical and Systems Engineering
Ex officio
Senate Chair, Susan Margulies, SEAS/
Bioengineering
Senate Chair-Elect, Dwight Jaggard, SEAS/
Electrical & Systems Engineering

Senate Committee on Students and Educational Policy (SCSEP)

Emily Blumberg, Perelman SOM/Emergency
Medicine
Christine Bradway, Nursing/Behavioral & Health
Sciences
Ivan Dmochowski, SAS/Chemistry, *Chair*
Ellis Golub, Dental Medicine
Jorge Santiago-Aviles, SEAS/Electrical &
Systems Engineering
Michael Weisberg, SAS/Philosophy
Ex officio
Senate Chair, Susan Margulies, SEAS/
Bioengineering
Senate Chair-Elect, Dwight Jaggard, SEAS/
Electrical & Systems Engineering

Senate Committee on Faculty and the Administration (SCOA)

Yuko Butler, Graduate School of Education
Brenda Casper, SAS/Biology, *Chair*
Ken Drobatz, Veterinary Medicine
David Eckmann, Perelman SOM/Anesthesia
Peter Fader, Wharton School
Anna Moran, Perelman SOM/Pathology &
Laboratory Medicine
Anne Norton, SAS/Political Science
Ex officio
Senate Chair, Susan Margulies, SEAS/Bioengineering
Senate Chair-Elect, Dwight Jaggard, SEAS/
Electrical & Systems Engineering

Senate Committee on Publication Policy for Almanac

Sunday Akintoye, Dental Medicine
Al Filreis, SAS/English
Cary Mazer, SAS/English
Martin Pring, Perelman SOM, *Chair*
Raquel Walton, Veterinary Medicine
Tess Wilkinson-Ryan, Law
Ex officio
Senate Chair, Susan Margulies, SEAS/Bioengineering
Senate Chair-Elect, Dwight Jaggard, SEAS/
Electrical & Systems Engineering

Senate Committee on Faculty Development, Diversity and Equity (SCFDDE)

Sherri Adams, Dental Medicine
Julie Fairman, Nursing, *Chair*
Olena Jacenko, Veterinary Medicine/Animal Biology
Heather Love, SAS/English
Mitch Marcus, SEAS/Computer & Information
Science
Salimah Meghani, Nursing
Ignacio Tapia, Perelman SOM/Pediatrics
Priti Lal, Perelman SOM/Pathology &
Laboratory Medicine
Ex officio
Senate Chair, Susan Margulies, SEAS/Bioengineering
Senate Chair-Elect, Dwight Jaggard, SEAS/
Electrical & Systems Engineering

Senate Committee on Academic Freedom (SCAFR)

Fran Barg, SAS and Perelman SOM
John Bassani, SEAS/Mechanical Engineering &
Applied Mechanics
Claire Finkelstein, Law, *Chair*
Alan T. Charlie Johnson Jr., SAS/Physics &
Astronomy
Terry Richmond, Nursing
James Serpell, Veterinary Medicine
Rogers Smith, SAS/Political Science
Edward T. Lally, Dental Medicine
Ex officio
Senate Chair-Elect, Dwight Jaggard, SEAS/
Electrical & Systems Engineering

Senate Committee on Economic Status of the Faculty (SCESF)

Carolyn Gibson, Dental Medicine
Sarah Kagan, Nursing, *Chair*
Andrea Liu, SAS/Physics & Astronomy
Janice Madden, SAS/Sociology
Lorraine Tulman, Nursing
TBA
Ex officio
Senate Chair, Susan Margulies, SEAS/Bioengineering
Senate Chair-Elect, Dwight Jaggard, SEAS/
Electrical & Systems Engineering
Senate Past-Chair, Camille Charles, SAS/Sociology

Faculty Grievance Commission

Robert Hollebeek, SAS/Physics & Astronomy, *Chair*
David Asch, Wharton School and Perelman SOM,
Past-Chair
Martha Curley, Nursing, *Chair-Elect*

Membership of University Council, 2012–2013

Steering Committee

The Steering Committee shall consist of the president of the University, the provost, the chair, the chair-elect and the past chair of the Faculty Senate, the chair of the Undergraduate Assembly, the chair of the Graduate and Professional Student Assembly, the chair of the Penn Professional Staff Assembly, and the chair of the Weekly-Paid Penn Professional Staff Assembly. Drawn from the Council membership there shall be in addition four faculty members, one graduate/professional student, and one undergraduate student elected by the respective governing bodies, as well as one additional member of the Penn Professional Staff Assembly, and one additional member of the Weekly-Paid Penn Professional Staff Assembly, each elected by their representative assemblies. The chair of the Faculty Senate shall be the chair of the Steering Committee. In the absence of the chair, or at the request of the chair, the chair-elect shall serve as chair of the Steering Committee. The Council moderator will be an official observer at meetings of the Steering Committee. The secretary of the Council shall serve as secretary of the Steering Committee. Members of the Steering Committee may attend the meetings of Council committees.

—*Council Bylaws*

Members of Steering Committee

Daniel Bernick
Kathleen Boesze-Battaglia
Camille Charles, *Past-Chair*
Marcia Dotson
Amy Gutmann
Emily Hannum
Robert Hollebeek
Dwight Jaggard, *Chair-Elect*
Susan Margulies, *Chair*
Holly Marrone
Vera Mucaj
Vincent Price
Linda Satchell
Brian Salzberg
Abe Sutton
James Wiley

Members of Council

Faculty: Forty-five members of the Executive Committee of the Faculty Senate. The Faculty Senate shall insure that each faculty is represented and that at least three assistant professors serve on the Council. The members of the Faculty Senate Executive Committee who are members of the Council shall otherwise be chosen in accordance with the rules of the Faculty Senate.

One full-time lecturer and one full-time member of the research faculty to be selected to serve two-year terms by vote facilitated by the Office of the Secretary in consultation with the Steering Committee of the full-time lecturers and research faculty, respectively, from a slate consisting of the five lecturers, and the five members of the research faculty receiving the largest number of nominations by lecturers and members of the research faculty. If the Steering Committee receives fewer than five nominations for either group, additional nominations shall be solicited from the constituency representatives of the Senate Executive Committee.

Administrative and Staff: Eleven administrative officers, including the president, the provost, and nine members of the administration to be appointed annually by the president, at least five of whom shall be deans of faculties.

Two elected representatives of the Penn Professional Staff Assembly. One elected representative of the Librarians Assembly. Two elected representatives of the Weekly-Paid Penn Professional Staff Assembly.

Students: Fifteen graduate and professional students elected as members of the Graduate and Professional Student Assembly. The Graduate and Professional Student Assembly shall insure that, to the extent possible, each school is represented. The members of the Graduate and Professional Student Assembly who are members of the Council shall otherwise be chosen in accordance with the rules of the Graduate and Professional Student Assembly.

Fifteen undergraduate students elected as members of the Undergraduate Assembly. The Undergraduate Assembly shall insure that, to the extent possible, each undergraduate school is represented. The members of the Undergraduate Assembly who are members of the Council shall otherwise be chosen in accordance with the rules of the Undergraduate Assembly.

One elected representative of the United Minorities Council.

—*Council Bylaws*

Members of the Administration

Michael Delli Carpini
Richard Gelles
Eduardo Glandt
Amy Gutmann
William Gipson
Denis Kinane
Anita Mastroieni
Vincent Price
Maureen Rush
Valarie Swain-Cade McCoullum
Marilyn Jordan Taylor

Elected by Faculty At-Large

(*Faculty Senate Officers Are Indicated*)

Dwight Jaggard, *Chair-Elect*
Susan Margulies, *Chair*
Camille Charles, *Past-Chair*
Stephen Phipps, *Secretary-Elect*
Lisa Lewis, *Secretary*

Penn Association for Senior & Emeritus Faculty

Martin Pring, *PASEF Representative*

Elected by Faculty Constituency

Term Expires May 2013

1. Carolyn Marvin
3. Deborah Thomas
7. Ilya Vinitsky
9. Chi-ming Yang
11. Anthea Butler
12. Robert Hollebeek
13. Anne Norton
15. Emily Hannum
17. Shaun Harper
19. Jonathan Smith
21. Tobias Wolff
24. Daniel Langleben
25. Brian M. Salzberg
27. Bruce Giantonio
29. Richard Shlansky-Goldberg
31. Femida Handy
36. Sigal Barsade

Term Expires May 2014

2. Robert St. George
4. Jim Haglund
5. Brent Helliker
6. Patrick Walsh
8. Kenneth Burdett
10. Rolf Noyer
14. Russell Epstein
16. Kathleen Boesze-Battaglia
18. Ravi Radhakrishnan
20. Jackie Tileston
22. John Holmes
23. Sydney Evans
26. Mindy Schuster
28. Ian Krantz
30. Eun-Ok Im
32. John Wolfe
33. Erika Krick
34. Robert A. Stine
35. Bilge Yilmaz

Assistant Professors

Term Expires 2013

Angela Duckworth
Douglas J. Jerolmack

Term Expires 2014

Matthew McHugh

Faculty Senate officers are *italicized*. Asterisk [*] indicates observer status.

Junior and Research Faculty Members

Term Expires May 2013

Rebecca Stein

Term Expires May 2014

Joel Greenberg

Graduate/Professional Students

Lyndsey Beutin
Abimbola Dairo
Vincent Hilldrup
Arjun Pant
Anthony Pratcher
Katherine Reuther
Courtney Rubin
Scott Sakowitz
Justine Sefcik
Jeffrey Shiao
Akeesha Washington
Samantha White
James Wiley, *GAPSA Chair*
2 TBD

Undergraduate Students

Dan Bernick, *UA President*
Angel Contrera, *Latino Coalition*
Adrienne Edwards, *PCUW*
Allie Fuchs, *PRISM*
Alex Gradwohl, *Panhel*
Hugh Hamilton, *Lambda Alliance*
Michelle Leong, *APSC*
Quratul-Ann Malik, *MSA*
Danielle Marryshow, *UMOJA*
Jon Monfred, *UA*
Pallavi Podapati, *CHAC*
Matt Rosenberg, *UA*
Will Smith, *UA*
Spencer Stubbs, *UA*
Abe Sutton, *UA Vice President*

United Minorities Council

Stephen Ahn

Penn Professional Staff Assembly

Holly Marrone, *Chair*
Utsav Schurmans, *Chair-Elect*

Weekly-Paid Penn Professional Staff Assembly

Linda Satchell, *Chair*
Marcia Dotson, *Chair-Elect*

Librarians Assembly

David Azzolina

ROTC Representative

Colonel Stephen D. Marchioro, *USMC**

Moderator

Reed Pyeritz*

Parliamentarian

Marjorie Hassen*

Vice President and Secretary

Leslie Laird Kruhly*

For more information regarding University Council, including Status Reports and Resolutions, see the Council website:
www.upenn.edu/secretary/council/index.html

University Council Committees 2012-2013 are on the next page, along with the schedule of Council Meetings and discussion topics for the remainder of the 2012-2013 academic year.

University Council Committees, 2012–2013

Standing Committees

Academic & Related Affairs

Chair: Steve Kimbrough
Liaison: Leo Charney
Staff: TBD
Faculty:
 Paula Henthorn
 Martin Keane
 Michael McGarvey
 Ani Nenkova
 Mecky Pohlschroder
 Barbara Riegel
 Marilyn Sommers
Graduate Students:
 Yun Li
 Peichun (Will) Wang
Undergraduate Students:
 Gabe Delaney
 Andrew Jakubowski
PPSA:
 April Herring
 Jon Shaw
WPPSA:
 Suzanne Oh
 Peter Rockett

Campus & Community Life

Chair: Kent Bream
Liaison: Karu Kozuma
Staff: Amelia Carter
Faculty:
 Janice Asher
 Chris Coleman
 Andrea Doyle
 Campbell Grey
 Matt McHugh
 Devra Moehler
 Melissa Wilde
Graduate Students:
 Stephanie Mannis
 Jiaqi Ge
Undergraduate Students:
 Dan Bernick
 Aditi Srinivas
PPSA:
 Heather Calvert
 Karima Williams

WPPSA:
 Loretta Hauber
 Joyce Woodward-Jones
Diversity & Equity
Co-Chair: Judy Shea
Co-Chair: Susan Sorenson
Liaison: Lubna Mian
Staff: Gail Oberton
Faculty:
 Ezekiel Dixon-Roman
 Nader Engheta
 Tulia Falleti
 Chenoa Flippen
 Grace Kao
 Joe Libonati
Graduate Students:
 Akeesha Washington
 Paule Joseph
Undergraduate Students:
 Nikhil Kumar
 Adrienne Edwards
PPSA:
 Sharon Bryant
 Kayla Crawley Haidara
WPPSA:
 Erin Lemons
 Michelle Wells Lockett

Facilities

Chair: Stephanie Weirich
Liaison: David Hollenberg
Staff: Taylor Berkowitz
Faculty:
 Cindy Connolly
 Zahra Fakhraai
 Joshua Klein
 Ed Macarak
 John MacDonald
 Eric Marsh
 Ann Moyer
Graduate Students:
 Benjamin Chrisinger
 Shyam Sivakumar
Undergraduate Students:
 Anthony Cruz
 Danielle Golub

PPSA:
 Marcy Weitz
 Tom Wilson
WPPSA:
 Marissa Rosen
 Linda Satchell

Personnel Benefits

Chair: Tom Baker
Liaisons:
 Jack Heuer
 Susan Sproat
Staff: Sheila Hall
Faculty:
 David Balamuth
 Eric Bradlow
 Carolyn Cannuscio
 Scott Harrington
 Andrea Liu
 Daniel Polsky
 Irene Wong
PPSA:
 Emma Grigore
 Ellie Rupsis
 Jared Susco
WPPSA:
 Peter Rockett
 Joyce Woodward-Jones
 1 TBA

Committee on Committees

Chair: Dwight Jaggard
Staff:
 Sue White
 Joe Gasiewski
Faculty:
 Kathleen Boesze-Battaglia
 Camille Charles
 Emily Hannum
 Robert Hollebeek
 Susan Margulies
 Brian Salzberg
Graduate Student:
 Udit Mathur
Undergraduate Student:
 1 TBA
PPSA:
 Utsav Schurmans
WPPSA:
 Loretta Hauber

Independent Committees

Honorary Degrees

Chair: Harvey Rubin
Liaison: Lynne Sniffen
Faculty:
 Gary Cohen
 Garret FitzGerald
 Larry Gladney
 Olivia Mitchell
 Deborah Thomas
 Joseph Turow
 Christopher Yoo
Graduate Students:
 Ben Ediger
 Evan Huff Schladow
Undergraduate Students:
 Jessica Hornung
 Beryl Sanders
PPSA:
 Laurie McCall
WPPSA:
 Erika Dawson

Open Expression

Chair: Matt Hartley
Staff: Karu Kozuma
Faculty:
 Eiichiro Azuma
 Stephanos Bibas
 J. Margo Brooks
 Cindy Christian
 William Ewald
 Kurt Hankenson
 Lauren Ristvet
Graduate Students:
 Palvi Raikar
 Luyao Wang
 Suzanne Bratt
Undergraduate Students:
 Duncan Hamilton
 Ernest Owens
 Kiara Vaughn
PPSA:
 Louis Acevedo
WPPSA:
 Donna Gladstone

2012-2013 Schedule of Council Discussions

October 31, 2012

- State of the University

November 28, 2012

- Discuss the use of new media by University Communications. What are we doing? What are their limitations? When are old media methods important?
- Open Forum

January 30, 2013

- How does the Perelman School of Medicine and the University of Pennsylvania Health System integrate with and enrich the health care and the educational and research missions of the University community as a whole?

February 20, 2013

- A look at and discussion with some of the more recent PIK hires, especially those who teach undergraduates
- Open Forum

April 3, 2013

- Discuss Penn's wellness initiatives for students, faculty, and staff.
- Reports on Budgets and Plans for the Next Academic Year

April 24, 2013

- Presentation of Final Committee Reports
- Discussion of Potential Focus Issues for the 2013-2014 Academic Year
- Discussion of Potential Committee Charges for the 2013-2014 Academic Year

University Council Meetings

Following are the dates for meetings of the University Council, which are open to observers who register their intention to attend by calling the Office of the University Secretary in advance at (215) 898-7005.

October 31, 2012
 November 28, 2012
 January 30, 2013
 February 20, 2013
 April 3, 2013
 April 24, 2013

All meetings are held on Wednesdays at 4 p.m. in Bodek Lounge, Houston Hall. The agenda will be announced in *Almanac* prior to each meeting. Council meeting coverage is also published in *Almanac* in the issue following the meeting.

Penn Libraries: Release of the Fairman Rogers Digitization Project

The Penn Libraries announce release of the digitized Fairman Rogers Collection, a library of rare and unique books devoted to horses and horsemanship. The release marks the first milestone in an ongoing project to reformat and conserve this exceptional collection, thanks to the support of the Laurie Landau Foundation.

Fairman Rogers (1833-1900) was a Penn alumnus (AB 1853, AM 1856), co-founder of the School of Veterinary Medicine, professor of civil engineering (1855-1871) and internationally recognized horseman. Primarily published in the 19th century with some imprints dating to the 16th century, the collection of 1,054 rare volumes serves as a foundation for scholarly study of the role of the horse in the technical, scientific and social evolution of 19th-century European and North American history, and includes medical guides, stud books, books on shoeing, harnessing, training, riding, driving, racing, keeping a proper stable, and breeds and breeding.

"Some of the old books often have a tenor of partnership with the horse that most modern books lack. It is as if they used to truly believe that we needed the horse as much as they need us," remarked Dr. Dean W. Richardson, the Charles W. Raker Professor of Equine Surgery and Chief of Large Animal Surgery at Penn Veterinary Medicine, about the Fairman Rogers Collection. "I think if you don't value old books about your own specialty, you probably don't have much respect for history at all."

The Penn Libraries received a \$300,000 gift in 2010 from the Laurie Landeau Foundation, LLC, (*Almanac* January 26, 2010) to support the digitization of the Fairman Rogers Collection. The Foundation's president, Laurie Landeau (V'84, WG'84), is a University Trustee, former chair and member of the Board of Overseers of the School of Veterinary Medicine, and a generous and loyal supporter of Penn.

This project marks the first time an entire printed collection has been digitized by the Libraries. One of the latest in a growing set of digital library resources produced by Penn, the Fairman Rogers Collection is available to scholars worldwide on the Libraries' website at Print at Penn (<http://dla.library.upenn.edu/dla/print/index.html>). Over 250 titles are currently available with new titles uploaded to Print at Penn every week.

Using the digital architecture developed by the Penn Libraries, the project offers faceted searching, high-resolution image viewing, and page-turning, features that simulate but also augment the experience of using the physical volume. Biographical information about Rogers and context for the materials in the collection are provided alongside full-text digital editions of the books.

Dr. Ann N. Greene, Associate Director for Undergraduate Studies and Adjunct Assistant Professor in the history and sociology of science, commented about the significance of the digitization project. "I think that selected items might be possible to find elsewhere, but the Fairman Rogers Collection is one of the largest collections, focused on 19th-century horses, yet covering a broad range of topics. It's not just about breeding, or one breed, or riding, or racing, but offers access to many topics under one roof." Dr. Greene is the author of *Horses at Work: Harnessing Power in Industrial America* (Harvard, 2008).



Young race-horses: (suggestions for rearing)
Author: Gilbey, Walter, Sir, 1831-1914
Publisher: London : Vinton & Co., 1898.

ISC: Launching A New Penn+Box Collaboration Service

Information Systems & Computing will introduce a cloud-based file management and file sharing service for Penn called "Penn+Box" on November 1, 2012. All faculty, students, and staff start with 20 GB of space to save, access, and share their files from anywhere.

There will be no direct charge to members of the University community for basic Penn+Box service, which will be covered by an increase in the Central Infrastructure Fee through which schools and centers support core network infrastructure services. Customers will also have the option to purchase additional storage.

Penn+Box includes a robust set of tools to facilitate collaboration, easy access from a variety of devices, automatic synching of local files, and application integrations that allow seamless viewing and editing of a wide variety of content stored on the service. In addition to these features, the service protects Penn intellectual property via a University contract, which is stronger than click-thru agreements for similar commercial services like Dropbox. Penn+Box will supplement Secure Share and may replace Secure Space over time.

Penn has contracted with Internet2 for the Box service as part of ISC's ongoing strategy of partnering with preferred and trusted organizations as a way of providing flexible and secure cloud service options.

To learn more about the service and to view rates for additional storage, visit: www.upenn.edu/computing/box/

—Robin Beck, Vice President, Information Systems & Computing

One Step Ahead

Security & Privacy
Made Simple

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

Beware of Phishing Emails as Presidential Election Draws Near

In the run-up to this year's presidential election, now is a time to be hyper-vigilant of unscrupulous attempts to gain access to your personal and financial information through bogus requests to contribute to a candidate's campaign.

Throughout history, malicious individuals and organizations have preyed upon the good will and innocence of others to steal personal information or financial resources. The digital age, with email, electronic record keeping, and web-based financial services is no different: unsuspecting computer users can lose information with a few clicks of a mouse or keyboard through a practice known as Phishing.

Phishing attacks solicit personal information by posing as trustworthy organizations in specially crafted emails or websites. They tend to proliferate after major events that lead to increased charitable contributions (e.g., hurricanes, floods), and cyclical events (like presidential elections, holidays or tax day).

To avoid becoming a victim, the US Computer Emergency Readiness Team recommends that you

- never reveal personal or financial information in email,
- never respond to email solicitations for such information,
- avoid following links sent in email, and
- never send sensitive information over the Internet before checking a website's security and confirming the legitimacy of the URL. Malicious websites may look identical to a legitimate site, but the URL may use a variation in spelling or a different domain (e.g., .com vs. .net).

If you believe you might have disclosed information about your organization, financial accounts, or password, report it to the appropriate people within the organization. Work with your financial institutions if you believe your financial accounts may have been compromised, remain wary of unexpected charges to your account, and change any passwords you might have revealed. If you used the same password for multiple resources, change it for each account and do not use that password in the future.

To learn more about protecting your private information from Phishing attacks, visit www.us-cert.gov/cas/tips/ST04-014.html and www.antiphishing.org/

For additional tips, see the One Step Ahead link on the Information Security website: www.upenn.edu/computing/security/

Used Computers Needed

Conquerors Community Development Corporation is in need of computers for their lab. The Conquerors Community Center is located at 52nd & Whitby Avenue, and there is a great need in this community. They have served the community for more than five years in computer training, ranging from basic to advanced classes. Unfortunately, they had to close their lab due to inadequate computers. Please let me (sammapp@pobox.upenn.edu) know if your department has any no longer needed computers that may be of help to Conquerors.

—Isabel Mapp, Associate Director,
Netter Center for Community Partnerships



An Autumn Stroll through the Morris Arboretum

Autumn is one of the most popular times to visit the Morris Arboretum, and visitors enjoy the colorful displays of the sugar maples (*Acer saccharum*) along the entrance drive, the vibrant backdrop of the black tupelos (*Nyssa sylvatica*) above the Rose Garden, and the cathedral-like group of dawn redwoods (*Metasequoia glyptostroboides*) in the Sculpture Grove. Typically, the end of October is a great time to wander through the gardens to view peak color.

Wherever you might wander throughout the Arboretum, you are sure to come across an unusual tree or shrub that adds to the variety of display, and some plants that are notable for their fall flowers and fragrance. Some of visitors' favorite plants are actually found off the beaten path. Some of these are available commonly at garden centers, while others are true botanic gardens curiosities.

If you walk from the Widener Visitor Center towards Gates Hall, between the small parking lot and the Orange Balustrade you will find *Acer palmatum* 'Heptalobum,' one of the most outstanding Japanese maples for red fall color. Continuing from there toward Gates Hall, you will see the incredible golden foliage of Princeton Gold Chinese witchhazel (*Hamamelis mollis* 'Princeton Gold').

At the bottom of the Holly Slope, tucked behind the signature Katsura tree (*Cercidiphyllum japonicum*), are several broad-leaved evergreens that are growing in the shade and protected from harsh winter wind. These are *Camellia oleifera* (tea-oil camellia), with beautiful white flowers, and *Camellia sinensis*, the plant from which tea is made, with small white flowers. Between these is an impressively large shrub, *Osmanthus armatus* (Chinese osmanthus) prized for its small but very fragrant flowers.

Around the corner is one of the most interesting plants for fall color, used as a hedge surrounding the Long Fountain, *Lindera salicifolia* (one of the Asian spicebushes and related to the native *Lindera benzoin*). This plant colors very late in the fall, turning a variety of reds, yellows, and oranges before the leaves fade to russet and persist through the winter (see above).

As you encircle the Swan Pond, you will find a quieter interest in *Hamamelis virginiana*, a native common witchhazel. Common witchhazel displays

a modest yellow fall color but is most renowned for its profusion of small fragrant yellow flowers. This deer-resistant species is native throughout Pennsylvania and one can find sizable plants growing throughout the Wissahickon Valley.

Downstream from the Swan Pond, along the East Brook are several plants of a native shrub, southern blackhaw viburnum (*Viburnum rufidulum*), with burgundy-colored leaves and bright blue fruits that attract birds. Behind these stands the majestic Engler beech (*Fagus engleriana*) with its russet-red fall color and leaves that also persist into winter.

Surrounding the Engler beech are a number of small trees that make great additions to any landscape. These include *Stewartia pseudocamellia* (Japanese stewartia) a choice landscape plant with beautiful bark, white flowers in June, and rich red-orange fall color; nearby is *Parrotia persica* (Persian parrotia) a medium-sized tree also with beautiful bark and leaves that start out with deep purple color before turning a mix of yellows, oranges and reds. Parrotia is a tough tree suitable for gardens, planting strips or urban settings. Plants with yellow fall color are often overlooked, but the clearest, strongest and most reliable yellow in the Arboretum belongs to *Carpinus cordata* (heartleaf hornbeam), also growing nearby.

It is worth the extra effort to wander further through the English Park. Among staff favorite plants in this part of the Arboretum are the Okame cherries (*Prunus* 'Okame') with their red fall color and the majestic white oak (*Quercus alba*) with its unique purplish red color, perhaps the favorite of all. Along the path near the Mercury Loggia is a concentration of witchhazels, including Sandra vernal witchhazel (*Hamamelis vernalis* 'Sandra'), noteworthy for its red fall foliage.

Leaving the garden, as you head past the Rose Garden and return to the top of the hill, you will see the striking yellow of the native shagbark hickory (*Carya ovata*) and the interesting mix of colors of oakleaf hydrangea (*Hydrangea quercifolia*). Native to the southeastern US, oakleaf hydrangeas can grow in sun or shade and have year-round seasonal interest, including their bark and flowers.

Take the time to explore the Morris Arboretum this fall—you will probably see some old friends and no doubt discover some new favorites.

Penn's Way 2013 Raffle Drawings Week Five November 5 Drawing

(for week of October 29-November 2)

Annenberg Center for the Performing Arts:
Two tickets to a performance

Bikram Yoga: \$50 gift card

D'Angelo's Restaurant: \$35 gift certificate

Penn Ice Rink: Coupon book for 10 free admissions

Penne Restaurant & Wine Bar: \$75 gift certificate

Sweetgreen Restaurant: \$25 gift card

*Note that prizes valued at over \$100 are subject to state and federal tax. Winners will be notified and offered the option of refusing the prize.

See www.upenn.edu/pennsway for more info.

Week Three Winners

October 22 drawing (for week of October 15-19)

Arden Theatre Company: 2 theatre tickets—Jan Norkis, PA Hospital

Bikram Yoga: \$50 Gift Card—Maria Stierheim, UPHS HUP

Eastern State Penitentiary: 2 admission tickets—Holli Crowley, UPHS CPUP

Lamberti (Restaurant): \$50 gift certificate—Aileen Ngo, UPHS HUP

Landmark Theatres: 2 VIP passes—Cheryn Jarvis, UPHS CPUP

Penn Business Services: Nook Simple Touch eReader—Quinton Hill, Business Services

Penn Ice Rink: Coupon book for 10 free admissions—Aimee Kirsch, UPHS HUP

Holiday Inn Express: One night stay including breakfast*—Lucy Devine, UPHS HUP

Water Works (Restaurant): \$50 gift card—Teresa Kocudak, Wharton

Penn's Way Q & A

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

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

- **The Center for Responsible Funding (CRF)** administers a 5% flat fee to each of the eight funds/federations that receive donations through the Penn's Way campaign. Four of CRF's funds/federations (AIDS Fund, Bread & Roses Community Fund, Delaware Valley Legacy Fund, and WOMEN'S WAY) do not charge additional fundraising fees. The remaining CRF funds/federations (America's Charities, Community Health Charities of PA, Environmental Fund for PA, and Global Impact) charge additional membership and/or fundraising fees. These fees are assessed in a variety of ways and their amounts can vary depending on membership status, volume of donations, and additional services provided to individual member agencies. Historically, these four funds/federations have received fees ranging from 4-17%. Each year fees are reviewed and calculated. For more information, or to inquire about a particular fund/federation or member agency, please contact CRF at (215) 925-6140.

- **The United Way** administrative fee is 12.5% (4.1% administration and 8.4% fundraising). In other words, organizations that receive money through the United Way receive 87.5 cents of every \$1.00 donated. United Way does not use any further intermediaries in the fund distribution process (funds go directly to direct service agencies unless the donor designates their funds to an intermediary), so there are no additional administrative fees charged.

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

TALKS

30 *Entrepreneurship in Emerging Markets: The Case of South Asia*; Tarun Khanna, Harvard University; 11:30 a.m.; rm. F-65, Jon M. Huntsman Hall (CASI, Wharton Global Initiatives).

31 *Reducing the Carbon Footprint of Penn's Staff & Faculty—Lessons from the Field*; discussion with Penn Eco-Reps; noon; Carolyn Lynch Room, Chemistry Bldg. (IES).

AT PENN Deadlines

The November AT PENN calendar is online at www.upenn.edu/almanac. The deadline for the weekly Update is each Monday for the following week's issue. The deadline for the December AT PENN calendar is *Tuesday, November 6*.

Events are subject to change. Information is on the sponsoring department's website. Sponsors are in parentheses. For locations, call (215) 898-5000 or see www.facilities.upenn.edu

A Halloween Tradition Continues as The *Phantom* Returns to Irvine



The Phantom will be at Irvine tomorrow evening at 7:15 p.m.

The classic film *Phantom of the Opera* will once again be front and center at the University of Pennsylvania on Halloween, Wednesday, *October 31* at 7:15 p.m. in Irvine Auditorium.

This annual show is an opportunity to experience the 1925 silent film *Phantom of the Opera* with live organ accompaniment. The *Phantom of the Opera* is an adaptation of the Gaston Leroux's novel of the same name directed by Rupert Julian. The film features Lon Chaney in the title role as the masked and facially deformed Phantom who haunts the Paris Opera House, causing murder and mayhem in an attempt to force the management to make the woman he loves a star. It is most famous for Lon Chaney's intentionally horrific, self-applied make-up, which was kept a studio secret until the film's premiere.

Famed improvisational organist Peter Krasinski will play on the 10,731-pipe Curtis Organ. This nearly 40-year-old Halloween tradition is free and open to the public.

Peter Krasinski is a world-renowned conductor, organist, and teacher, and he specializes in the art of live silent film accompaniment. Come see *Phantom of the Opera* the way it is meant to be enjoyed as Mr. Krasinski performs on the 11th largest organ in the world.

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Sign up to receive email notification when we post breaking news between issues. Send an email to listserv@lists.upenn.edu with "subscribe e-almanac <your full-name>" in the body of the message. —Ed.

Penn Safety Fair Raffle Winners

The Office of Environmental Health and Radiation Safety (EHRS) and the Division of Public Safety (DPS) hosted the 3rd Annual Penn Safety Fair in the Biomedical Research Building on October 10, 2012. Along with DPS and EHRS, a variety of vendors and Penn offices coordinated by the Vice Provost for Research shared valuable information and asked the research community to "Join the Culture of Safety." Thanks to all who contributed to the Safety Fair's success and congratulations to the following winners of this year's raffle:

Grand Prize:

Matthew Churgin, Bioengineering—Barnes & Noble NOOK

Other Winners:

Elaine Buchanan, Veterinary School, Operations—\$50 Barnes & Noble bookstore gift card

Anthony R. Natale, FRES—Red Lobster gift certificate donated by Curtis Bay Energy

Chengran Xu, Cell & Developmental Biology—Polo shirt donated by Showa Best Glove

Mahadesh Prasad, Microbiology—Cleaner Science soaps

Bill Slavin, FASC—Cleaner Science soaps

Lauren Barrett, Hematology & Oncology—Cleaner Science soaps

Elizabeth Henning, Orthopedic Research—Cleaner Science soaps

Pu Pu, Genetics—Smoke detector set from HUP Safety

James Rhoads, Pathology & Laboratory Medicine—Smoke detector set from HUP Safety

Pat Vance, Neurology—Smoke detector set from HUP Safety

Joyce Lee, Genetics—Smoke detector set from HUP Safety

Michelle Burrows, Dermatology—GIANT microbes soap dispenser

Winners can pick up their prizes at EHRS, 3160 Chestnut Street, Suite 400.

Please contact EHRS at (215) 898-4453 for directions or questions.

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **October 15-21, 2012**. Also reported were 19 Crimes Against Property (12 thefts, 3 robberies, 1 burglary, 1 narcotic and 2 cases of fraud). Full reports are available at: www.upenn.edu/almanac/volumes/v59/n10/creport.html. Prior weeks' reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **October 15-21, 2012**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

| | | | |
|----------|---------|----------------------|--------------------------------|
| 10/19/12 | 9:31 PM | 222 St. Marks Square | Male assaulted by known female |
| 10/20/12 | 1:37 AM | 4200 Walnut St | Intoxicated driver arrested |

18th District Report

Below are all Crimes Against Persons from the 18th District: 8 incidents with 2 arrests (7 robberies and 1 rape) were reported between **October 15-21, 2012** by the 18th District covering the Schuylkill River to 49th Street & Market Street to Woodland Avenue.

| | | | |
|----------|----------|---------------------------|----------------|
| 10/15/12 | 3:00 AM | 4402 Sansom St | Robbery |
| 10/15/12 | 12:30 PM | 3200 blk of Chestnut St | Robbery |
| 10/16/12 | 2:00 PM | Farragut and Market Sts | Robbery |
| 10/17/12 | 3:30 PM | 45th and Chestnut St | Robbery |
| 10/18/12 | 5:40 PM | 3800 blk of Sansom St | Robbery |
| 10/19/12 | 10:20 PM | 300 blk of St. Bernard St | Rape/Arrest |
| 10/20/12 | 10:05 PM | 4200 blk of Chestnut St | Robbery/Arrest |
| 10/20/12 | 11:00 PM | 4000 blk of Market St | Robbery |



Only a week remains until Americans cast their vote for the future leaders of America. However, the onslaught of ads and media spin can lead to confusion and misinformation. *Factcheck.org*, a project of Penn's Annenberg Public Policy Center, aims to reduce these deceptions by providing factually accurate information on major US politicians. For more information, visit www.factcheck.org

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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The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class status in the administration of its admissions, financial aid, educational or athletic programs, or other University-administered programs or in its employment practices. Questions or complaints regarding this policy should be directed to Sam Starks, Executive Director of the Office of Affirmative Action and Equal Opportunity Programs, Sansom Place East, 3600 Chestnut Street, Suite 228, Philadelphia, PA 19104-6106; or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).



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Honors & Other Things

Ford Foundation Grant: Dr. Birch

Dr. Eugénie Birch, Lawrence C. Nussdorf Professor of Urban Research and Education and co-director of the Penn Institute for Urban Research, was awarded a Ford Foundation grant to create a catalog of indicators for sustainable development in conjunction with the Partnership for Sustainable Communities.



Eugénie Birch

National Jewish Sports Hall of Fame: Mr. Bilsky

Mr. Steve Bilsky, director of athletics, will be inducted into the National Jewish Sports Hall of Fame and Museum on April 21, 2013. The National Jewish Sports Hall of Fame & Museum is dedicated to honoring Jewish athletes, coaches, broadcasters and others who have distinguished themselves in the world of sports. Mr. Bilsky was a three-time All-Ivy guard and captained a Penn team that was arguably the greatest in program history. In 1970-71, the Quakers went undefeated through the regular season and NCAA Tournament before falling in the East Regional final.

Fulbright NEXUS Scholar: Dr. Hsu

Dr. David Hsu, assistant professor in the department of city and regional planning at the School of Design, has been named a 2012-2013 Fulbright Regional Network for Applied Research (NEXUS) Scholar by the US Department of State's Bureau of Educational and Cultural Affairs. The Fulbright Program is the US government's flagship international educational exchange program.

Dr. Hsu will focus on "Data Infrastructure for Energy Efficiency in Buildings in Brazil and the US" as his project.

APAPASE 2012 Scholarship

Master of city planning candidates *Sara Brandt-Vorel*, *Fern Braun*, *Phylicia Coleman*, *Kim Davies*, *Leonard Klipper*, *Liza Wallis*, *Alan Yu* and *Joy Zhou*, from the School of Design, were honored with a cash award by the Southeast Section of the American Planning Association-Pennsylvania Chapter (APAPA) last week. Their submission, entitled "Cobbs Creek District Vision + Proposals," claimed the First Place Team Award and was named the APAPASE 2012 Scholarship Award Winner. The paper was collectively authored in studio under the instruction of Donnie Maley, MCP'09 and lecturer in the department of city and regional planning.

Innovative Research: Dr. Kambayashi

Dr. Taku Kambayashi, assistant professor of pathology and laboratory medicine in the Perelman School of Medicine, was the recipient of this year's David B. Pall Prize for Innovative Research at the AABB Annual Meeting in Boston. Dr. Kambayashi was cited for his National Blood Foundation-funded research on the role of granulocyte-macrophage colony stimulating factor (GM-CSF) in regulatory T cell proliferation and homeostasis. The Pall Prize includes a \$10,000 honorarium. The award recognizes a scientist whose original research resulted in an important contribution to the body of scientific knowledge in transfusion medicine or cellular therapies.

First Hospital Foundation: Mr. Kasper

Mr. Keith Kasper, senior vice president and chief financial officer for the University of Pennsylvania Health System, was elected treasurer of the First Hospital Foundation. The foundation is a Philadelphia group that supports nonprofit organizations whose programs address the health needs of the most vulnerable and underserved populations. Mr. Kasper has served as a trustee for seven years.

Franklin Institute Medal: Dr. Labov

Dr. William Labov, professor of linguistics and director of the Linguistics Laboratory at the School of Arts & Sciences, has won the Franklin Institute's Benjamin Franklin Medal in Computer and Cognitive Science.

Dr. Labov is one of eight 2013 Franklin Institute Award Laureates selected from the fields of science, engineering and technology. He is being honored for "establishing the cognitive basis of language variation and change through rigorous analysis of linguistic data, and for the study of non-standard dialects with significant social and cultural implications."

Dr. Labov will receive the Franklin Institute Award at a ceremony at the science museum on April 25.

Early Career Award: Dr. Mangharam

Dr. Rahul Mangharam, Stephen J. Angello Term Assistant Professor in the department of electrical and systems engineering, is a recipient of the 2012 Intel Early Career Faculty Honor Program Award. Intel provides financial and networking support for 20 promising faculty members to promote their careers and to foster long-term collaborative relationships with senior technical leaders at Intel.

Dr. Mangharam's research goal is to merge computing, communications and the physical world into integrated cyber-physical systems, enabling seamless communication with and control of objects such as smart buildings, the human body and automobiles in the physical world.

SSMN Grant Reviewer: Dr. McCool

Dr. William McCool, Term Associate Professor in Women's Health and Nurse Midwifery in the School of Nursing, has been selected to serve as a reviewer for the Strong Start for Mothers and Newborns (SSMN) grant review. The initiative is a joint effort between the Centers for Medicare & Medicaid Services, the Health Resources and Services Administration, and the Administration for Children and Families. SSMN supports reducing the risk of significant complications and long-term health problems for expectant mothers and newborns.

AAA Four Diamond: Hilton Inn at Penn

For the 12th consecutive year, the *Hilton Inn at Penn* has been awarded the AAA Four Diamond rating. The AAA Diamond rating process is North America's premier rating program and is considered a trusted source of quality when traveling. Being ranked as a Four Diamond property showcases the Hilton Inn's dedication

to all areas of hotel and travel services.

To be awarded AAA Four Diamond, a hotel must offer accommodations that are progressively more refined and stylish than a standard property. The physical attributes of the building must reflect an obvious enhanced level of quality throughout. The fundamental hallmarks at this level include an extensive array of amenities combined with a high degree of hospitality, service and attention to detail.

CAPP Achievement: Mr. Shaw

Mr. Brian Shaw, director of Business Services, has received his certification as a Certified Administrator of Public Parking (CAPP) from the International Parking Institute (IPI), University of Virginia and CAPP Committee for his completion of the CAPP Program requirements. Mr. Shaw will be awarded his certification at the IPI 2013 Conference & Expo in the spring. Becoming a Certified Administrator of Public Parking is a premier professional credential and reflects a commitment to professionalism within the parking industry.

National Academy of Education: Dr. Slaughter-Defoe

Dr. Diana Slaughter-Defoe, Constance E. Clayton Professor Emerita in Urban Education in the Graduate School of Education, was elected to the National Academy of Education (NAEd) last spring. NAEd has undertaken research studies that address pressing issues in education and typically include both NAEd members and other scholars with an expertise in a particular area of inquiry.

Dr. Slaughter-Defoe's research interests include culture, primary education, and home-school relations that facilitate in-school academic achievement.

NIH Grant: Dr. Sommers

Dr. Marilyn "Lynn" Sommers, the Lillian S. Brunner Professor of Medical-Surgical Nursing and director of the School of Nursing's Center for Global Women's Health, received a supplement to her current T32 program, *Research Training to Study Vulnerable Women, Children, and Families*, from the National Institutes of Health (NIH). In addition, she was recently appointed a charter member of the Study Section, Health Disparities and Equity Promotion at the NIH.

Teaching Excellence: Dr. Tomlin

Dr. Dana Tomlin, professor of landscape architecture and co-director of the Cartographic Modeling Laboratory in the School of Design, received the Graduating Class Award for Teaching Excellence at the Yale School of Forestry and Environmental Studies, where he has long served as a member of the adjunct faculty.

WEF Council: Dr. Wachter

Dr. Susan Wachter, co-director of the Penn Institute for Urban Research and Richard B. Worley Professor of Financial Management, was invited to join the World Economic Forum Urban Development Initiative, which aims to provide a neutral setting for mayors, ministers, the private sector and other experts to develop strategies for addressing the major urban challenges of the 21st century. She also joined the Global Agenda Council on Financing and Capital, which aims to identify a sustainable financing and capital model.