

2008 MODEL SUPERVISOR AWARD

CHRISTINA M. COSTANZO CLARK

Christina M. Costanzo Clark, Penn Nursing's Assistant Dean for Academic and Student Affairs, works closely with the Associate Dean on all matters of student policy and procedure and directs eight staff members in the day-to-day management of the School's core student-related functions.

Christina's staff tell us:

"She is an ideal manager and guides her employees in the right direction by setting clear goals and expectations."

"She has not just been my supervisor, but also my mentor and sounding board... [and] treats all of her staff fairly and with a great deal of respect."

"Christina...encourag[es] us to work cross-functionally and develop professionally, while being aware of the necessity for work-life balance."

"[She] truly has a vision of how our department can improve and evolve and is constantly motivating us to be the best we can be."



FINALISTS

KIM GRUBE

Kim Grube, the Senior Director of Development in Penn Medicine's Office of Development & Alumni Relations, directs a team of 15 staff members responsible for raising more than \$20 million annually to support research, education and clinical priorities for Penn Medicine.

Kim's staff tell us:

"[Kim] sets a fantastic example of personal achievement and dedication, understands how best to empower and support her staff, supports people on the basis of their individual merits and potential, and encourages diversity of all kinds."



JEFFREY RUSLING

Jeff Rusling, the Director of Technology Sales and Marketing for the Penn Computer Connection and the Office of Software Licensing, is responsible for 17 staff members working for the Computer Connection and the Office of Software Licensing and for 28 student workers who support Computer Connection activities.

Jeff's staff tell us:

"He has an excellent management style, he weighs the opinions of his staff fairly...his mediation and resolution of staff conflicts is more than fair, and he always has the best interest of the Penn community in mind."



MSA NOMINEES

Jesse Chittams, Center for Clinical Epidemiology and Biostatistics, School of Medicine

Marjorie Hassen, Van Pelt-Dietrich Library

Rosalie A. Hilton, School of Dental Medicine

Betsy Robinson, Facilities & Real Estate Services

The annually rotating Selection Committee uses a set of standards and behaviors to identify those who merit Models of Excellence and Model Supervisor recognition. To learn more, please go to <http://www.hr.upenn.edu/quality/models/> or contact Marilyn Kraut, Human Resources Director for Quality of Worklife Programs at kraut@exchange.upenn.edu or 215.898.0380 with any questions.