

2010  
**Models**  
of  
**Excellence**



# MODELS OF EXCELLENCE



**Penny M. Creedon**

Graduate School of Education

**Penny Creedon** is honored for creating and implementing innovative student recruitment practices that allowed the Graduate School of Education to meet its goal to increase the number of master's level students while staying within current economic constraints.

# MODELS OF EXCELLENCE



## Out-on-a-Limb Tree Adventure Team

*Left to Right*

**Front Row:** Janice McFarlan, Business Services; Robert F. Anderson, Business Services; Paul W. Meyer, Business Services; Liza Hawley, Business Services; Susan Crane, Business Services; Marc Steven Cooper, Facilities & Real Estate Services  
**Second Row:** Elizabeth Anthony Nestor, Facilities & Real Estate Services; Robert Gutowski, Business Services; Leslie A. Weisser, Business Services; Mariette J. Buchman, Facilities & Real Estate Services; Victoria Crago Sicks, Business Services  
**Missing from photo:** Vincent A. Marrocco, Business Services

**Out-on-a-Limb Tree Adventure Team** is honored for designing a unique structure and related activities for the Morris Arboretum that significantly increases visitorship and teaches, through play and experience, our obligation to serve as good stewards of our environment.

# HONORABLE MENTION



## Nonprofit Institute at Penn Team

*Left to Right*

**Front Row:** Glenn D. Bryan, Office of Government and Community Affairs; Dani Howard, School of Arts and Sciences; Isabel Mapp, Netter Center for Community Partnerships; Ira Harkavy, Netter Center for Community Partnerships; Eleanor Sharpe, Netter Center for Community Partnerships  
Albert Johnson, Human Resources

**Second Row:** Valerie Dorsey Allen, African American; Resource Center; Joann Weeks, Netter Center for Community Partnerships; Debra Sokalczuk, School of Arts and Sciences; Pamela A. Robinson, University Life; Linda Satchell, Netter Center for Community Partnerships; Leslie Mellet, Office of the President; Jacqueline Posey, University Communications

**Nonprofit Institute at Penn Team** is accorded honorable mention for providing an “institute” on nonprofit management for local nonprofit leaders to enhance their skills and organizational effectiveness, and connect with additional resources at Penn and in the broader community.

# HONORABLE MENTION



## Alex's Virtual Lemonade Stand Team

*Left to Right*

Heather Weisse Walsh, Information Systems and Computing; Christopher Cook, Information Systems and Computing; Gregory D. Palmer, Information Systems and Computing; Naila A. Machado, Information Systems and Computing; Peter J. Heverin, Information Systems and Computing

**Alex's Virtual Lemonade Stand Team** is accorded honorable mention for working in partnership with the Lower Merion School District to devise fun internet activities and connect 38 schools across the US, and one in Taiwan, with pediatric cancer research fundraising for the Alex's Lemonade Stand project - primarily through interactive videoconferencing and web streaming.

# 2010 MODEL SUPERVISOR



Sharon Moorer Aylor, Executive Director,  
Human Resources

**Sharon Moorer Aylor**, Executive Director of Staff and Labor Relations, Human Resources, is responsible for establishing and overseeing the implementation of Human Resource's Staff and Labor Relations related strategic goals. She also provides guidance and consultation to senior administrators and managers on a wide-range of human resources issues. Sharon supervises 10 staff members directly and nine indirectly.

## Here is what her staff said about Sharon:

- Sharon sets high expectations for herself. She inspires me to work harder and better to meet her standards.
- She is a great mentor. She has invested in my success and I have witnessed her ability to bring out the best in me and my colleagues on numerous occasions.
- I know that Sharon never has a quiet day... However, she always makes herself available when advice or direction is needed. She is an excellent role model and a model supervisor. provides the necessary tools to develop our skills and...the encouragement and support to broaden our roles.

# MODEL SUPERVISOR FINALIST



Carol Pooser, Executive Director, School of Arts and Sciences

**Carol Pooser**, Executive Director of External Affairs for the School of Arts & Sciences, is responsible for major gifts and fundraising programs as well as SAS's prospect research program, donor relations, and volunteer engagement. Carol has nine staff members reporting directly to her.

### **Carol's staff had this to say:**

- As her employee, I feel that I can trust her and that she has my best interests at heart. She provides ongoing positive reinforcement, but also provides consistent accountability for performance of assigned tasks.
- She has a passion for the educational mission of the School that shows clearly. She sees the big picture and is always willing to reconsider procedures or plans to adjust to changing circumstances.
- Carol is a well-rounded person who genuinely cares about her staff and the mission of the University. In my opinion Carol epitomizes a "Model Supervisor," which is why I nominated her. She is a valuable leader and a true mentor.

# MODEL SUPERVISOR FINALIST



Janice M. Orlov, Budget Director,  
The Wharton School

**Janice M. Orlov**, Budget Director of Finance & Administration, The Wharton School, is responsible for managing Wharton's annual budget process and related quarterly forecasting. She also develops strategic alternatives and recommendations to improve the School's financial health and flexibility. Janice supervises two Senior Financial Analysts.

## **Here's what Janice's staff said about working with her:**

- Janice's skill in communication is highly refined. She approaches communication as a give and take. She listens and truly hears the other party, allowing for mutual understanding on both sides of an issue before moving forward.
- She somehow manages to provide the right level of supervision to allow her subordinates to thrive. When we undertake projects, she helps us understand the big picture and how the details of the project will contribute to the results.