Sincerely,

we help ensure that you, and the whole Penn community, can thrive.

Such excellence requires ongoing support at work and beyond. That's why Human Resources offers programs and services to help you care for yourself and your family, develop your career, and find a healthy work-life balance. By tending to the whole individual, we help ensure that you, and the whole Penn community, can thrive.

Jack Heuer, Ed.D., Vice President for Human Resources

MY HEALTH AND WELL-BEING

Care.com Services Expanded

Your home life doesn't stop just because you're at work. That's why Penn offers benefits-eligible faculty and staff back-up care through Care.com to help you care for loved ones when you can't be there yourself.

Penn's services provided through Care.com have been expanded, giving you more ways to take care of your family and even your home.

In addition to backup care, benefits-eligible faculty and staff now have access to Care.com's complete network of providers, from nannies and home health aides to housekeepers.

You can also call on Care.com to consult with qualified professionals about senior care or get help locating other care advisors and providers.

Penn's expanded services through Care.com include:

- For Home: Housekeepers and providers for errands, house-sitting, and more
- Whether you need ongoing help, occasional assistance, or one-time backup care, these web services can save you the time and stress of finding help on your own. Select a provider with confidence, knowing that Care.com pre- vet its members and gives you access to detailed profiles, reviews, and ratings.

SENIOR CARE MANAgERS

Consult with a Licensed Geriatric Social Worker to help you navigate the questions and concerns that arise when you're considering care for an older loved one, such as:

- How do we talk about what needs to happen?
- How do we get all our family members on the same page and come up with a plan?
- How do we manage health, legal, and financial issues?
- How do we find—and pay for—the necessary resources?

ASSISTANCE WITH FINDING HELP

Work with Care.com staff to find advisors, care providers, and other services to help you handle the challenges of caregiving. Connect to resources that can assist you with issues such as managing work and personal responsibilities, addressing legal and financial issues, and more. Assistance is available in any of the areas of care offered by Care.com.

Enroll at penn.care.com to access Care.com services. If you registered with Care.com before January, 2016, please register again to ensure that your record is up-to-date. To consult with senior care managers, you may also call toll-free (855) 781-1303.

Enrollment is free for benefits-eligible faculty and staff. Care.com backup care is subsidized by the University. Backup care co-pays will be charged on a sliding scale at the time of service.

Visit www.hr.upenn.edu/myhr/worklife/family/backcare for eligibility and service cost details.

If you have questions about any of these services, email qow@upenn.edu.

Wellness Program Highlights

From expert nutrition and weight loss advice to exercise and disease prevention strategies, we can help you embrace a healthy lifestyle.

March Wellness Walk; 3/11; 12pm-1pm; free
March is National Nutrition Month, and the theme for 2016 is Savour the Flavor of Eating Right. Meet at the Center for Public Health Initiatives staff at Noon, in front of College Hall, by the Ben Franklin statue, and walk a one mile or two mile route around Penn's campus while chatting about nutrition and how you can develop a mindful eating pattern that includes nutritious and flavorful foods. We hope you will be able to join us. Bring your water bottle and don't forget your sneakers!

Quality of Work Life Workshop Highlights

These free workshops offer information and support for your personal and professional challenges. For a complete list of workshops and to register, visit www.hr.upenn.edu/myhr/registration or contact Human Resources at 215-573-2471 or qow@upenn.edu.

Guided Meditation – Take a Breath and Relax: 2/26, 3/1, 3/11, and 3/18; free
Times and locations may vary. Visit the Event and Program Registration webpage for details. Practice mindful breathing that focuses your attention on the present moment with kindness, compassion, and awareness. Self-massage and gentle mindful movements that promote relaxation and reduce stress may also be included in the workshop. No experience necessary.

Professional and Personal Development Program Highlights

Improve your skills and get ahead in your career by taking advantage of the many development opportunities provided by Human Resources. See a complete list of programs and registration information at knowledgehub.upenn.edu or contacting Learning and Education at 215-898-3400.

AMAS Fundamentals of Strategic Planning: 2/24-2/25; 9am-5pm; $75
Improve your knowledge of strategic planning to understand what senior management is thinking and why—and increase your value to your organization! This two-day workshop offers an overview of strategic planning for the non-strategist, but who want to understand the impact of strategy on their work and their organization’s success. Gain a perspective and vocabulary for strategic planning to help you actively and constructively support your team’s strategic direction.

Strategies for Improved Communication: 3/3; 9am-12pm; $75
Plan the conversation with the end result in mind. Learn the systems approach to communicating. Identify your communication style. Develop more productive working relationships through enhanced interpersonal communication. Practice listening techniques to ensure effective communication. Prepare yourself to manage the conversation, overcome challenges and achieve positive outcomes.

Effective Performance Management: 3/18; 9am-5pm; $75
This workshop provides managers with information, tips and applications that will make the performance management process easier, more comfortable and more effective in producing real employee performance improvement. Managers and supervisors will discover how to give effective feedback, understand the difference between standards and goals, why interim reviews are critical to the review process, the right way to document employee performance and many more invaluable tips and techniques for completing effective performance reviews.
Penn Recognizes Outstanding Staff Members with 2016 Models of Excellence Honors

At Penn, going the extra mile gets you noticed. In its 17th year, the Models of Excellence Program will honor 77 outstanding staff members who play key roles in Penn’s successes every day. President Amy Gutmann will present honorees from across 13 schools and centers with awards for their exemplary service on April 21, 2016 in Irvine Auditorium.

The Models of Excellence program spotlights remarkable staff contributions to the University’s standing as a global leader in education, research, and public service. It’s also a unique opportunity for staff to appreciate and be appreciated by their colleagues along with entire Penn community. The awards are presented in three categories: Models of Excellence, Pillars of Excellence, and Model Supervisor. Visit www.hr.upenn.edu/models for more information about this year’s honorees.

Models of Excellence

The Models of Excellence Award recognizes staff member accomplishments that reflect initiative, leadership, increased efficiency, and a deep commitment to service.

Both the Penn Wellness/Bike in the Know team and the Penn Wharton China Center Project Team will be presented with the Models of Excellence award.

Penn WELLNESS/BIKE IN THE KNOW CAMPAIGN TEAM
Amy Blake, Human Resources
Chris Biddle, Human Resources
Stephanie Brown, Human Resources
Elizabeth Dernett, Perelman School of Medicine
Matt Gaetani, Human Resources
Tamika Graham, Human Resources
Ashleigh Halbert, University Life, Student Health Service
Monika Hall, Perelman School of Medicine
Sheila Hall, Human Resources
Rebecca Hauritz, University Life, Student Health Service
Chris Hayon, Human Resources
Karen Elie, Human Resources
Sonae Lewis, Human Resources
Erica Schulke, Human Resources
Sara Sokolowski, Perelman School of Medicine
Katrina Terrell, Human Resources
Gin Zima, Human Resources

Penn WHARTON CHINA CENTER PROJECT TEAM
Dan Alip, The Wharton School
Josie Burns, Provost’s Center
Laura Cavender, President’s Center
Leo Charney, Provost’s Center
Christina Cook, President’s Center
Edith Datz, Facilities and Real Estate Services
Tara Davies, Development and Alumni Relations
Malin Drostholm, The Wharton School
Jeffrey Edwards, Information Systems and Computing
Stefan Frank, The Wharton School
Amy Gadisinni, Penn Global
Eric Grebner, The Wharton School
Yanan Gu, The Wharton School
Michael Hugel, The Wharton School
Marko Jarjeswosky, The Wharton School
Artemis V.Koch, Division of Finance
Karuna Krishna, The Wharton School
Jimmy Liu, The Wharton School
Anna Luh, The Wharton School
MaxWell McGinnis, The Wharton School
Amanda Mott, Provost’s Center
Alicia Najy, Penn Global
Maria O’Connell-Cassel, The Wharton School
Kelly O’Connor, Development and Alumni Relations
Janice Ortiz, Provost’s Center
Roman Pelya, President’s Center
MaryAnn Q. Piccolo, Division of Finance
Josh Piven, Provost’s Center
James Quin, The Wharton School
Omer Rosenthal, Development and Alumni Relations
Charles Remfry, Information Systems and Computing
Elizabeth Santilli, The Wharton School
Scott Shepo, Development and Alumni Relations
David Siedell, The Wharton School
Jane Siemens, The Wharton School
John Singler, The Wharton School
Laura Park Smith, Facilities and Real Estate Services
Yanan Guo, The Wharton School
Amy Blake, Human Resources
Chris Biddle, Human Resources
Stephanie Brown, Human Resources
Elizabeth Dernett, Perelman School of Medicine
Matt Gaetani, Human Resources
Tamika Graham, Human Resources
Ashleigh Halbert, University Life, Student Health Service
Monika Hall, Perelman School of Medicine
Sheila Hall, Human Resources
Rebecca Hauritz, University Life, Student Health Service
Chris Hayon, Human Resources
Karen Elie, Human Resources
Sonae Lewis, Human Resources
Erica Schulke, Human Resources
Sara Sokolowski, Perelman School of Medicine
Katrina Terrell, Human Resources
Gin Zima, Human Resources

Pillars of Excellence

The Pillars of Excellence Award, introduced in 2014, recognizes the important support Penn’s weekly-paid staff members provide to promote the University’s mission.

This year’s Pillars of Excellence awards will go to Brian Andros of Development and Alumni Relations and Greg Zydelowksi of Facilities and Real Estate Services.

Collin Anthony of the College Houses and Academic Services, S. Tyler Hoffman of The Wharton School, and Wilma Smith of Residential and Hospitality Services will receive Pillars of Excellence Honorable Mentions.

Model Supervisor Finalists

The Model Supervisor Award honors supervisors who are effective and productive leaders for the University.

The three finalists for the Model Supervisor Award are Gary Garofalo, Parking Services, Business Services; Enka Gross, University Life, Student Health Service; and Rosey Nissley, Administrative Information Services, Information Systems and Computing. The recipient of the Model Supervisor Award will be announced at the Award Ceremony.

Each Models of Excellence, Pillars of Excellence, and Model Supervisor Award winner and winning team member will receive $500.00 and a symbolic award. Staff members who have earned Honorable Mentions will receive $250.00 and a symbolic award.

The 24-member 2016 Selection Committee included people from across the Penn community: administrators, faculty, weekly-paid staff, supervisors, and past Models of Excellence honorees. This year, the selection committee carefully reviewed 11 Models of Excellence nominations, 11 Pillars of Excellence nominations, and 7 Model Supervisor nominations submitted by University colleagues and supervisors. All nominees merit recognition for their noteworthy work. Honorees were selected based on their distinguished efforts and impact above-and-beyond expectation.

Congratulations to all honorees, finalists and nominee!