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SPECIAL THANKS TO OUR SPONSORS
VPUL
School of Nursing
Bon Appetit Catering at Penn
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LUNCH SESSION: Film Screening of IVORY TOWER (90-minute film will spill over into Session 3)
Auditorium

Advocate and Agent of the Institution*
Karu Kozuma
Room 103

Difficult Conversations: Managing Up to Get Ahead
Marcia Glickman, Danielle Crowl, Julianna Despinos
Room 215

Navigating Religious & Spiritual Diversity on Campus
Chaz Howard, Steve Kocher
Room 218

Re-Envisioning Civic House: How to Shift the Culture in Your Office
Elizabeth Cannon
Room 208

Coaching Applications for Advising in Higher Education
Jaime Kelly
Room 208

Create Impact: Getting Things Done Effectively*
Holly Marrone
Room 103

Navigating Organizational Change: A Case Study of the Wharton Undergraduate Cohort System
Michael Colligan, Jenna Tesauro
Room 215

Reaching Students Where They Are: Social Media and Technology Strategies*
J. Michael DeAngelis, A. Mylene Kerschner
Room 218

Using Intercultural Theory to Promote International Student Engagement
Kia Marie Lor, Bonnie Yingfei He
Room 205

*Session is sponsored by VPUL Professional Development Day Committee
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<td>Noelle Melartin, Kayleigh Summers</td>
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<td><strong>Sophomore Bump: How the Wharton Sophomore Experience assists students in navigating sophomore-specific challenges and inspires engagement in key developmental areas.</strong></td>
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<td>Brian Peterson</td>
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THIS YEAR, THE VPUL PROFESSIONAL DEVELOPMENT DAY PLANNING TEAM PARTNERED WITH THE SALT CONFERENCE COMMITTEE TO SPONSOR SPECIAL SESSIONS FOR VPUL STAFF.

WE THANK THE VPUL PROFESSIONAL DEVELOPMENT DAY PLANNING TEAM FOR THEIR CONTRIBUTIONS TO THE PROGRAMMING AND LOOK FORWARD TO CONTINUING THIS COLLABORATIVE EFFORT.

VPUL PROFESSIONAL DEVELOPMENT DAY PLANNING TEAM
Amber Battle-Winston
Eva Davis
Judith Max
Steve McCann
Viraj Patel
Pat Ravenell
Sue Russoniello
Dr. Frances Jensen

Professor and Chair of the Neurology Department at the Perelman School of Medicine, University of Pennsylvania

9:15 a.m. - 10:15 a.m.

Dr. Jensen is Professor of Neurology and Chair of Neurology at the Perelman School of Medicine, University of Pennsylvania. She is also the Co-Director of the Penn Translational Neuroscience Center. She was formerly Professor of Neurology, Harvard Medical School, Director of Translational Neuroscience, and senior neurologist at Boston Children’s Hospital and the Brigham and Women’s Hospital. She is a graduate of Cornell Medical College and did her neurology residency training at the Harvard Longwood Neurology Residency Program. Her research focuses on mechanisms of epilepsy and stroke, with specific emphasis on injury in the developing brain as well as age specific therapies for clinical trials development. She received a 2007 Director’s Pioneer Award from the NIH to explore the interaction between epileptogenesis and cognitive dysfunction.

Dr. Jensen also is the recipient of the 2008 American Epilepsy Society Basic Science Research Award. Dr. Jensen was President of the American Epilepsy Society in 2012 and has served on a number of other leadership boards including the Council for the Society for Neuroscience, the nominating committee at the American Neurological Association, and is on Council at NICHD. She serves on the scientific advisory panel at NIH for the BRAIN Initiative and on a number of charitable foundations for medical research. In addition, Dr. Jensen was elected to the National Academy of Medicine in 2015.

She has authored over 130 manuscripts on subjects related to her research, has been continuously funded by NIH since 1987, and has trained numerous clinical and basic research fellows who now hold independent faculty positions nationally and internationally. She is also an advocate for awareness of the adolescent brain development, its unique strengths and vulnerabilities, as well as their impact on medical, social, and educational issues unique to teenagers and young adults. She is a Trustee of the Franklin Institute and author of the book “The Teenage Brain”, released by Harper Collins in 1/15.
ADVOCATE AND AGENT OF THE INSTITUTION*

**PRESENTER:** KARU KOZUMA, Associate Vice Provost for Student Affairs

**LOCATION:** Room 103

**TIME:** 10:30 a.m. - 11:20 a.m.

**ABSTRACT:** For new and mid-level professionals, this session focuses on the tension and complexities of being an advocate for students while maintaining the responsibilities of working for an institution. Participate in a discussion based workshop that explores these issues with the goal of developing strategies to navigate the roles of advocate and agent of the institution.
CROSSING OCEANS: BRIDGING CULTURAL BARRIERS TO SUCCESSFULLY SUPPORT INTERNATIONAL STUDENTS WHO VIOLATE ACADEMIC INTEGRITY CODES

PRESENTERS: KEVIN PITT, Deputy Director, Office of Student Conduct
RODOLFO “RUDIE” ALTAMIRANO, Director International Student and Scholar Services

LOCATION: Room 205
TIME: 10:30 a.m. - 11:20 a.m.

ABSTRACT: With the rapid influx of international graduate and undergraduate students who, because of cultural differences, have vastly divergent understandings of what defines academic integrity, the already multi-layered task of adjudicating these incidents has become even more challenging. How do we bridge this cultural gap and support these students while simultaneously holding them accountable? This session will present creative strategies for successfully crossing academic cultural boundaries and effectively adjudicating academic integrity cases that involve international students.
DIFFICULT CONVERSATIONS: MANAGING UP TO GET AHEAD

PRESENTERS:
MARCIA GLICKMAN, Senior Case Manager
DANIELLE CROWL, Senior Case Manager
JULIANNA DESPINOS, Case Manager
Office of Student Conduct

LOCATION: Room 215

TIME: 10:30 a.m. - 11:20 a.m.

ABSTRACT:
This presentation will help staff unpack conflicts with their direct supervisors and/or faculty leadership. We will provide communication tools and practice to help create a better, more collegial work environment. Participants will learn tips to set up systems in their work place to help avoid future conflicts.
NAVIGATING RELIGIOUS & SPIRITUAL DIVERSITY ON CAMPUS

PRESENTERS: CHAZ HOWARD, University Chaplain
STEVE KOCHER, Associate Chaplain

LOCATION: Room 218
TIME: 10:30 a.m. - 11:20 a.m.

ABSTRACT: Discussing religion and spirituality can be complex and often controversial - but if we avoid engaging these issues are we also avoiding talking about a significant part of our student’s lives? For many of our students the questions of identity and vocation that are so central to their college experience are deeply linked to their understanding and exploration of questions of faith, religion and spirituality. In this workshop we will discuss the active and diverse religious and spiritual life of our campus and our city, learn how religious groups contribute to student development and consider how we as student affairs professionals can appropriately engage and support the religious and spiritual identities of all of our students.

Other topics include, working with religious students and organizations on a non-sectarian (or secular?) campus, responding to religious discrimination, resources for developing religious literacy and ideas for engaging in interfaith activities.

The workshop will include perspectives from student leaders and the PRCC (Penn Religious Communities Council).
ABSTRACT: 
LOCATION:
TIME:

Want to learn more about how to change the culture for the better in your office? Civic House hit the pause button in Fall 2015 to embark on a strategic planning process that has re-invigorated our space. We have learned a lot about ourselves, each other and our students over the last year and a half. The discovery process led us to new ideas, to remember ones, and to hone in on best practices. We then began to use this time as a place to model the transformative practices we were discovering, which included experiential learning, a commitment to social justice, effective mentorship, praxis (action and reflection), a mix of head and heart, and vulnerability and openness to change and deep learning. We have a vision for who we want to be and how we are going to get there. This movement has challenged us, motivated us, and pushed us to be more collaborative, creative and thoughtful in our work. If you are interested in learning more to think about how you can engage in a similar process, then this workshop is for you!

PRESENTER: ELIZABETH CANNON, Associate Director
Civic House

LOCATION: Room 208
TIME: 10:30 a.m. - 11:20 a.m.
COACHING APPLICATIONS FOR ADVISING IN HIGHER EDUCATION

PRESENTER: JAIME KELLY, Post-Baccalaureate Studies Coordinator
College of Liberal and Professional Studies

LOCATION: Room 208

TIME: 11:30 a.m. - 12:20 p.m.

ABSTRACT: As the field of higher education academic advising expands, so do the needs of its students. Many academic advisors lack the training and tools integral to supporting their students.

This session is designed to illustrate the benefit of incorporating coaching techniques into academic advising sessions. The field of coaching can help improve the advisor / advisee relationship, thus enabling a collaboration that is both successful and rewarding.

The speaker will present her findings through a simple to use model, based on research conducted on coaching and academic advising theory as well as interviews with academic advisors across the United States. Advisors will learn how to enhance their interactions with advisees.
CREATE IMPACT: GETTING THINGS DONE EFFECTIVELY*

PRESENTER: HOLLY MARRONE, Sr. Training and Development Consultant, HR Learning and Education

LOCATION: Room 103

TIME: 11:30 a.m. - 12:20 p.m.

ABSTRACT: This workshop will evaluate how you currently get work done and changes you could make to be more effective. You will understand the importance of your workflow system and identify and control your biggest “time sponges”.
NAVIGATING ORGANIZATIONAL CHANGE:
A CASE STUDY OF THE WHARTON
UNDERGRADUATE COHORT SYSTEM

PRESENTERS:  
MICHAEL COLLIGAN, Associate Director of Student Life  
JENNA TESAURO, Associate Director of Student Life  
Wharton Undergraduate Division

LOCATION:  
Room 215

TIME:  
11:30 a.m. - 12:20 p.m.

ABSTRACT:  
The Cohort System has been a hallmark of The Wharton School’s undergraduate experience for over nine years. In 2015, student leaders and staff advisors critically assessed and realigned it’s organizational structure in order to capitalize on the group’s core competencies and better serve it’s stakeholders. This case study will explore best practices and anecdotes on leading organizational change.
REACHING STUDENTS WHERE THEY ARE: SOCIAL MEDIA AND TECHNOLOGY STRATEGIES*

PRESENTERS:  J. MICHAEL DEANGELIS, Information Resources Specialist & Web Manager
              A. MYLENE KERSCHNER, Associate Director Career Services

LOCATION: Room 218

TIME: 11:30 a.m. - 12:20 p.m.

ABSTRACT: Students arrive at Penn already engaged in multiple online platforms. In this session, we’ll explore how Career Services has made an effort to meet students where they already are. We’ll look at how to best leverage each social media platform – Facebook, Twitter, Instagram, Pinterest, LinkedIn – and talk about the potential of emerging platforms like Snapchat and Periscope. Also included will be a discussion on other forms of new media currently being used by Career Services: blogging, streaming video and podcasting.
USING INTERCULTURAL THEORY TO PROMOTE INTERNATIONAL STUDENT ENGAGEMENT

PRESENTERS: KIA MARIE LOR, Intercultural Fellow
BONNIE YINGFEI HE, Intercultural Fellow
Penn Graduate School of Education Office of Student Affairs

LOCATION: Room 205
TIME: 11:30 a.m. - 12:20 p.m.

ABSTRACT: The presenters co-lead the Penn GSE Student Affairs team in intercultural relations between international & domestic students. They designed and implemented various events, activities and workshops based on intercultural theories to engage international students on campus and to enhance the mutual understanding between international and domestic students. The presenters will introduce the intercultural theories they used to frame their work, such as the Gallahorn “W-Curve” Transition Model, to discuss the events they organized, and share the achievements and challenges they encountered. Moreover, they will share their unique collaborative success as a diverse team; specifically as an international student and a domestic student. Attendees will learn how to create opportunities for cross-cultural engagement in their schools.
FILM SCREENING OF IVORY TOWER
(90-minute film will spill over into Session 3)

PRESENTERS: After documentary, open discussion facilitated by
DANIELLE CROWL, Senior Case Manager
Office of Student Conduct
AMAN GOYAL, Associate Director, Office of Student Affairs

LOCATION: Auditorium

TIME: 12:30 p.m. - 1:50 p.m. (lunch session into session 3)

ABSTRACT: As tuition rates spiral beyond reach and student loan debt
passes $1 trillion (more than credit card debt), IVORY TOWER asks: Is college worth the cost? From the halls of Harvard,
to public colleges in financial crisis, to Silicon Valley, film-
maker Andrew Rossi (PAGE ONE: INSIDE THE NEW YORK
TIMES) assembles an urgent portrait of a great American
institution at the breaking point.

Through profiles at Arizona State, Cooper Union, and San
Jose State — among several others — IVORY TOWER reveals
how colleges in the United States, long regarded as leaders
in higher education, came to embrace a business model that
often promotes expansion over quality learning. But along
the way we also find unique programs, from Stanford to the
free desert school Deep Springs to the historically black all
women’s college Spelman, where the potential for life-chang-
ing college experiences endure. Ultimately, IVORY TOWER
asks, What price will society pay if higher education cannot
revolutionize college as we know it and evolve a sustainable
economic model?
IVORY TOWER - DOCUMENTARY DISCUSSION

PRESENTERS:  
DANIELLE CROWL, Senior Case Manager  
Office of Student Conduct  
AMAN GOYAL, Associate Director, Office of Student Affairs

LOCATION:  
Auditorium

TIME:  
2:00 p.m. - 2:50 p.m.

ABSTRACT:  
After watching a 90 minute documentary during the lunch session on the rising costs of education, this session will be an open forum discussion about the film. The discussion will focus on people’s initial reactions, both positive and negative to the film, and then shift to how it relates to life at Penn, and what we as student affairs professionals can do to help our students.
Dual-Career Relationships (aka The Two-Body Problem)

Presenters: Heather Hersh, Staff Psychologist, CAPS
            Rosanne Lurie, Senior Associate Director, Graduate
            Student/Postdoctoral Fellow Career Advisor, Career Services

Location: Room 215

Time: 2:00 p.m. - 2:50 p.m.

Abstract:
Dual-Career Relationships (aka The Two-Body Problem)
Many graduate and professional students, and some undergraduates, face the rewards and challenges of being in a dual-career relationship. Both are working towards degrees. Some may have moved in order to attend Penn, bringing their partners or family with them. Depending on their timeline, one or both of them are job-hunting or applying to programs to further their education and training. The members of this relationship may face the additional burden of living in different places. We will discuss what it's like to be in a dual-career relationship and give examples of real-life cases, which show the decisions and approaches to supporting both the needs of the individuals and their partnership. We will offer ideas and guidance on ways to best handle the professional challenges and suggestions to support the relationship from a psychological point-of-view. We will also discuss campus resources and job hunting resources that are available to help these dual-career couples. The workshop will be didactic and also offer opportunity for discussions in smaller groups.
MINDFUL SELF CARE*

**PRESENTER:** SANDI HERMAN, Health and Wellness Educator
SHS/Campus Health

**LOCATION:** Room 103

**TIME:** 2:00 p.m. - 2:50 p.m.

**ABSTRACT:** When we are being mindful, we are paying attention, without judgment, to our present experience. How can we use the quality of mindfulness to promote wellness and self-care? In this workshop, we will explore practical strategies for enhancing self-care by deepening our awareness of the present moment. These strategies may help us—as well as our students—in meeting the challenges that life at Penn offers. This session will included a guided meditation.
REDUCING THE RISK OF ALCOHOL AND OTHER DRUGS AT PENN

PRESENTERS: NOELLE MELARTIN, Director
KAYLEIGH SUMMERS, Associate Director
Alcohol and Other Drugs

LOCATION: Room 207

TIME: 2:00 p.m. - 2:50 p.m.

ABSTRACT: The Office of Alcohol and Other Drug Program Initiatives provides intervention, prevention, education, and policy support surrounding issues of alcohol and other drugs on campus. Did you know that AOD is not a disciplinary office, provides confidential one-on-one interventions, works with students and staff to plan safer events, and sends professionals roaming campus at night to prevent high-risk activity? Learn more about Penn’s efforts to reduce risk and promote informed, healthy decision making about alcohol and other drug use.
The OSC will present a case study to demonstrate how to reposition a department on campus in order to better align efforts with set goals, to proactively engage partners in an effective manner, and to create a roadmap for success within the Penn community.
SOPHOMORE BUMP: HOW THE WHARTON SOPHOMORE EXPERIENCE ASSISTS STUDENTS IN NAVIGATING SOPHOMORE-SPECIFIC CHALLENGES AND INSPIRES ENGAGEMENT IN KEY DEVELOPMENTAL AREAS.

PRESENTERS: JENNA TESAUNO, Associate Director of Student Life  
LEE KRAMER, Director of Student Life  
Wharton Undergraduate Division

LOCATION: Room 208

TIME: 2:00 p.m. - 2:50 p.m.

ABSTRACT: The Wharton Sophomore Experience is a year-long initiative to help students navigate sophomore year through academic preparation, career exploration, leadership development and social connectivity, with series of programs that directly address challenges identified by research. This presentation will posit the program as a case study to address the aforementioned needs in a way that offers students the opportunity to take ownership of their individual engagement. Learn how the program utilizes collaboration across campus, exclusive events, and an online tracking system recording individuals’ achievements in each key area to measurably increased engagement, and evaluate how the program offers a translatable model for promoting student success.
CAREER ACTION PLAN*

PRESENTER: KARU KOZUMA, Associate Vice Provost for Student Affairs

LOCATION: Room 218

TIME: 3:00 p.m. - 3:50 p.m.

ABSTRACT: Designed for new and mid-level professionals, this session examines career development and journeys to maximize resources and strategies to meet one’s goals.
Part of the mission of the College House system is to connect the House communities to the intellectual life of the University and create the atmosphere of a smaller liberal arts college within the excitingly larger research environment of Penn. How do we accomplish that goal? CHAS Signature Programs build upon partnerships with University centers like CURF, the Music Department, and Cinema Studies. In this session learn about the transformation of the Blutt College House Music program into a new student-centered fellowship program for our undergraduates. After two successful test runs in Spring of 2016, we are going to full implementation for Fall of 2016. We will walk through our review process and exactly where we landed for the future. Who knows? Maybe your office will be a new signature partner for CHAS.
FOCUS AT PENN: A PROPOSAL TO CREATE PATHWAYS AND POSSIBILITIES FOR STUDENT SUCCESS

PRESENTER: BRIAN PETERSON, Director, Makuu

LOCATION: Room 208

TIME: 3:00 p.m. - 3:50 p.m.

ABSTRACT: FOCUS – Fundamentals of Collective Undergraduate Success – is a programmatic component from Higher Learning, the college success guide written by Makuu Director, Brian Peterson. Two years ago students proposed a FOCUS student organization to embrace the core ideas of Higher Learning, creating opportunities for students to learn from, support, and teach each other. Since then, Penn First has evolved as a vibrant student organization, intersecting with various Penn partnerships (KIPP and QuestBridge, for example) and programs / centers (Greenfield Intercultural Center, Admissions, PennCAP, and more). Additionally, there are other programs and spaces on campus fostering students’ academic identities and sense of belonging, helping to prepare them to succeed in disciplines and industries where underrepresentation and inequity are still prevalent issues. As we move into the 2016-17 academic year, we want to explore ways to more fluidly and effectively link these support efforts, providing a more robust preparatory experience, and a strong partnership platform across campus entities. This presentation will provide an overview of this plan and serve as an opportunity for conversation and feedback.
PENN FACE, INTERSECTING SOCIOCULTURAL IDENTITIES AND MENTAL HEALTH

PRESENTERS: REBECCA SCHEPT, Associate Director, LGBT Center
           MATT LEROY, Psychologist, CAPS
           AMAN GOYAL, Associate Director, Office of Student Affairs

LOCATION: Room 103

TIME: 3:00 p.m. - 3:50 p.m.

ABSTRACT: What is “Penn Face” and how does it play out for our students on a daily basis? How can we create supportive spaces for students to feel comfortable opening up and discussing serious concerns, while encouraging increased peer to peer support? Additionally, what are the factors that contribute to students’ distress on campus and how can we as administrators recognize triggers, shut down microagressions, and build resiliency in our student populations?
UNCONSCIOUS BIAS IN THE WORKPLACE*

PRESENTER: RALPH J. DE LUCIA, Associate Director
The Office of Affirmative Action & Equal Opportunity Programs

LOCATION: Room 215
TIME: 3:00 p.m. - 3:50 p.m.
ABSTRACT: We all know, or should know, the importance of respecting each other. Yet bias behavior, that is more covert or hidden, poses a serious problem in the workplace that if left unattended can lead to prohibited behaviors like harassment and discrimination. We all, at some time or another, may have said things that insult or even hurt people with whom we work. Most often, these expressions are not intentional. A review of unconscious bias outlines those institutional, cultural, and individual forms of behavior that we can recognize so that we can take steps to avoid them whenever possible and to respond to them in an appropriate manner when they occur.
This workshop is created in response to a need for more opportunities to connect with students to face and transform injustices in our society. Social Justice Education offers tools that can be useful in student affairs work to respond to the urgency of social injustice. In this workshop, presenters will model a few social justice education tools that can be adapted and inspire you to incorporate social justice educational practices into your daily work with students and colleagues.
RECEPTION & RAFFLE
4:00 p.m. - 5:00 p.m.

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New Student Orientation
Penn Athletics
Penn Student Agencies
Platt Student Performing Arts House
Residential Services
SALT Executive Committee
The University Club
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The SALT Conference participant to post the most original Tweets during the day of the conference will be awarded a gift certificate for City Tap House.