



EVP Divisional News & Announcements

Winter 2018-2019

Message from Craig

Happy New Year! I hope each of you had a pleasant and relaxing Winter Break. I caught up on some reading, as I try to stay abreast of key issues influencing our society. One of the themes most often discussed at the end of 2018 was around *talent*. I heard it applied in a variety of phrases such as: the *need for talent*, or the *talent pipeline*. It was also included in questions being asked about our city, such as: *What is the state of Philadelphia's tech talent?* Or, *does Philadelphia have "Day One" talent?* You may have picked up on the buzz around talent, and so this is an attempt to figure out this trend.

What do we mean when we say talent?

For such a simple and straight forward word, talent can be confusing. We think of athletes and physical talent and artists as visual or performing talent; professors with intellectual talent and entrepreneurs with business talent. As a practical matter talent is simply the sum of a person's aptitude, characteristics and abilities which can be a natural gift, or as I believe, can be learned and perfected through hard work and practice.

Why is talent a buzz word?

Philadelphia competed valiantly and made it onto the list of top tier cities considered by Amazon for its second headquarters. The cities competing for this new headquarters were motivated by the tens-of-thousands of new jobs that are predicted to attract top talent in technology which would generate more revenue for the local economy. Amazon ultimately split

their second headquarters into two places - New York City and Northern Virginia - citing those places' available "Day One Talent" (among other assets).

What does that mean exactly?

Day One is a philosophy of Amazon's Jeff Bezos who tells his employees that to remain innovative and relevant, they must behave as if they are on "Day One" of a new startup company. Far be it from me to disagree with Jeff Bezos, but if we follow his logic then Penn would be irrelevant. We were founded in 1740 by Benjamin Franklin and that was approximately 102,000 days ago. Not only are we relevant, we are one of the most innovative research universities in the world! And, we are constantly improving with experience which comes from you who is our talent. You, who are committed to advancing our educational and research missions with great business agility.

What are we doing to cultivate great Penn talent?

- The Division of Human Resources has completely revamped its approach to recruitment both in the support and tools it uses to facilitate recruitment.
- We are seeing the utilization of our training and professional development programs continue to increase. And, our data shows higher retention of individuals who participate in these programs than those who do not.
- The University is making substantial investments in information systems to provide the tools to facilitate workflow processes. This summer we will complete the implementation of WorkDay, the University's new Human Resources and Payroll system. As with any major system change there will be a few bumps along the way, but I am confident that we have the talent to ensure a smooth transition.

We should always remember that Penn talent takes many forms. Inside our own EVP Division we have expertise in auditing and budgeting, policing and construction, HR and IT, and professionals in hospitality and transportation, all of whom bring their talents each day to making Penn a stronger and more vibrant institution.

Thank you for being such great colleagues and being part of our team.

With respect and gratitude,

Craig

Craig's List
(Not to be confused with Craigslist)

Are you utilizing the best practices for Hiring @ Penn? Use the online training pilot to be on the leading edge.

Penn's Division of Public Safety is not only ranked #1 by Security 500 for the 12th year in a row, it is also engaged with the community of Philadelphia as DPS staff participated in the Annual Special Olympics PA Torch Run.

The Next Generation Student Systems (NGSS) program is excited to announce the launch of its updated website.

Penn Community members can take advantage of PersonalShip, the University's discounted express mail rates, as well as receive packages at the Amazon@Penn Center and make your shipping needs easy and affordable.

You can protect your personal information by opting out of having your W-2 mailed. For more information about electronic availability visit the Tax website here.

Learn to be a Conscious Consumer and Shop Local in Penn's retail district.

Penn honored with a Bicycle Friendly University Award designation!

The Perelman Center for Political Science & Economics building was dedicated for adaptive reuse with a newly designed addition, while across campus construction for the New College House West commences this month.

JPOD@Philadelphia rung in a new era in healthcare with a launch event, names cohort of resident companies and QuickFire Challenge competition

By July 2019 Workday@Penn will be live. Visit here to learn more about the project and its phases.



Matt McCauley (right) stops by the EVP Office to collect his prize from Craig Carnaroli.

Penn's Way Campaign: EVP Extra Incentive Winner

Congratulations to Matt McCauley, Director of Penn Hotels, on winning the Penn's Way Campaign: EVP Extra Incentive Prize! Similar to last year, as an incentive to participate in the campaign, any member of the nine EVP Divisions who supported the campaign was eligible to win *if the EVP participation rate reached over 70%*. It did, and Matt's name was chosen by a random lottery of EVP participants to win the Amazon Echo Dot.

Thank you to everyone for participating in the campaign and for all your work to support Penn and its broader mission. Congrats to Matt and a special thank you to all of our Penn's Way volunteers.