



NEW EMPLOYEE ORIENTATION

II

Wharton Human Resources



Don Huesman/ Innovation Group



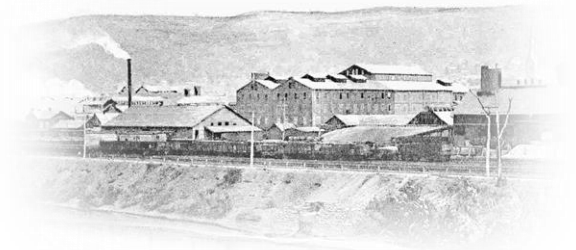
The History & Mission of the Wharton School

New Employee Orientation

WHARTON'S MISSION



Joseph Wharton



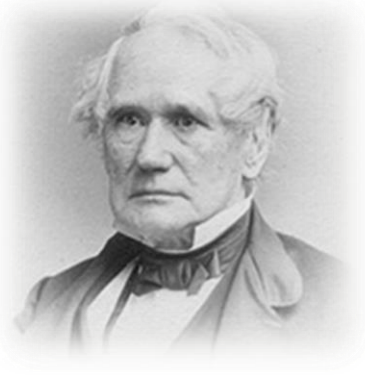
PENN'S MISSION: THE AMERICAN EXPERIMENT



Joseph Wharton

“to impart a liberal education in all matters concerning finance and economy.”

PRACTICE & THE ACADEMY



Henry Carey



Robert Thompson



Prof. Albert Bolles



Frederick Taylor



Edmund James
Director, Wharton School
Of Finance & Economy

PENN'S UNDERGRADUATE CLASS OF 1884



Among the class of 1884, the first five Wharton graduates, Shiro Shiba, future member of Japanese Diet and Robert Adams, US Congressman and future US Ambassador to Brazil

WHARTON'S MEN



“(Our students should be) of superior inheritance or promise, either of money, of vigor, of health, of mental equipment, or of family, social or political influence [who would be] more apt to be given or to secure positions of executive responsibility in later life than those without these advantages”

THE “PROGRESSIVE” FACULTY & ACADEMIC FREEDOM



Tenure, Promotion, and More

» [Click here for more detailed descriptions of the links below](#)

- Tenure and Promotion
 - [Promotion to Full Professor: Process Overview](#)
 - [Promotion to Full Professor: Factors Reviewers May Consider](#)
 - [Promotion to Tenured Associate: Process Overview](#)
 - [Promotion to Tenured Associate: Factors Reviewers May Consider](#)
 - [Assistant Professor Reappointment: Process Overview](#)

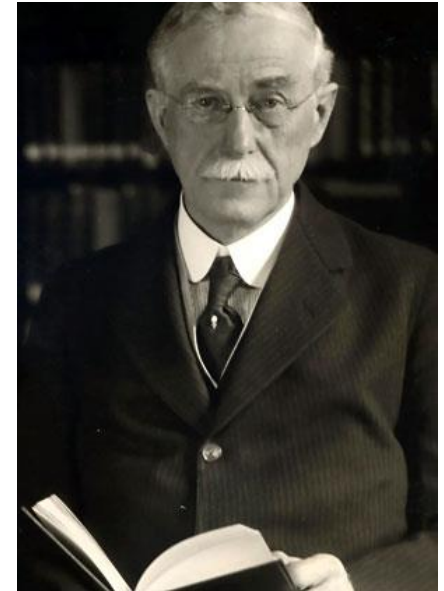


THE BUSINESS PROFESSIONS AFTER “THE GREAT WAR”

Solomon Huebner,
life Insurance and
human capital theory



Emory Johnson,
transportation research,
and the Panama Canal.

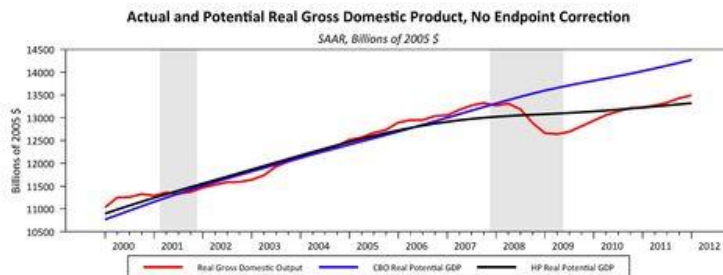


Edward Mead,
accounting and the
CPA

A PASSION FOR DATA



Simon Kuznets, Nobel recipient, statistical measures of economic activity, GDP



Professor Joseph Willets, creates first business school research center – Industrial Research Unit 1921.

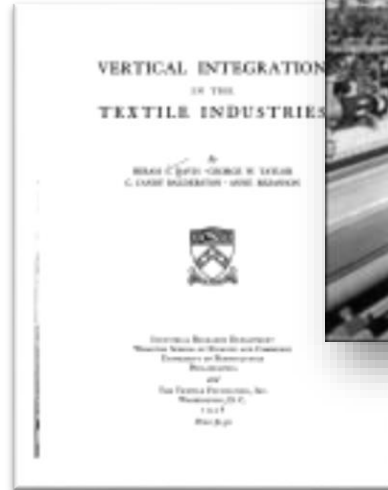


Paul Green, reinvents market research with conjoint analysis, 1960's.



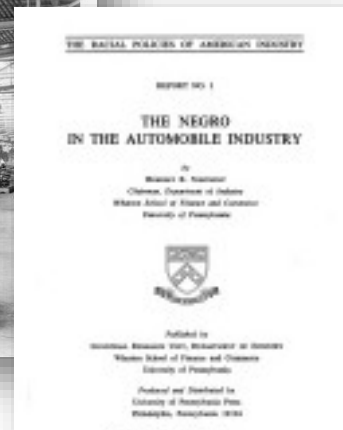
Lawrence Klein, Nobel prize for work on econometrics, 1980.

RESEARCH CENTERS



**16th Annual Wharton
Health Care Business Conference**

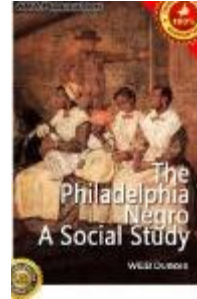
Breaking Barriers: Innovation Leading to Change
February 25-26, 2010
Park Hyatt at the Bellevue, Philadelphia, PA



A DIVERSITY OF VOICES



W.E.B. Dubois, Wharton fellowship, 1899, documents conditions of urban blacks.



Frances Perkins, Wharton alumna, FDR's Secretary of Labor & first female US Cabinet member, 1932

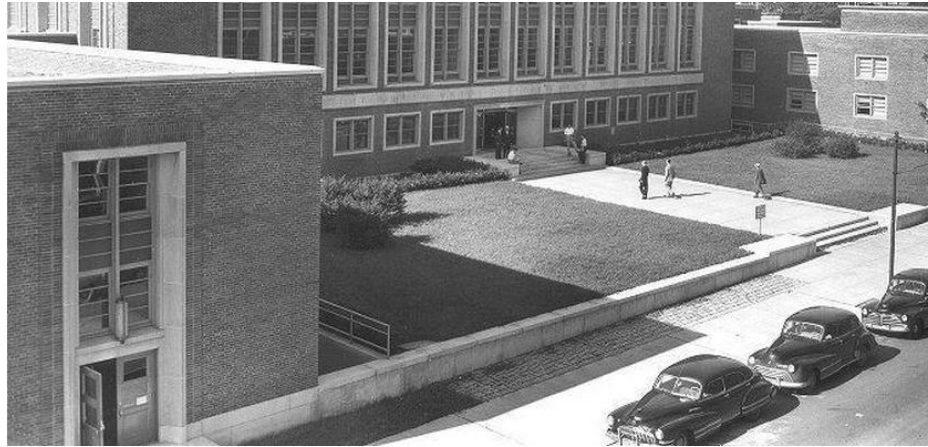


Dorothy Swain Thomas, first female Wharton professor, 1946

LOGAN HALL



DIETRICH HALL, 1952 – VANCE HALL,



WHARTON TODAY



KNOWLEDGE FOR ACTION

endoscopic surgery

in vitro fertilization

nursing
dental

the teaching hospital

the vet school

the American Medical Association

positron emission tomography

collective bargaining

econometrics

GDP

decision science

the business school

life insurance

business ethics curriculum

arts & sciences

conjoint analysis

engineering

design

communications

the general-purpose
electronic computer

bioengineering

the law school

public policy

education

the US Presidency

THE AMERICAN EXPERIMENT:

NOW IT BELONGS TO THE WORLD



More than 4,800 undergraduate, MBA, Exec. MBA and Ph.D students from over 100 countries

10,000+ Exec Ed annual participants

90,000+ alumni in 145 countries

250 standing and associate faculty

600+ regular full/part-time staff

KNOWLEDGE FOR GLOBAL IMPACT



What I see so vividly now is the unparalleled breadth and depth of world-leading talent at Wharton—among our faculty and staff, students and alumni—coupled with an innate and unique entrepreneurialism in the DNA of the place and everyone associated with it. *October 27, 2014*



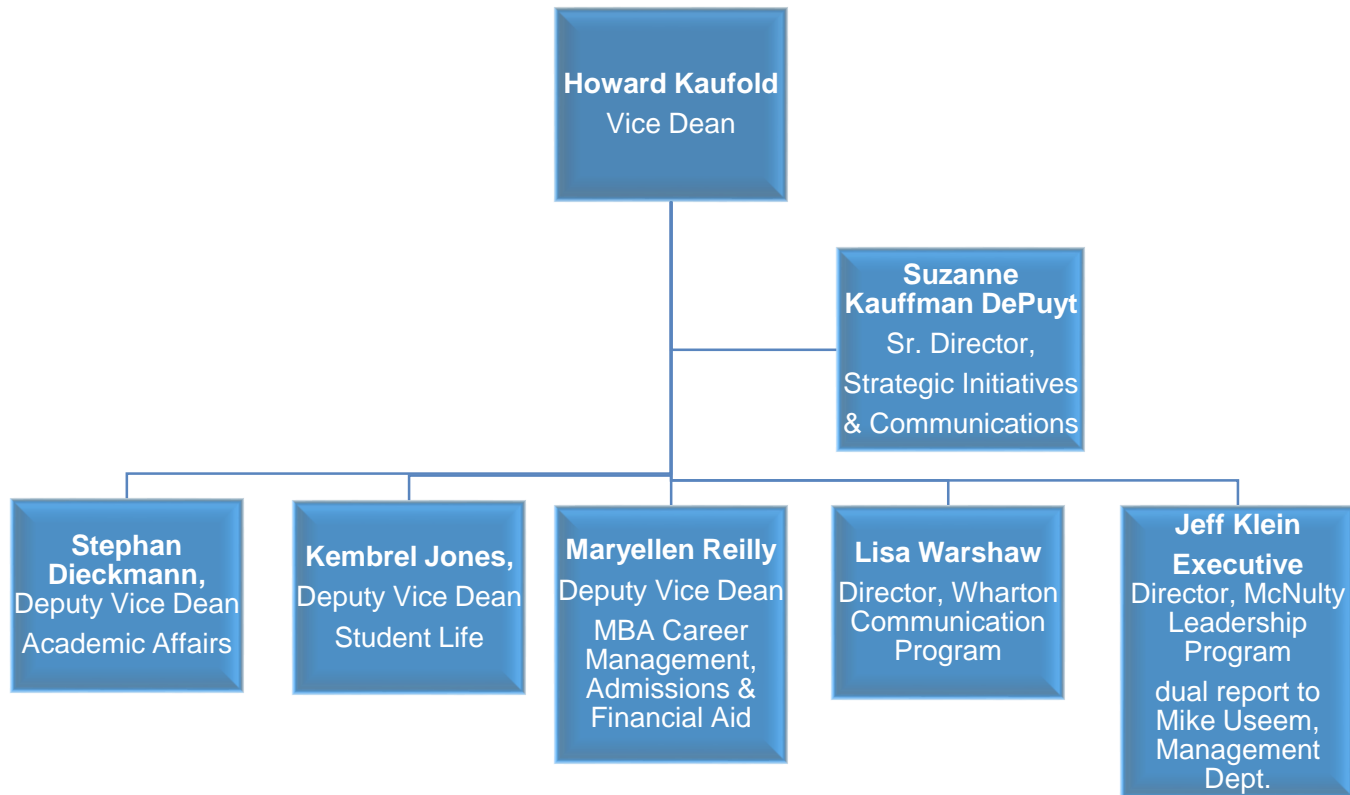
MBA Program

An Introduction

Maryellen Reilly

Deputy Vice Dean, MBA Career Management,
Admissions & Financial Aid

Organizational Chart



MBA Program Experience

- Attracting and enrolling students with highest promise and potential
- Supporting students in gaining experiences and knowledge to thrive in a complex and changing world
- Graduating leaders who have the ability and drive to make an impact

Developing Leaders in Business

Undergraduate	Wharton Life Cycle	MBA
515 in incoming class ~18 years age, potential Penn admissions	Arrival	855 in incoming class ~28 years age, work experience Wharton admissions
4 Years	Life at Wharton	2 Years
2,500 undergrads (10,000 Penn) • 41% women • 87 countries • 30% dual degree Fixed core/liberal arts 20+ concentrations Wharton advising Wharton & Penn student organizations		1,700 MBAs • 41% Women • 75 Countries • 13% dual degree Fixed and flexible core 18 majors Wharton advising Wharton student organizations
642 graduates 92% employed + 3% grad school Penn Career Services	Departure	831 graduates 95% employed Wharton Career Management

Note: Incoming class and graduating student numbers are from 2015.

MBA Student Body

1,708 MBA students (Classes of 2016 & 2017)

- 41% women
- 31% non-US citizens/residents (75 countries represented)
- 13% dual degree

Class of 2015

- 855 Graduates
- 42% women
- 34% non-US citizens/residents
- 12% dual degree
- Majors: 37% Finance, 30%Management, 23%Entrepreneurial Management, 17%Marketing and Operations, 7%Strategic Management

MBA Class of 2017: Profile

Application Volume	6,590
Class Size	861
Female	43%
International Students	32%
<i>Countries Represented (including those with dual citizenships):</i>	73
US Students of Color	30%
Mean years of work experience:	5 years
<i>Work experience range:</i>	0-16 years
Mean GMAT overall score:	732
<i>GMAT Middle 80% range:</i>	700-770

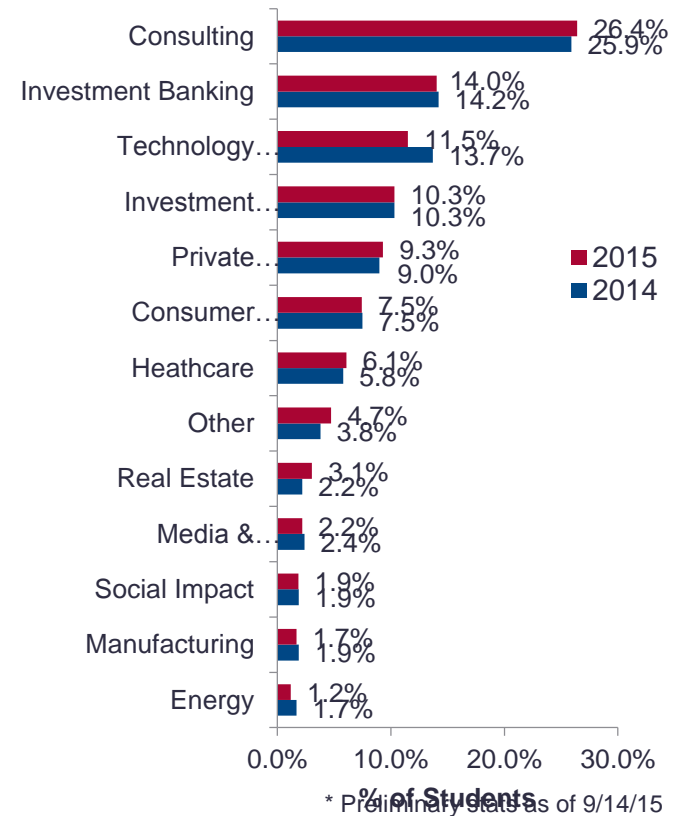
Previous Industry Experience	
Consulting	23%
Private Equity/Venture Capital	10%
Investment Banking	11%
Government/Military/Non-profit	11%
Consumer Products/ Retail/Healthcare/Energy	10%
Other Financial Services	7%
Technology/Internet/ Ecommerce	6%
Investment Management	6%
Real Estate	2%
Other	10%

Undergraduate Majors	
Humanities/Social Science/Economics	42%
Business	29%
STEM (Science, Technology, Engineering, Math)	25%
Other	4%

Full-Time Employment Statistics

	2015*		2014	
Job Search Status of Students Seeking Employment				
	n	%	n	%
RECEIVED offer	613	98.2%	599	98.2%
ACCEPTED offer	591	95.2%	586	96.1%
Starting Business/Self-Employed	34		55	
Accepted Offers by Location				
United States	84.0%		80.6%	
International	16.0%		19.4%	
Compensation				
Median Base Salary	\$125,000		\$125,000	
Median Sign-on Bonus	\$25,000		\$25,000	

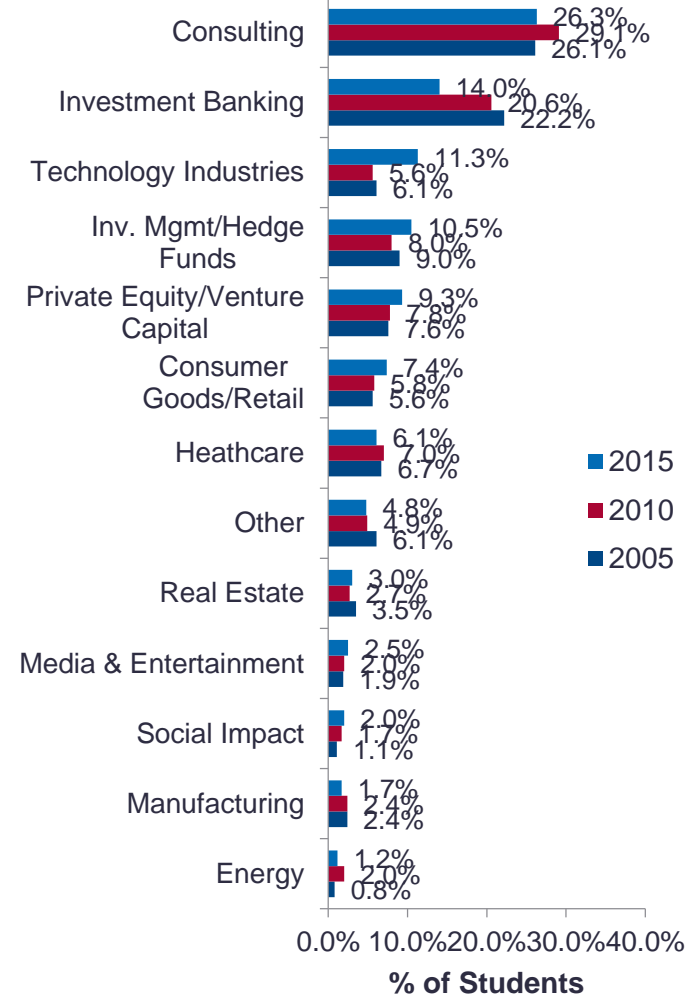
Offers Accepted By Industry



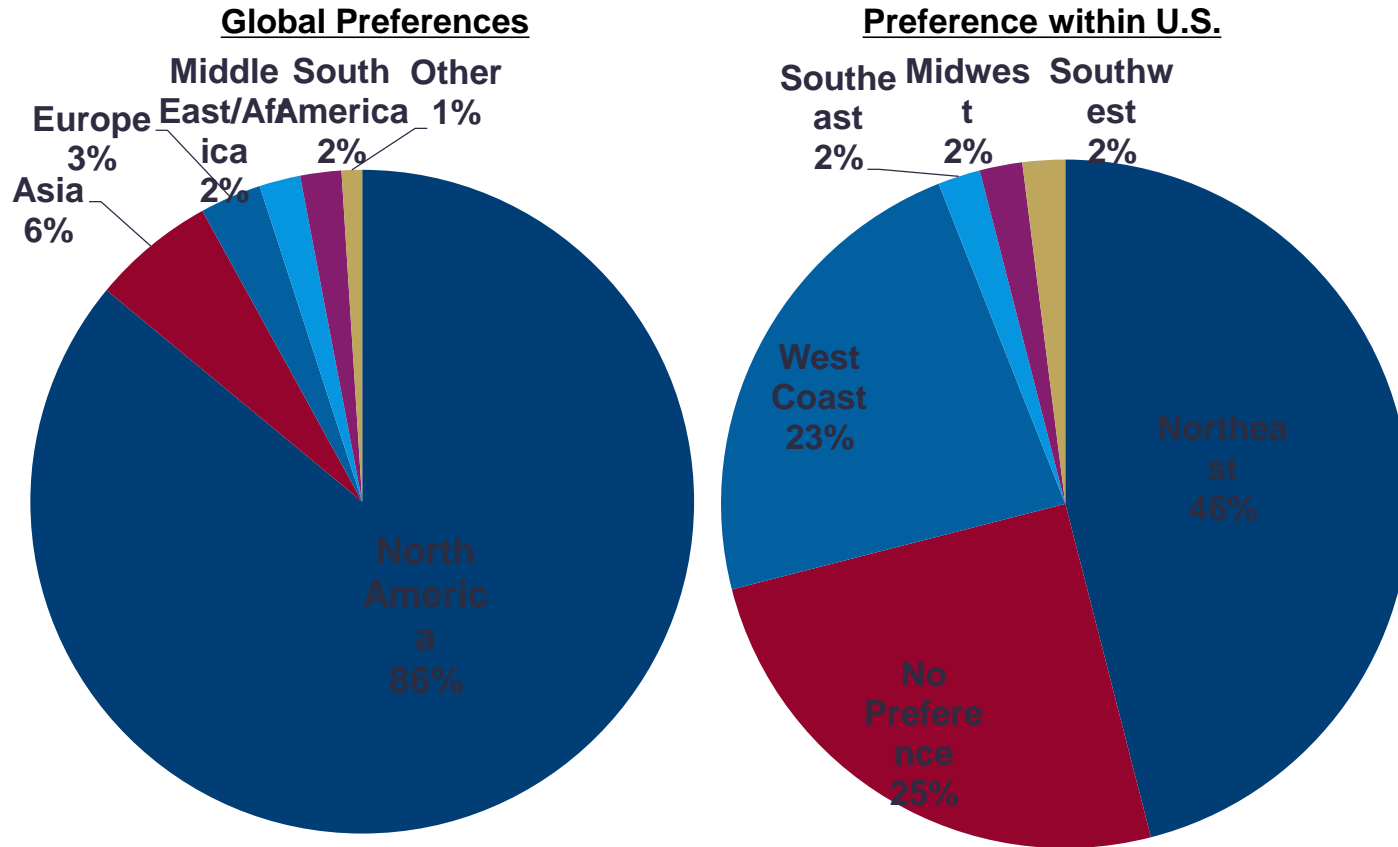
MBA YOY Full-Time Employment Statistics

	2015	2010	2005
Students seeking employment with an offer:	98%	88%	94%
Students seeking employment accepted an offer:	95%	86%	93%
Full-Time Offers Accepted by Location			
United States	85%	76%	83%
International	16%	24%	16%
Median Full-Time Compensation			
Median Base Salary (annual)	\$125,000	\$110,000	\$100,000
Median Sign-on Bonus	\$25,000	\$20,000	\$20,000
Not Seeking Employment			
Starting Business	36	30	9
Sponsored	95	61	23

Offers Accepted By Industry

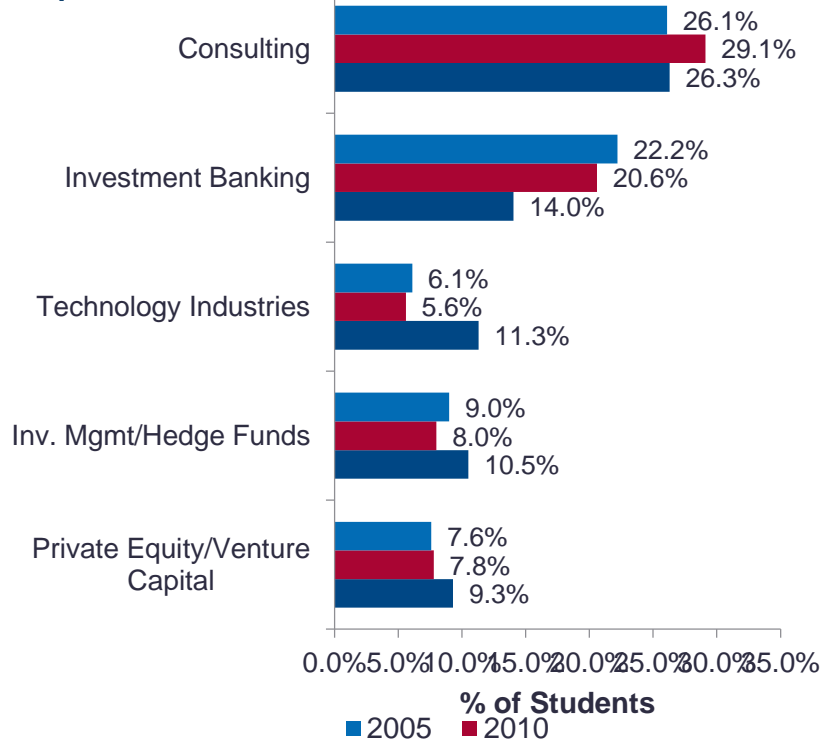


WG16 Career Preference by Geography



MBA Placement

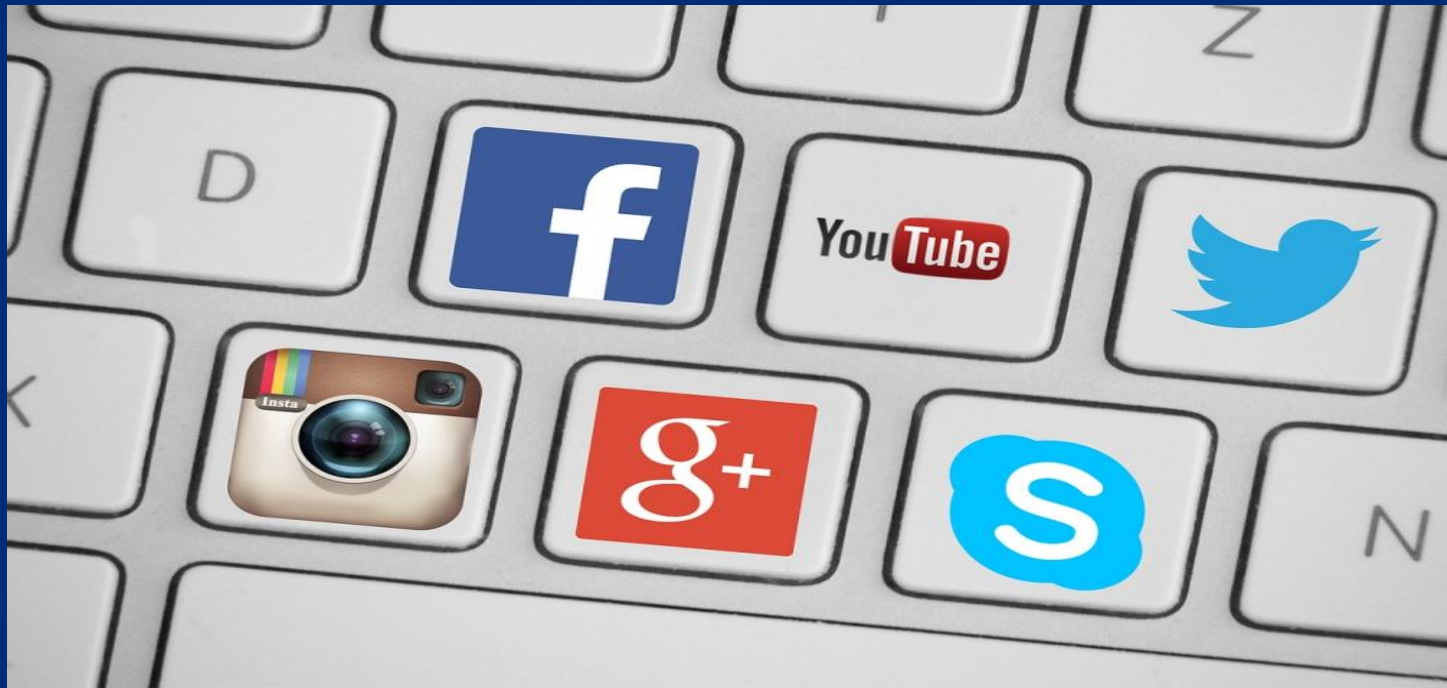
Top Five Industries



	2005	2010	2015
Employed (accepted offer)	93%	86%	95%
Median Full-Time Compensation			
Median Base Salary (annual)	\$100,000	\$110,000	\$125,000
Median Sign-on Bonus	\$20,000	\$20,000	\$25,000

Class of 2015 Top MBA Majors:

- 37% Finance
- 30% Management
- 23% Entrepreneurial Management
- 17% Marketing and Operations
- 7% Strategic Management

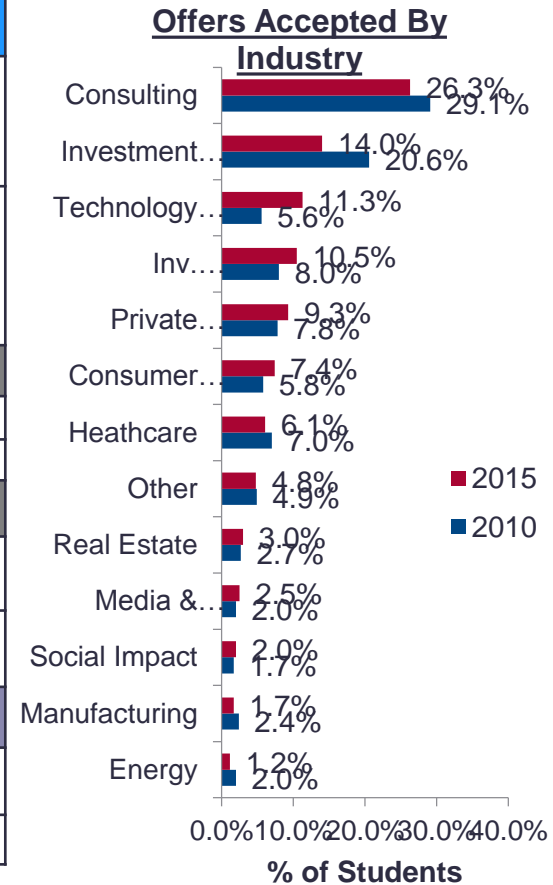


Follow Wharton on Social Media to learn more!

Additional Slides from Overseers Meeting

MBA YOY Full-Time Employment Statistics

	2015	2010
Students seeking employment with an offer:	98%	88%
Students seeking employment accepted an offer:	95%	86%
Full-Time Offers Accepted by Location		
United States	85%	76%
International	16%	24%
Median Full-Time Compensation		
Median Base Salary (annual)	\$125,000	\$110,000
Median Sign-on Bonus	\$25,000	\$20,000
Not Seeking Employment		
Starting Business	36	30
Sponsored	95	61







Undergraduate Division

Lori Rosenkopf

Vice Dean & Director, Wharton Undergraduate Division

Simon and Midge Palley Professor

Business and More

- 4-year integrated business and arts & sciences curriculum
- 40% of the degree requirements are taken outside of Wharton
- 20+ business concentrations
- Interdisciplinary study, including coordinated dual-degree programs
- Teamwork and leadership development



Undergrad Facts and Figures

2,400 Wharton undergraduates

40% female

21% international

30% pursue more than one degree (College, Engineering, Nursing)

19% pursue a minor

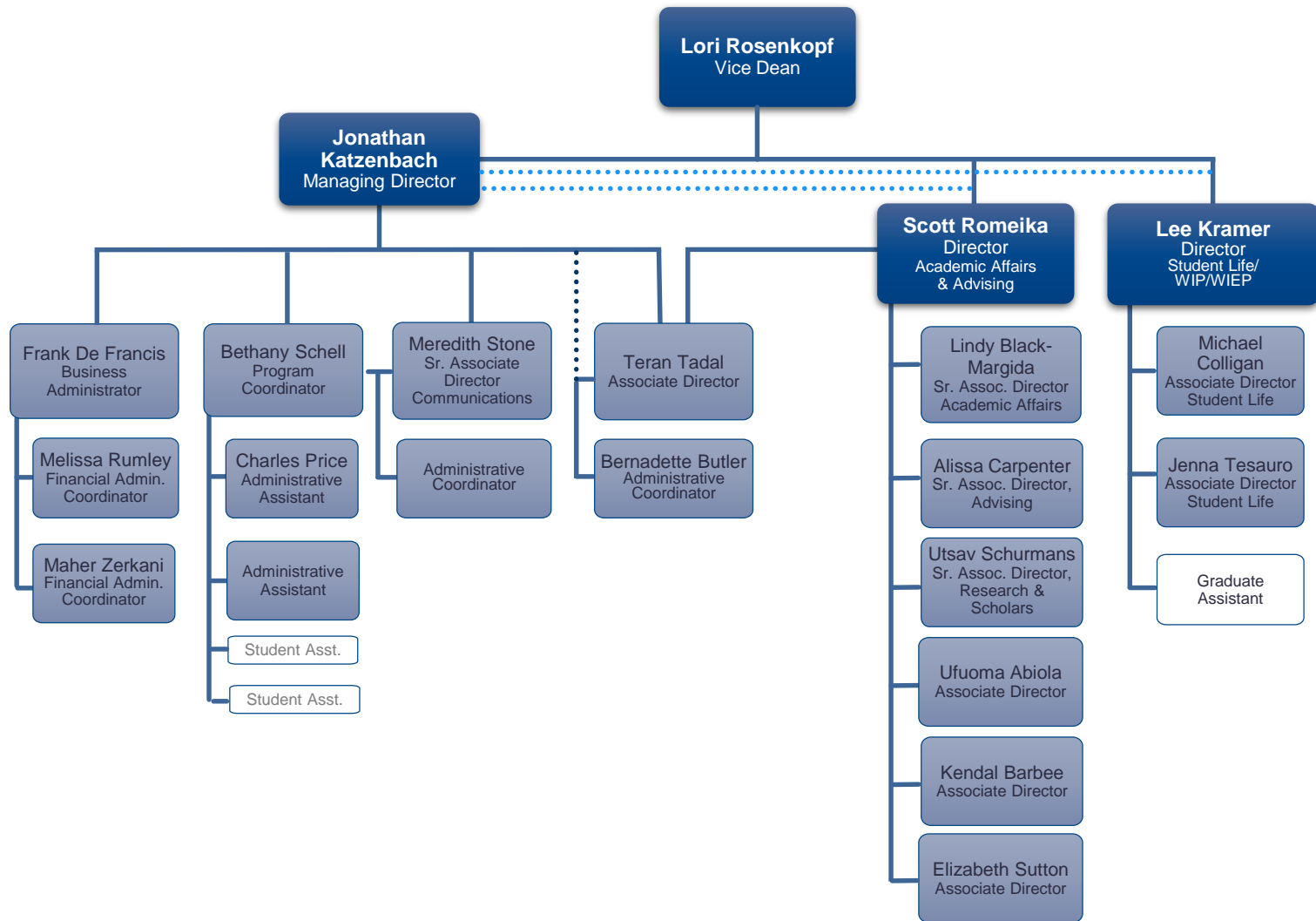
25% study abroad

9 cohorts

45+ student clubs



UNDERGRADUATE DIVISION



Admissions, Communications, Finance, Operations



Jonathan Katzenbach, Managing Director

Liaison with Office of Undergraduate Admissions

Quaker Days for admitted students

Communications

Financial and administrative support

Special programs (Senior Capstone, pre-college programs)

Academic Affairs and Advising



Scott Romeika, Director

Academic advising

Academic standing

Curricular enhancement

Research and scholars programs

Student Life and Wharton International & Industry Exploration Programs



Lee Kramer, Director

Lunch & Learn: Take Your Professor to Lunch

Clubs, cohorts, class-year events

Wharton International Program

Wharton Industry Exploration Program

Career Exploration Series

Student-alumni engagement



Wharton

UNIVERSITY *of* PENNSYLVANIA



Wharton Computing

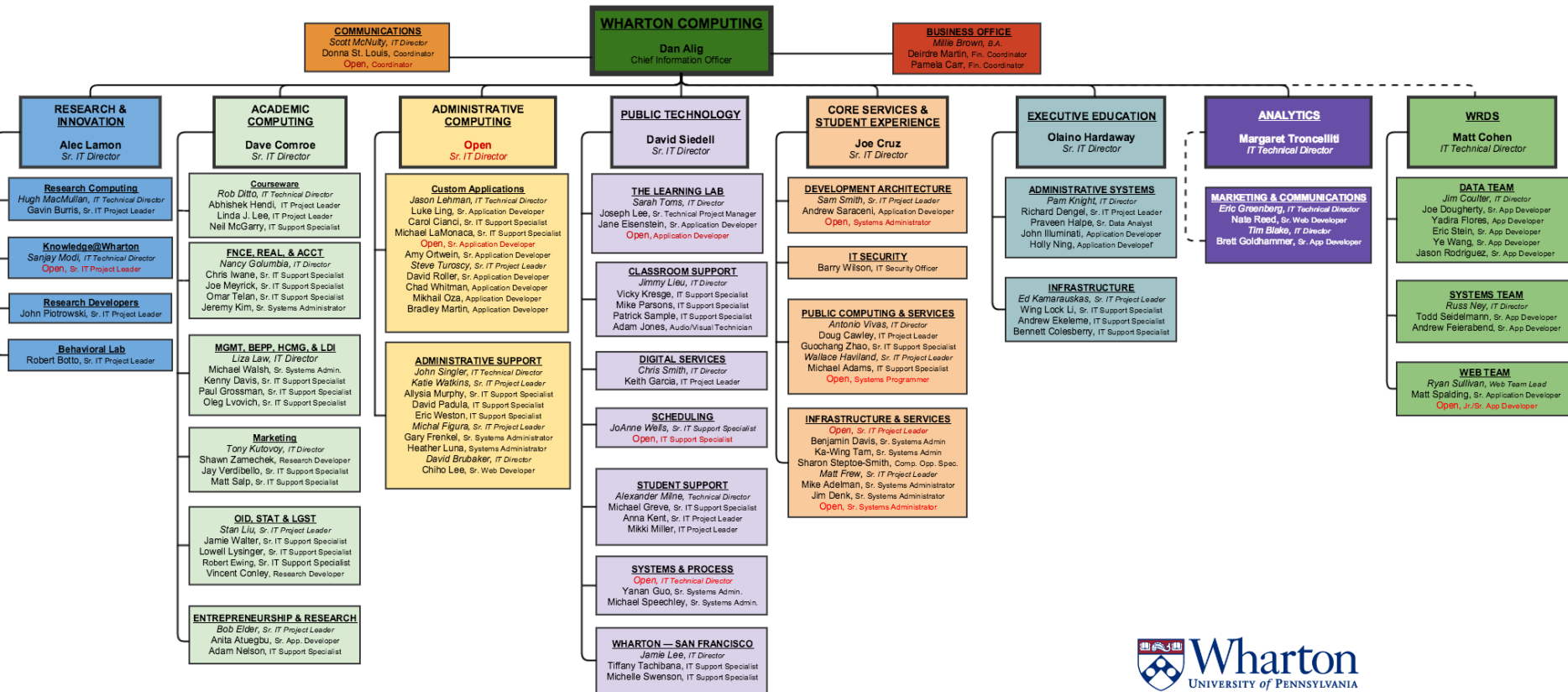
Dan Alig, CIO

Agenda

- **ORGANIZATION OVERVIEW**
- **CURRENT PROJECTS**
- **COMPUTING SECURITY**



Organization



LEGEND
Team Lead indicated in *italics*



Wharton Computing



Wharton Computing



Academic Departmental Representatives

News Direct



FACULTY TOOLS

Home Research Instruction IT Support

ACADEMIC DISTRIBUTED REPRESENTATIVES

Department	Rep Name (click for email)	Rep Phone
Accounting	Accounting_IT	
	Chris Iwane	8.2761
Business Economics & Public Policy	BEPP Computing	
	Kenny Davis	6.4222
Finance	FNCE-Computing	
	Nancy Golumbia	6.6164
	Joe Meyrick	6.7974
	Omar Telan	3.7653
Real Estate	Real-Computing	
	Jeremy Kim	8.2543
Health Care Management	HCMG Computing	
	Paul Grossman	6.2770
Legal Studies & Business Ethics	LGST-Computing	
	Lowell Lysinger	8.1155
Management	MGMT-Helpdesk	
	Liza Law	3.4124
	Mike Walsh	3.4124
	Oleg Lvovich	8.7342
	MKTG-ITStaff	
Marketing	Tony Kutovoy	6.3542
	Shawn Zamecheck	8.2890
	Jay Verdibello	6.3542
Operations, Informations, and Decisions	OPIM-Help	
	Stan Liu	8.3228
	Jamie Walter	8.5392

<https://inside.wharton.upenn.edu/faculty/distributedreps.shtml>

Administrative Departmental Representatives



The screenshot shows the Wharton University of Pennsylvania Staff Tools page. At the top left is the Wharton logo. To the right is the text 'STAFF TOOLS'. Below this is a navigation bar with links for 'Home', 'Research', 'Instruction', and 'IT Support'. The main heading is 'WHARTON COMPUTING ADMINISTRATIVE DISTRIBUTED REPRESENTATIVES'. A note states 'Support for academic departments is found [here](#).' Below this is a table with three columns: 'Department', 'Reps (Click for email)', and 'Phone'. The table lists 'Admin Support' with a phone number of 6-4634 and a list of representatives including John Singler* (marked as a team lead), David Brubaker, Michal Figura, Gary Frenkel, Chiho Lee, Heather Luna, Allysia Murphy, David Padula, Katie Watkins, and Eric Weston. The next section is 'ExecEd-Help' with a phone number of 6-3688 and representatives Andrew Ekelme (6-1443), Wing-lock Li (3-9441), and Ed Kamarauskas. A note at the bottom right of the table states '* Denotes team lead'. Below the table is a 'Directors' section with a note that 'Olaino Hardaway (3-2230) is the Senior Director responsible for Executive Education.' and another note that 'Support for academic departments is found [here](#).'

Department	Reps (Click for email)	Phone
Dean's Office, External Affairs, Finance & Administration, Human Resources, Operations, Reprographics, Undergraduate, and Graduate	Admin Support	6-4634
	John Singler*	
	David Brubaker	
	Michal Figura	
	Gary Frenkel	
	Chiho Lee	
	Heather Luna	
	Allysia Murphy	
	David Padula	
	Katie Watkins	
	Eric Weston	
Executive Education	ExecEd-Help	6-3688
	Andrew Ekelme	6-1443
	Wing-lock Li	3-9441
	Ed Kamarauskas	

* Denotes team lead

Directors

[Olaino Hardaway](#) (3-2230) is the Senior Director responsible for Executive Education.
Support for academic departments is found [here](#).

<https://inside.wharton.upenn.edu/staff/>

Communications

QUICK LINKS ▾ NEWS CONTACT US CAMPUSES ▾ WHARTON HOME PENN 🔍

 **Wharton**
UNIVERSITY of PENNSYLVANIA

TECHNOLOGY@WHARTON

Faculty Staff Students Alumni Network Research Computing Facilities Security News

The Technology that Powers Wharton

Wharton Computing supports [learning](#), [teaching](#), [research](#), and [facilities](#), with an emphasis on [security](#) and an eye on innovation.

LATEST NEWS:

[Will a Chromebook Work at Wharton?](#) - Anna Kent, of our Student Support team, explains why a Wharton student might not want to buy a Chromebook as their only computer just yet. Here's a slight spoiler: it is all about the spreadsheets.

Faculty
World class faculty require world class technology. From classrooms to their offices, Wharton Computing supports the technological needs of our faculty.

Students
Technology touches every aspect of the student experience at Wharton. We offer a wide array of services and resources for students.

Staff
Wharton Computing staff work in every department with the goal of helping increase efficiency and implement time and cost saving technologies.



<http://technology.wharton.upenn.edu>

Enterprise Solutions



Welcome, Dan Alig! [EMULATE] [Logout] Quick Links ▾ Webmail Canvas PENN Portal

SPIKE

Search →

Community Forums Media Computing MBA Exec MBA Undergrad Bookmarks My Account

TUESDAY MAY 31, 2016 Overcast, 71.2°F/21.8°C

Time displayed in **EST** ▾

9AM
10AM
11AM
12PM
1PM

[Personal](#) [Course Schedule](#) [GSR](#) [Wharton Events](#) [Full Calendar](#) >>>

GSR Reservations [More Availability](#) >>

Date: Today Time **10:00 AM** ▾ 30m 60m 90m **RESERVE**

No GSRs available? Reserve a [Penn Library GSR](#) or try [other locations](#).

LIFE @ WHARTON [Upload New](#) >>

10 Nodes 200 Connections

FORWARD THINKING
KNOWLEDGE FOR SUCCESS

News/Announcements

[Symantec \(Norton\) Antivirus Users... \(WCIT\)](#)

Wharton Feeds

News **Social**

STREAMS **Wharton Facebook**

Start your summer reading list with Prof. Jonah Berger's new book, "Invisible Influence: The Hidden Forces that Shape Behavior." Pre-order it now from Simon & Schuster: <http://bit.ly/1X1adfj>
<http://i.giphy.com/3oA2bEIMNeo9jttGU.gif>

0 8 [Mon, May 30th, 2:39 pm](#)

Gomminos in every shade! Thank you Tod's for the private session on the significance of #heritage and #madeinitaly in the Luxury space. Talk about a wonderful start to the Luxury & Marketing GMC at Bocconi! #MyWharton \ud83d\udc77: \u0040oodeueze <http://ift.tt/1TQd6LK>

0 7 [Mon, May 30th, 3:35 am](#)

For the first time, both our Philadelphia and San Francisco MBA for Executives classes had a joint orientation. Little did they know they would be building bikes, and giving back too!

1 25 [Sun, May 29th, 1:33 pm](#)

Instructional Technology



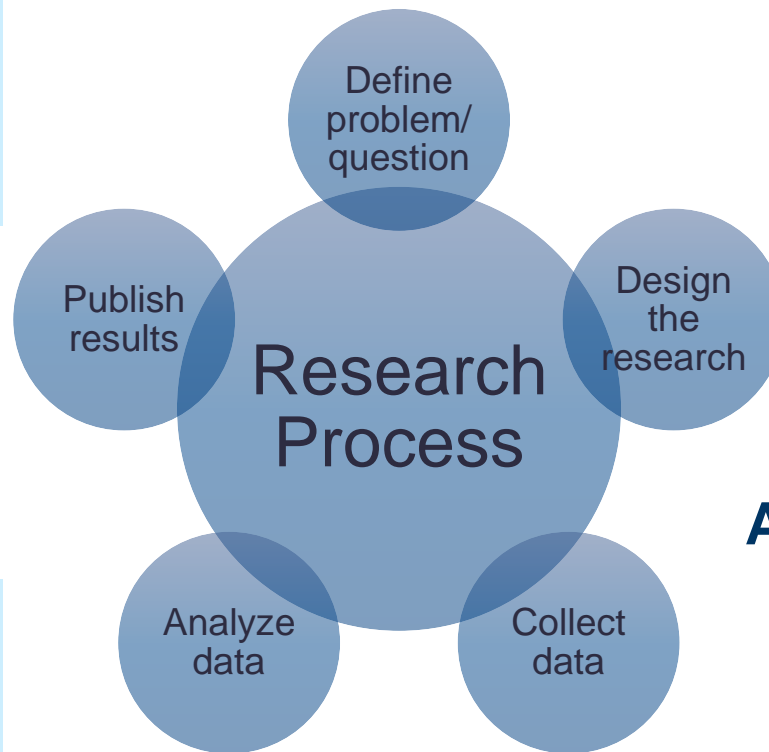
Research IT Services

Dissemination Services

- Knowledge@Wharton
- Knowledge Now
- Faculty CMS
- SSRN/ResearchGate

Consulting Services

- Code optimization
- Statistical help
- Elastic architectures
- Code reviews
- Security expertise



Analysis Services

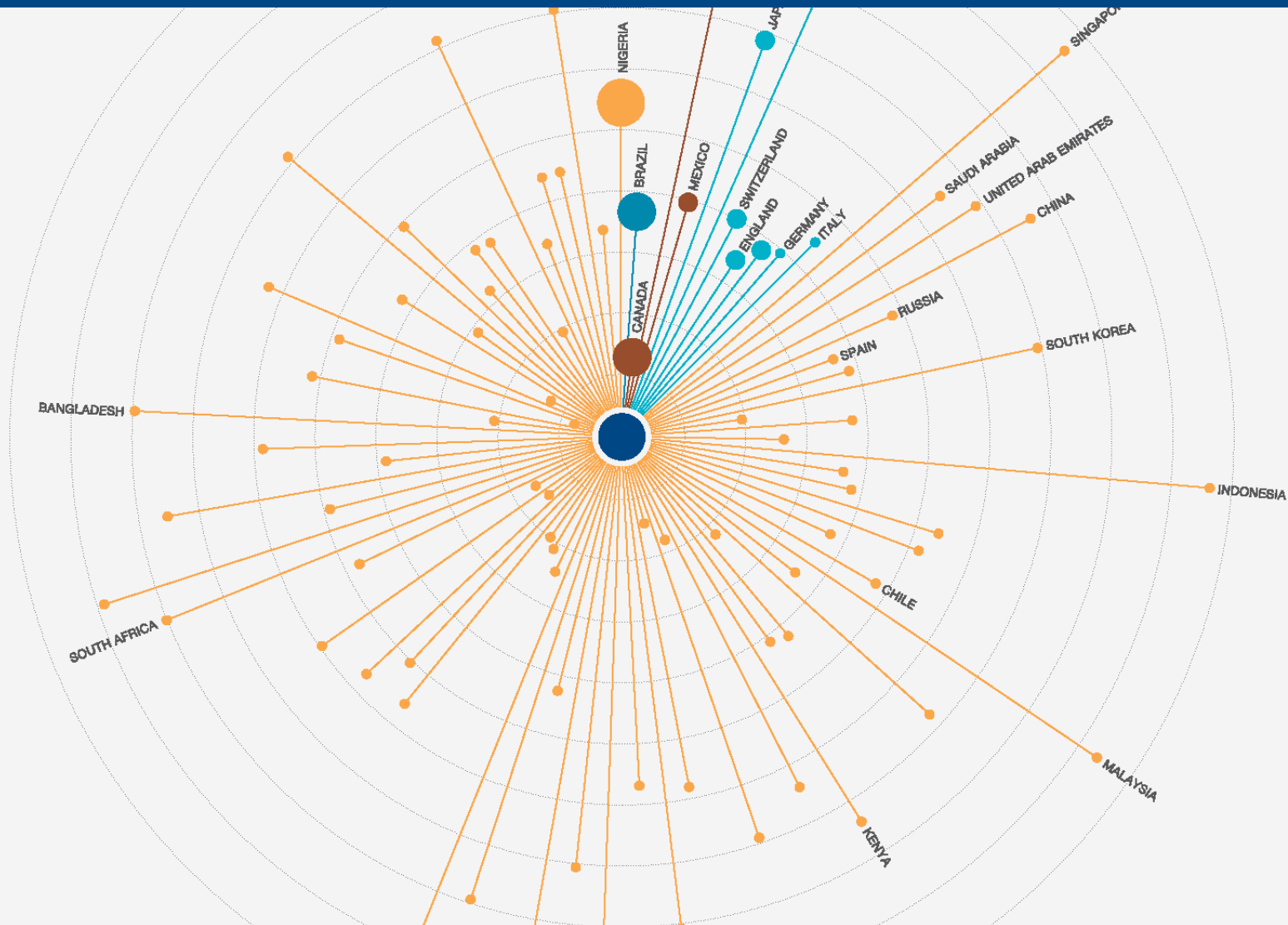
- HPC cluster
- Cloud bursting
- Storage/tools
- Programming

Acquisition Services

- Mozenda
- Behavioral Lab
- Dataset acquisition and tracking
- Qualtrics/mTurk

research-computing@wharton.upenn.edu

Executive Education



Current Projects

Office 365

- Outlook.com
- University-wide
- ProPlus Download!

Wharton
UNIVERSITY of PENNSYLVANIA

COMPUTING

Virtual Meetings

The image shows a composite of two screenshots. The top-left screenshot is the Penn Wharton Virtual Meetings login page. It features the Penn Wharton logo and the text "Virtual Meetings". Under the "Log in" section, there is a message: "To log in using your organization's authentication system, please click the Log in button below." and a "LOGIN" button. The "Attend a meeting" section includes a "Join As" dropdown menu set to "Participant", a "Meeting ID" field with the placeholder "Enter Meeting ID", and a "Name" field with the placeholder "Enter".

The bottom-right screenshot is a BlueJeans video meeting interface. The browser address bar shows the URL "https://upenn.bluejeans.com/8950301403/". The page header includes the Penn Wharton logo, navigation links for "MEETINGS", "VIDEOS", "RECORDINGS", and "HELP", and a user profile for "SCOTT MCNUITY". The main video area shows a large video feed of a man with a beard and glasses, wearing a patterned shirt, with the name "Other scott" below it. A smaller video feed of the same man is visible in the top right corner of the meeting area, with the name "Scott McNulty" below it. The interface also includes icons for participants, chat, and audio controls.

<http://meeting.wharton.upenn.edu>

salesforce

- 3D + Animation
- Audio + Music
- Business
- CAD
- Design
- Developer
- Education + Elearning
- IT
- Marketing
- Photography
- Video
- Web

Topics

- Big Data
- Business Intelligence
- Cloud Computing
- Enterprise Content Management
- GIS
- IT and Hardware
- IT Help Desk
- Network Administration
- Operating Systems
- Security

See All

Software

- Excel
- Linux
- PowerShell
- SharePoint
- SQL Server
- Tableau
- Windows
- Windows Server

See All

Learning Paths

- Become a Network Administrator
- Become a Windows System Administrator (Server 2012 R2)
- Become an IT Security Specialist

See All

New Courses

PowerPoint for Teachers: Create Interactive Lessons

May 31, 2016

Unity 5.4: New Features

May 31, 2016

Sales Management Basics

May 27, 2016

Podcasting: Business and Law

May 27, 2016

Careers in the Game Industry

May 27, 2016

Show More

Security

Top Three things to be aware of...

Use good passwords

CHANGE WHARTON PASSWORD

Username:

Current Password:

New Password:

Confirm New Password:

FORGOT YOUR PASSWORD?
Use Penn WebLogin to reset your password.
[Reset My Password](#)

- Use unique passwords for all your accounts
- Don't tell anyone your password
- Change your passwords regularly
- Use a combination of letters, numbers, and special characters

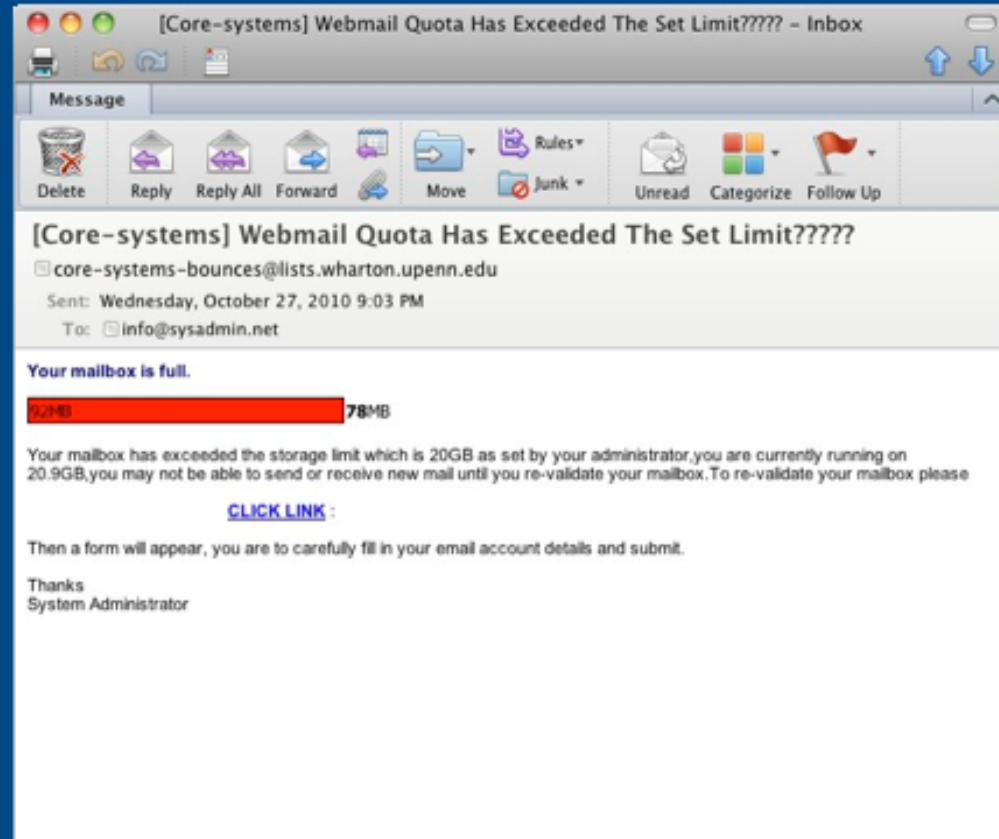
Be careful with sensitive data

- Be aware of what sensitive data you work with.
- Store it on a central server.
- Back it up.
- Encrypt it.



Phishing signs

- Poor wording
- Asks for your password
- Verify URL in your browser
- Check the Sender



Bonus Security Tip

Because we care...

Don't download copyrighted materials





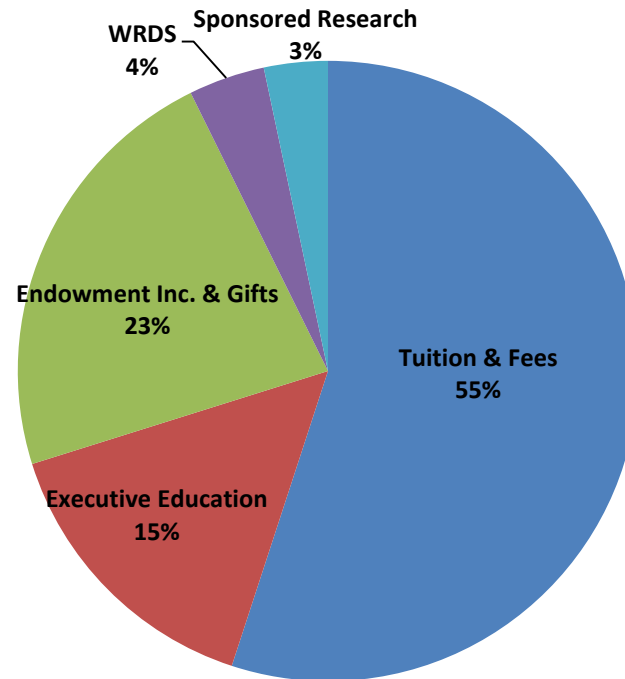
Wharton
UNIVERSITY *of* PENNSYLVANIA



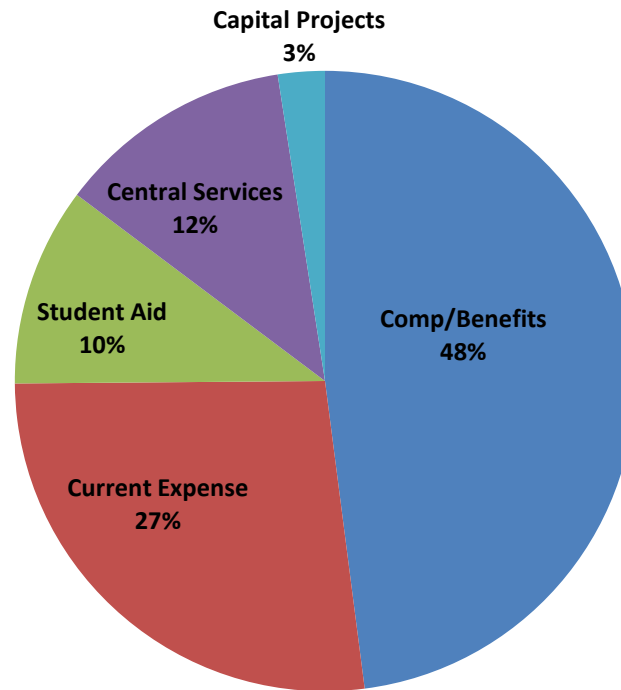
UNDERSTANDING WHARTON'S FINANCIALS



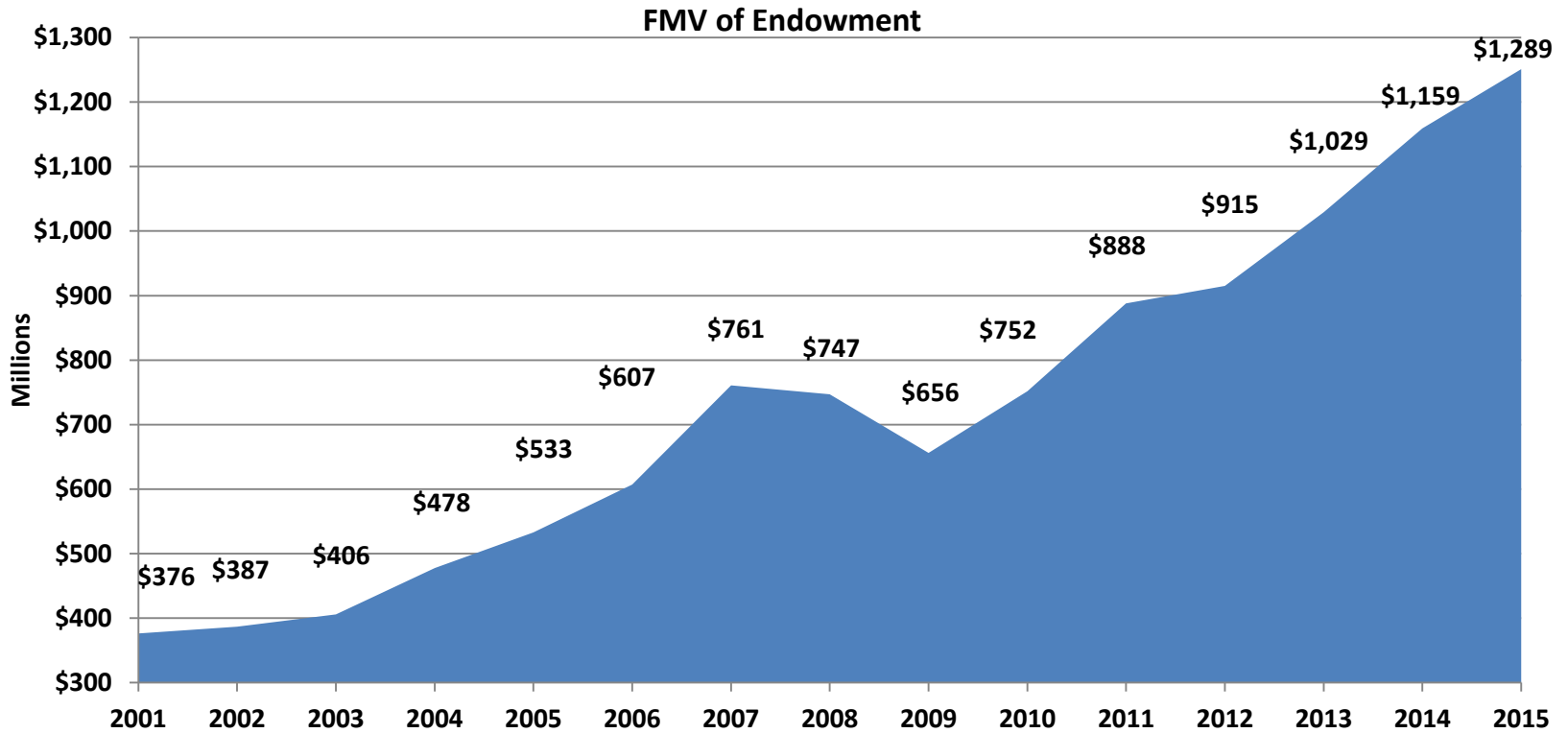
Sources of Funds FY15



Uses of Funds FY15

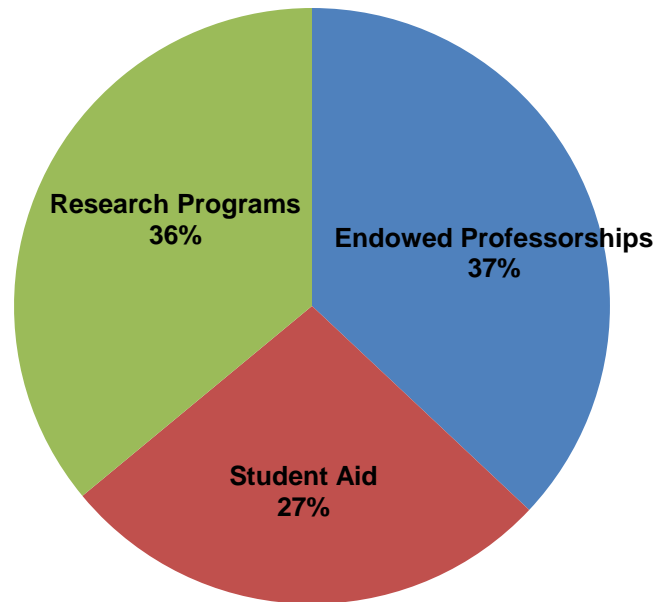


Endowment



Endowment

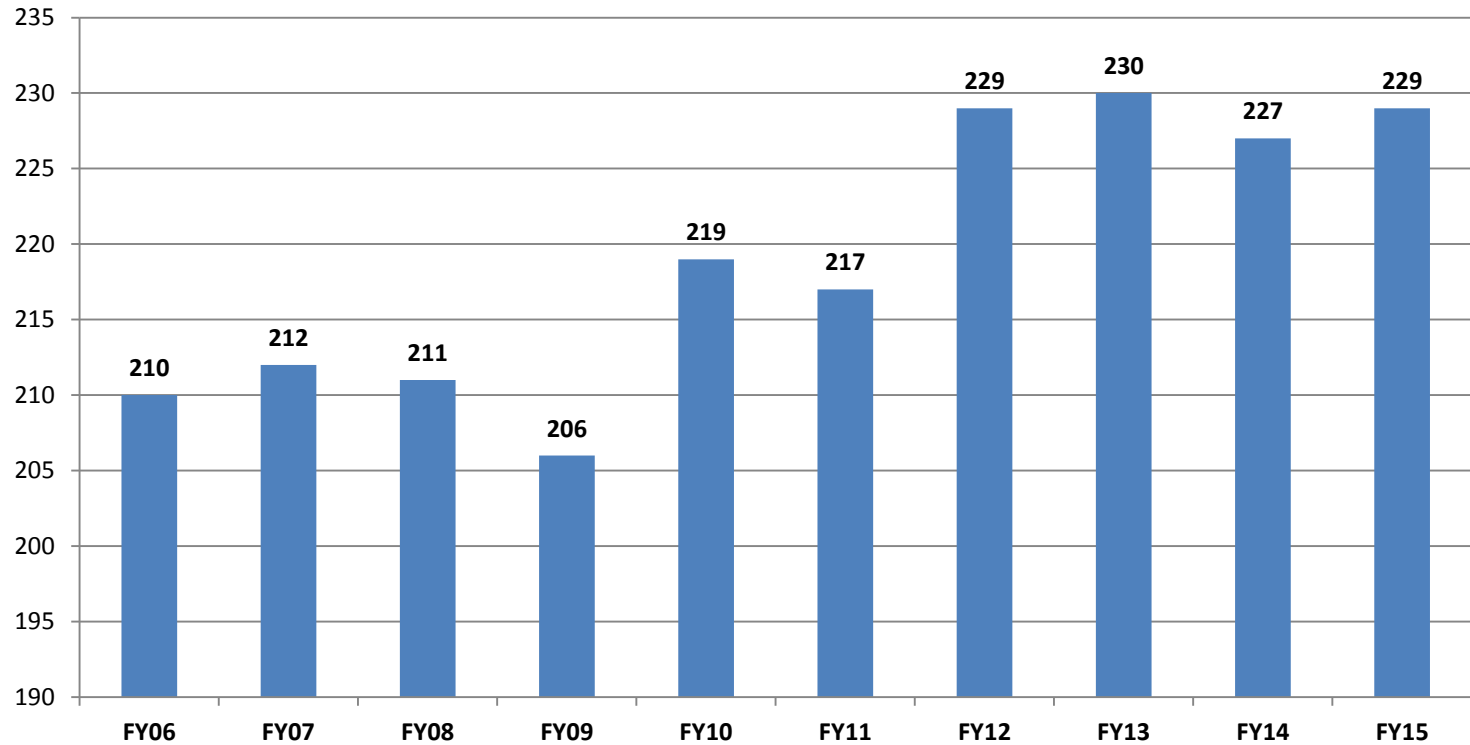
Wharton's Endowment at June 30, 2015 - \$1.29 Billion



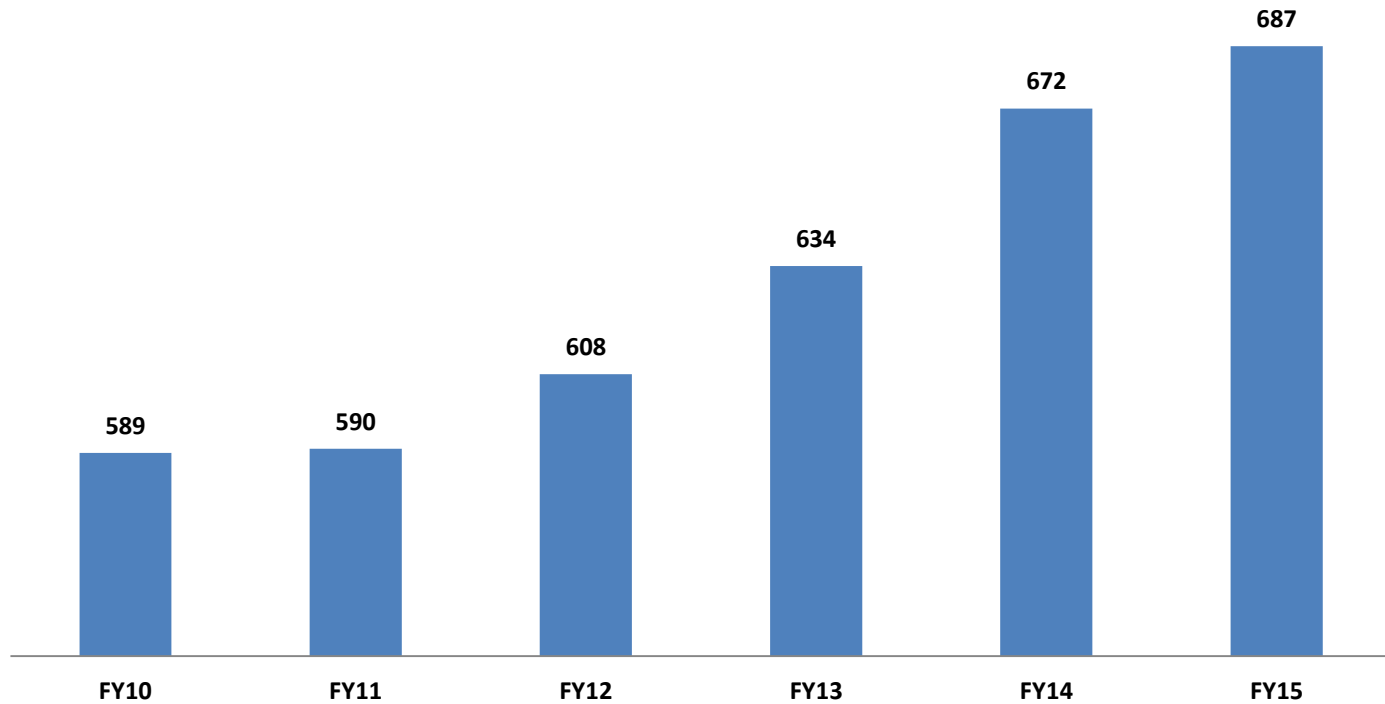
**Harvard Business School
Endowment: \$3.0 Billion
(est.)**

**Stanford Graduate School of
Business Endowment: \$1.36
Billion (est.)**

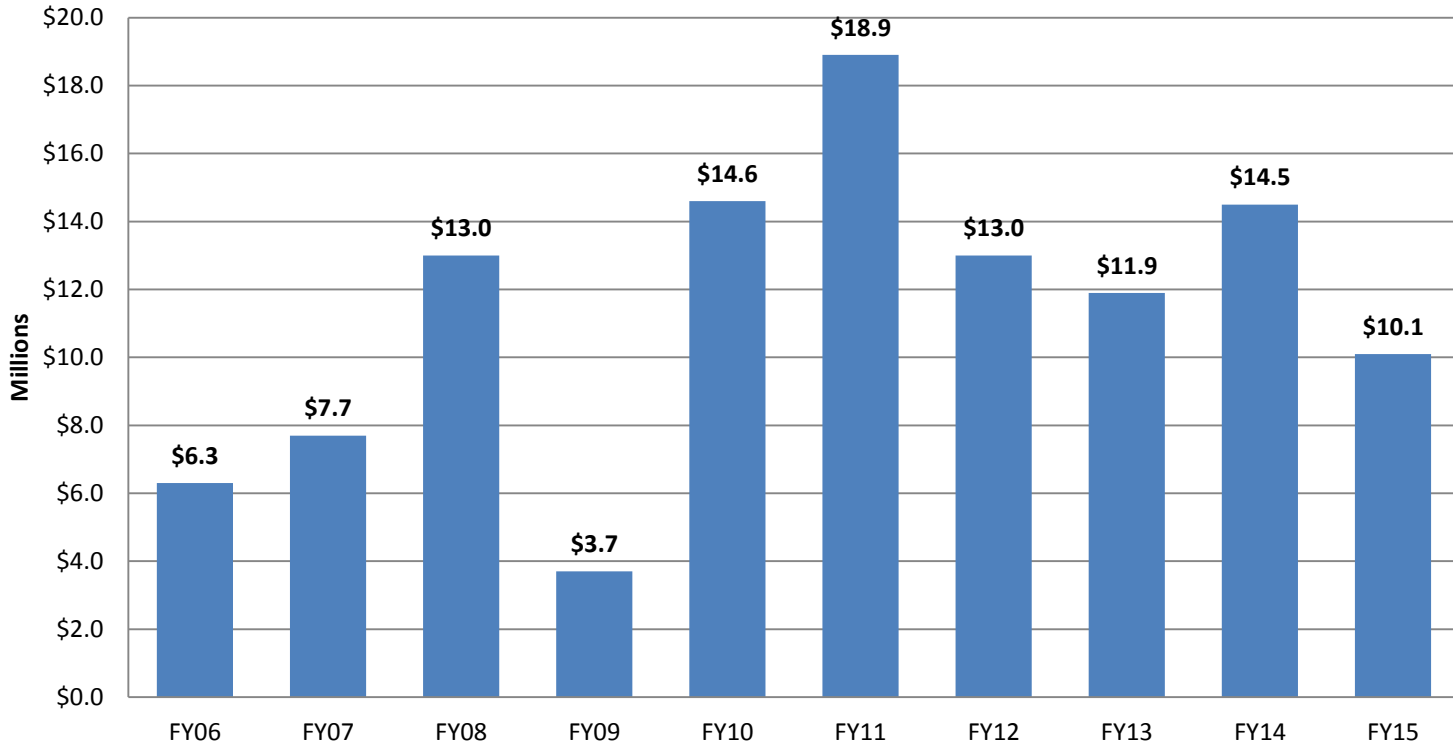
Standing Faculty



Staff Headcount



Capital Expenditures



Major Capital Projects Completed or Planned Since FY11

• SH-DH Café, Basement Hallway & First Floor	\$6.2 million
• Vance Hall 1 st & 2 nd Floor	\$4.7 million
• SH-DH 4 Story Addition & Classrooms 350 & 351	\$18.5 million
• Penn/China Center	\$6.3 million
• 2401 Walnut Street	\$1.5 million
• WEMBA Relocation	\$2.2 million
• SHDH Air Handler Replacement	\$2.7 million
• JMHH Classroom Renovations	\$5.6 million
• SCC Guest Rooms	\$2.8 million
• SHDH First Floor	\$2.5 million
• SHDH HVAC	\$2.5 million
• SHDH Atrium & 1 st Floor Classrooms	\$2.0 million
• M&T Building	\$7.5 million
• Overbuild behind SHDH	\$45.0 million

Key Challenges/Opportunities

- The space issues of the school continue to be a challenge. We have very little usable space left for faculty or staff. This will continue to require additional investments in existing buildings, use of more external rental space, and reorganization of existing space at additional cost. The SHDH Tower was built to alleviate space and classroom needs, but is already full.
- New educational opportunities such as Semester in San Francisco, Global Modular courses, Social impact programs and Leadership initiatives have added only costs for the school not new revenue.
- External Affairs had an excellent FY15 and is poised for success in FY16 as well.
- Executive Education's revenue and margin growth stalled over the last few years. The new management team is tasked with re-launching the business and growing its revenues and margins. The School is dependent upon the contribution from Exec Ed to fund initiatives and research.
- The opening of a Penn/Wharton China Center in Beijing has generated large donations while still presenting operational and financial challenges for the School. The Public Policy Initiative, On-line Learning, Knowledge@Wharton, and our Innovation group continue to spread the Wharton brand around the globe.



Wharton
UNIVERSITY *of* PENNSYLVANIA

