

CUWFA Board Member Candidate Form

YOUR NAME: MARILYN KRAUT	TODAY'S DATE: 11/15/10
INSTITUTION: UNIVERSITY OF PENNSYLVANIA	
YOUR TITLE: HUMAN RESOURCES DIRECTOR FOR QUALITY OF WORKLIFE PROGRAMS	
E-MAIL ADDRESS: kraut@upenn.edu	OFFICE PHONE: 215-898-0380

BIOGRAPHIC STATEMENT -

Marilyn Kraut is the University of Pennsylvania's Human Resources Director for Quality of Worklife Programs. She oversees the work and family, worklife balance, appreciation, recognition, and health promotion activities for approximately 15,000 faculty and staff. She arrived at Penn fifteen years ago and upgraded fledgling work and family programs to increase their usefulness for today's university workforce.

Marilyn used benchmarks, research findings, and especially information from CUWFA colleagues to gain approval to introduce flexible work options, backup care, on-campus snow day care, adoption benefits, and free legal and financial consultation for Penn's employees. She developed monthly presentations with a focus on emotional, personal, professional and physical well-being. She designed a health promotion program including on-site flu shots, a holiday weight management program, and lunchtime health series on topics keyed to Penn's health care claims (heart health, avoiding cancer, improving nutrition, managing stress, etc.). She revamped appreciation and recognition activities and introduced a staff member achievement recognition program (Penn's Models of Excellence Program) that has been adopted by other universities. She remains committed to creating programs and services that promote a positive, constructive and productive work experience at Penn.

Marilyn came to the University of Pennsylvania from The Partnership Group (now Ceridian Performance Partners) where she developed nationwide drop-in and back-up child care programs. Her entry into the worklife field in 1983 began when she opened a backup child care agency to provide short notice sick and well child care in family homes. Marilyn's background prior to moving into the worklife field was in Human Resources, as a compensation and organizational development professional. She also served in a key management position for a non-profit agency in Philadelphia.

Marilyn has a B.S. in Family Studies from Pennsylvania State University and a Masters in Organizational Dynamics from the University of Pennsylvania. She is an active member of the WorldatWork Professional Association for Compensation, Benefits and Worklife professionals, serving as a faculty member for the W@W Worklife Certification Program. She has served as a committee chair, board member, executive committee member, conference host, and President of CUWFA. Marilyn also provides human resources consulting support to several non-profits in the Philadelphia area.

Marilyn lives in the suburbs of Philadelphia with her husband. Her three children live in Philadelphia and New York. But she mostly focuses her attention on her extraordinarily smart, talented, and gorgeous grandchildren. (Even though one is only a month old, she can tell he's fantastic already.)