

Committee on Academic and Related Affairs

General Committee Charge

The Committee on Academic and Related Affairs:

(i) shall have cognizance over matters of recruitment, admissions, and financial aid that concern the University as a whole and that are not the specific responsibility of individual faculties, including the authority to carry out studies on existing recruitment and admissions procedures and their relationships with existing policies on admissions and financial aid and to recommend changes in policy to the Council;

(ii) shall consider the purposes of a University bookstore and advise the Council and the management of the University bookstore on policies, development, and operations;

(iii) shall review and monitor issues related to the international programs and other international activities of the University, including advice and policy recommendations in such areas as services for international students and scholars, foreign fellowships and studies abroad, faculty, staff and student exchange programs, and cooperative undertakings with foreign universities;

(iv) shall advise the vice provost and director of libraries on the policies, development, and operation of the University libraries;

(v) shall have cognizance over recreation and intramural and intercollegiate athletics and their integration with the educational program of the University, including the planning and provision of adequate facilities for various sports and recreational activities; and

(vi) shall have cognizance of all matters of policy relating to research and the general environment for research at the University, including the assignment and distribution of indirect costs and the assignment of those research funds distributed by the University, and shall advise the administration on those proposals for sponsored research referred to it because of potential conflict with University policy.

2020-2021 Specific Charges

1. Review and comment on current issues pertaining to Title IX.

2. Assess the University's need-blind admissions policy as well as its other initiatives for first-generation, low-income (FGLI) and middle- to lower-middle income students, including the financial impact of the second-year housing and potential meal plan requirements, the ongoing progress of Penn First Plus programs, and the needs of specific populations, such as STEM and international students.

Summary of Committee Activity

The Committee met six times during 2020-2021. Several guests were invited as follows:

October 26, 2020

M. Grace Calhoun, T. Gibbs Kane, Jr. W'69 Director of Athletics and Recreation

Rudy Fuller, Senior Associate Athletic Director, Intercollegiate Programs

Michele Rovinsky-Mayer, Associate Vice President for Equity & Title IX Officer

November 23, 2020

Invited guests included three members of the Student-Athlete Advisory Committee

December 21, 2020

Marc Lo, Executive Director, Penn First Plus program
Anita Mastroieni, Associate Vice Provost for Graduate Education, Office of the Provost

Meredith Wooten, Director, Graduate Student Center

January 25, 2021

Rosemarie Burnett, Assistant Athletic Director for Academic Services and Student-Athlete Success

Andrea Wieland, Associate Athletic Director for Sports Performance

Paul Schmidt, professor of biology; Chair, Athletic Advisory Committee
February 22, 2021

Gary Purpura, Associate Vice Provost for Education and Academic Planning, Office of the Provost

Michal Saraf, Senior Clinical Director and Deputy Director, CAPS

Following guest presentations and Q&A, internal discussion among Committee members occurred.

Response to 2020-2021 Specific Charges

Charge 1

The Committee believes that the Title IX charge is essential, and the UC assigning that task to CARA demonstrated a wise foresight. We met with representatives from the Division of Recreation and Intercollegiate Athletics (DRIA), CAPS, and student-athletes. In the first year, we used many exploratory techniques to understand problems in-depth, identify the barriers, and suggest possible solutions to improve University advancements and resilience in matters related to Title IX. We considered writing letters concerning the Student Campus Compact and CAPS during our deliberation, as some of the issues seemed rather urgent, but we opted for gathering more data. This decision allowed us to identify several issues instead of providing a snap reaction. We applaud DRIA for developing a modern curriculum on masculinity. DRIA has developed several programs focused on student athletes' mental health. However, these tend to take a "just do it" and individualistic approach that does not recognize how systemic problems such as racial or gender discrimination require more collective action.

Our conclusions are as follows:

1. There is a need to collect more data to better understand how the experiences of student-athletes compare to the experiences of other students, especially in such areas as reports of discrimination/harassment and usage of CAPS and other student health and wellness resources. We believe that this can be done without jeopardizing students' privacy and wellbeing. Lack of data collection prevents Penn from identifying vulnerable populations and detecting trends within the student-athlete population. We believe this is the most crucial conclusion.

2. A detailed process should be laid down for student-athletes to seek support and help. This detailed layout should include how different stakeholders (DRIA, CAPS) interact with each other. Based on our interviews, there appears to be considerable confidence that an organic process to support students in need will emerge on an ad hoc basis (as suggested during the program "team around the team"). This process seems to be quite insular, and the lack of an alternative creates a potential for some students to fall between the system's cracks or not have an alternate way out of the peer pressure. The current approach may send a message to student-athletes that their complaints and problems will not be responded to, and that protecting the University takes priority over protecting them.

3. Communicate to the faculty the demands on student-athletes and the accompanying pressure to balance the time demands of practice and competition with the time demands of classes, homework, and examinations. Some students are reluctant to identify as athletes because they fear their faculty will view them negatively. Simultaneously, CAPS/DRIA do not have mechanisms to improve the coaches' professionalism or professors' unfavorable attitudes. As a result, student-athletes have to face difficult situations where they feel forced to choose between their athletic and academic commitments.

Our recommendations are as follows:

1. The primary recommendation is to collect more data on the student-athletes experience to compare to the experiences of other students, especially in such areas as reports of discrimination/harassment and usage of CAPS and other student health and wellness resources. We believe that this can be done without jeopardizing students' privacy and wellbeing. Data analysis of psychological services by gender, race, and training environment will help Penn identify vulnerable populations and detecting trends within the student-athlete population.

2. Develop new procedures for student-athletes to safely resolve conflicts with other students and members of the coaching staff without going through internal processes and confronting the very persons who may be engaged in the problematic behavior. This may require the creation of an ad-hoc review committee constituted by a significant proportion of non-DRIA staff.

3. Create an advisory board of faculty, rather than a single faculty liaison, to meet regularly with DRIA staff as well as with groups of student-athletes during the year, and perhaps to report to the faculty senate annually to facilitate communication with faculty about the need to support and within reason accommodate student-athletes competing demands. This Committee should conduct anonymous exit interviews of student-athletes upon graduation or the people who dropped out of the athletic program to provide the maximum safety to students' ability to communicate problematic behavior patterns for those who are afraid to speak up while engaged in athletics.

4. Charge #1 should extend for one extra year.

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Committee on Academic and Related Affairs

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Charge 2

The Committee revisited several items from its 2020-2021 recommendations and found COVID-19 dominated many. Several were not addressed, which is understandable considering the unique nature of the pandemic. For example, incorporating graduate and professional students into programs such as Penn First Plus beyond serving as mentors for undergraduate FGLI students had no updates. We recognize the tremendous effort by many in delivering the ways and means for students to move to remote learning.

Our conclusions are as follows:

1. Centralize orientation for all new graduate students to disseminate information about centrally available resources, like work-study information and eligibility. We want to commend the University in offering three emergency funds for graduate and professional students (via the Provost's Office and GAPSA), technology funds, and extending eligibility for family grants to support childcare, especially in light of the hiring freeze and the current financial climate.

2. Allocate more resources for faculty understanding and engagement with FGLI and other groups (e.g. teaching orientations, unconscious bias, etc.). During COVID-19, it was delivered more as a generalized resource. The Center for Teaching and Learning provided resources quickly and worked with schools directly. Kudos to CTL for assisting PhD students in teaching assistant roles and faculty. The Committee recognizes that many FGLI students continue to face many challenges and the existing structural racism at Penn with no University offices well-positioned to solve the issues or assist these students.

3. Develop funding mechanisms for FGLI undergraduates who want to sub-matriculate, which currently renders them ineligible for undergraduate financial aid in their fourth year and subjects them to lack of graduate financial aid. The Committee heard anecdotal data that increasingly, students need to take a 9th semester and for those students, the primary option is aid but not grant-based. The Committee recommends a standardized policy regarding sub-matriculation (instead of program-specific guidelines) and funding.

4. Review of COVID-19 impact on Penn students was revealed:

- The process of accessing emergency funds was made easier through the Undergraduate Assembly (UA) and GAPSA, but evaluate these new issues and their legitimacy and the ability to provide these to students, especially particular populations, FGLI, and graduate students.

- Despite the Student Campus Compact being on par with other University campuses, the knowledge of the Compact among students is low. The Committee also learned that there were no real deterrents to infractions. Also, the University's image suffers as the local community is wary of the students not obeying the quarantine guidelines. Compliant students observing the Compact are prone to demoralization if non-adherence is met with no effective deterrence.

Our recommendations are as follows:

1. Create a centralized location for graduate and undergraduate students to disseminate information and centrally available resources. Alternatively, provide more effective dissemination of existing resources. The provided information should be up to date and in the context of a rapidly changing situation related to COVID-19. This is a continuing recommendation from last year.

2. Assess first-generation, low-income (FGLI) and middle to lower-middle-income students, initiatives including the needs of specific populations, such as STEM and international students, especially in terms of the pandemic, a new Dean of Admissions, and future post-pandemic situation.

3. Provide a clear, firm, and unambiguous message of the expectations outlined within the Student Campus Compact and the creation, or reinforcement, of Penn student's image as expected by the University. That image can leverage a concept of students as community members at the University and neighbors in Philadelphia. University of Pennsylvania's students should know the expectation to strive for excellence as suggested by University's principles, and not be afraid to advocate for this excellence among their peers. Ultimately, this goal will eventually reduce the Compact's erosion, create a positive image of the University of Pennsylvania among the local West Philadelphia community, and reassure Penn's staff and faculty about safety rules. We consider this a strategic and long-term goal with the potential to provide a leadership role for Penn as the COVID-19-related problems are universal among different universities.¹

4. Charge #2 should extend for one extra year.

Committee Membership

Chair: Julie Fairman (fall), Kris Laudanski (spring); **Faculty:** Montserrat Anguera, Nancy Hirschmann, Jessa Lingel, Janice Madden, Dan Raff; **Graduate and Professional Students:** Pascal Rathle, Christian Tabledzki; **Undergraduate Students:** Deborah Olatunji, Kevin Zhao; **PPSA:** Lucia DiNapoli, Rashmi Kumar; **WPPSA:** Elisabeth Colella, Donna Crawley; **Administrative Liaison:** Leo Charney; **Staff:** Jessie Burns

¹ <https://www.nytimes.com/2021/03/24/health/coronavirus-testing-universities-sabeti.html>

Committee on Campus and Community Life

Committee General Charges

The Committee on Campus and Community Life:

(i) shall have cognizance over the University's communications and public relations activities in their various formats and media, including electronic, audio (the telephone system), video and printed copy, and it shall monitor the University's internal communications, the operations of the University Communications Office, communications to alumni, and the interpretation of the University to its many constituencies;

(ii) shall advise the Council on the relationship of the University to the surrounding community and the relevant University policies, work to ensure that the University develops and maintains a constructive relationship with the community, and monitor pending real estate activities of concern to the community;

(iii) shall have cognizance of the conditions and rules of undergraduate and graduate student life on campus, including 1) gathering and analyzing information concerning student life and student affairs and making recommendations to the Council; and 2) responding as appropriate to requests from and reporting information and recommendations concerning student life and student affairs to the vice provost for university life and other appropriate administrative officers; and

(iv) shall advise the president, the director of public safety, and the administrators or directors of specific buildings, offices, or projects on all matters concerning safety and security in the conduct of their operations, including consideration and assessment of means to improve safety and security on the campus.

2020-2021 Specific Charges

1. Review and comment on Penn's approach to providing social services, including those now delivered through the Division of Public Safety, specifically as they relate to matters including but not limited to drug abuse, homelessness, and mental health

2. Review and comment on West Philadelphia map aggregating and integrating data on residency by Penn affiliates, Penn real estate development, and crime statistics.

The committee was asked to consider inclusion of an additional charge reviewing and commenting on:

3. Penn making "payments in lieu of taxes" to an Educational Equity Fund governed by the school district and city of Philadelphia

Summary of Committee Activity

The committee met five times during 2020-2021. Meetings were supplemented with review of materials that informed committee members' understanding of the background and campus and community context for each charge. The first meeting (9/30) included an overview of this year's charges and substantive changes from the recommendations proposed by the 2019-2020 committee. The second meeting (10/29) was devoted to discussion of each of the charges, deliberation on whether and how to consider a third potential charge, and development of a list of speakers to inform a set of recommendations from this year's committee work. In this meeting, committee Administrative Liaison, Anthony Sorrentino, responded to the committee's request for information for Charge 2 regarding current UPHS and University employees' residence and use of University home-ownership programs in West Philadelphia. Between the second and third meeting there was an interim meeting to orient newly appointed student representatives to the committee and its charges. The third (12/22) featured a speaker to continue discussion of Charge 2, identification of outstanding issues and questions, and formulation of a plan for the remainder of the academic year. The fourth meeting (1/29) featured speakers who addressed Charge 1. The fifth meeting (3/5) included speakers to continue to address Charge 1 and discussion of recommendations for current and future charges. Exhibit 1 details each speaker invited to comment on all committee charges.

Response to 2020-2021 Specific Charges

1. Review and comment on Penn's approach to providing social services, including those now delivered through the Division of Public Safety, specifically as they relate to matters including but not limited to drug abuse, homelessness, and mental health.

Issues discussed and discovered

The committee's approach to this charge included review of documentation that illustrated the context for reviewing the role that the Division

of Public Safety (DPS) plays in providing social services to the Penn affiliate and surrounding community, including but not exclusive to social services for drug abuse, homelessness, and mental health emergencies. This included reviewing online hearings from Penn's Public Safety Review and Outreach Initiative from August to September 2020 and the transcript of the Faculty Senate Seminar on Community-Based Policing at Penn in June 2020 and included in-committee speakers from the DPS, VPUL Office of Student Intervention Services, and the Office of the University's Chief Wellness Officer.

- The committee learned that the University of Pennsylvania Police Department (UPPD) has 121 officers, certified by the State of PA. Based on a memorandum of understanding (MOU) with the PPD, the UPPD fulfills the role of the PPD within its catchment. In this capacity, the UPPD responds to all calls that come in through PennComm, as well as about 250 911 calls per month related to crimes and medical emergencies.
- Our speakers from the DPS described multiple partnerships internal and external to DPS through which they operationalize their approach to drug abuse, homelessness, and mental health emergencies for Penn affiliates and across their 2.5 mile catchment (30th to 43rd Streets and Baltimore Avenue to Market Street) which adjoins the Philadelphia Police Department's (PPD) 18th District. These partners include: the Philadelphia Police Department, the People's Emergency Center at 325 N. 39th Street, the Philadelphia Department of Behavioral Health and Intellectual Disability, the Philadelphia Crisis Line, Project HOME, University City Homeless Outreach, the Consortium Community Mental Health Center at 451 S. University Avenue, area public schools (primarily the Penn Alexander and Lea Schools), and neighborhood community associations.
- With a focus on students, faculty, and staff, DPS has a Special Services department which coordinates resources and referrals from multiple internal Penn offices with: PPD Special Victims Unit and Victims Assistance Office, Philadelphia Sexual Assault Resource Center, Women Organized Against Rape, PA Crime Victims Compensation Fund, Women's Law Project, Philadelphia Office of Victim Advocate, and Family and Criminal Courts.
- Special Services work with, and beyond, University resources and respond to calls from parents and students to provide wellness checks for students and other Penn affiliates on and off campus. In addition, they are supported by staff from Student Intervention Services (SIS) and uniformed officers from the UPPD. UPPD officers respond to wellness checks on any occasion, day or night, when a SIS staff person is not physically available on campus. UPPD also coordinates checks based on referrals from the Counseling and Psychological Services (CAPS) Protocol line established in 2018. The Special Services Department also supports victims of crime, primarily Penn students, including approximately 100 individual contacts a month.
- For issues related to drug abuse, speakers from the DPS identified that most calls and outreach are for response to the non-affiliate public rather than students, residents, and faculty/staff members on the Penn Campus. Speakers discussed DPS's ongoing relationship with the Consortium proximate to the Penn Campus, which includes an onsite Methadone Clinic which has historically been associated with calls for service related to concern for individuals who appear in distress, or for loitering on campus and near-campus businesses on the Spruce Street corridor. UPPD gives regular safety presentations to maintain its relationship with the Consortium and their clients.
- UPPD calls for response to homelessness are not often related to Penn affiliates but rather relate to individuals coming to and from Center City who are experiencing housing instability or chronic homelessness. UPPD response includes outreach to Project HOME to assist in placing individuals into local shelters, and to People's Emergency Center for women and families who are housing unstable, particularly as a result of domestic violence. In addition, there are a large number of veterans who experience

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Committee on Campus and Community Life

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homelessness within the UPPD catchment due to proximity to the VA Hospital on University Avenue. To support these individuals, DPS coordinates outreach with the Veterans Comfort House, a halfway house, and Safe Haven, a shelter for women veterans and their families.

- The committee discussed the DPS's approach to monitoring and evaluating policing and public safety actions. For each "critical" event, the DPS holds a meeting to critique protocol and consider improvements. It also holds weekly intra-agency case management meetings, has responded to the Penn's Public Safety Review and Outreach Initiative through the Quattrone Center, and meets with a public safety advisory board four times annually. The committee also discussed the UPennAlert system, which is available only to University and UPHS affiliates at this time.
- Public facing reporting on crime statistics is provided to the University City Review and Penn *Almanac*, and the department reports crimes as required by the Clery Act (which is available in aggregate on the Clery Log). A forthcoming reporting element will include data for all UPPD stops that may or may not be logged as a crime report. At this time service calls are logged, but not synthesized for analysis, and cannot be used to differentiate between stops and services for Penn students and other affiliates, and non-Penn affiliates across the Penn campus and adjoining communities.
- Speakers from SIS, under the Office of Vice Provost for University Life (VPUL), discussed ways in which they coordinate with the DPS, but provide additional services for students in crisis, ranging from those experiencing suicidal ideation to sexual assault. Faculty, staff, students, and community members can bring a student to the attention of SIS, which provides triage and connects students to resources. The speakers reported that the addition of the CAPS Protocol line has enhanced capacity to provide immediate mental health support to students at all times.
- The committee also met with the University's Chief Wellness Officer Benoit Dubé to discuss public health and wellness across the Penn campus. Discussion included the suite of adaptations made to enhance wellness in the context of COVID-19 and containment efforts, including the creation of the Penn Cares program, availability of virtual programming, increased social media messaging, and new wellness app Wellnest (which launched in March 2021). In addition, the committee discussed services offered through the Office of Alcohol and Other Drug Program Initiatives, which include risk mitigation efforts like event registration, support of early intervention treatment programs, and efforts to secure new funding mechanisms to support students with a history of addiction in accessing near-campus treatment support residences. In addition, the committee learned about efforts to increase public health initiatives for Penn and UPHS employees to support mental health and wellness on Penn campus, including a newly signed MOU with Penn's Center for Public Health Initiatives to join efforts in this area.

Recommendations

- Committee members felt that current approaches to social services provided by the DPS and the Department of Special Services are robust and highly coordinated, but that there is opportunity to enhance services and public reporting of UPPD service calls and stops, public reporting of Special Services calls, as well as expansion of the Penn Alert system to include non-affiliates who live, work, and traverse the Penn Campus and broader UPPD catchment.
- Consider public-facing anonymous reporting of service calls and UPPD stops by location and by affiliate type, mapped to identify on- or off-campus location, and the aggregate number of calls for Special Services with the day of week and time that they are received.
- Consider hiring additional staff to support non-uniformed social service outreach, available at all hours and days of week, on and off campus, for calls related to drug and alcohol use and response

to homelessness and mental health emergencies.

- Consider the benefits and concerns of the current geographic boundaries of the UPPD, for the purpose of response to crime, drug use, homelessness, and mental health emergencies.
 - Review Penn's approach to mental health promotion and how partnerships with Penn research and service organizations, and external organizations, impact the approach taken to address these issues for Penn affiliates and across the surrounding community.
2. Review and comment on West Philadelphia map aggregating and integrating data on residency by Penn affiliates, Penn real estate development, and crime statistics.

Issues discussed and discovered

The committee's approach to this charge included review of documents that illustrate the historical context for the impact of Penn development and affiliate residency in West Philadelphia through *Becoming Penn: The Pragmatic American University, 1950-2000* (Puckett and Lloyd, 2015). Anthony Sorrentino, Assistant Vice President in the Office of the Executive Vice President, served as our first speaker to define the scope and content of current maps and metrics that incorporate residency of Penn affiliates, economic development, and civic investments in West Philadelphia.

- We learned that as of June 20, 2020, 19,233 UPHS and University full and part-time employees are Philadelphia residents. Approximately one third of UPHS employees live in Philadelphia, and the University City zip code of 19104 ranks fifth in the relative population density of UPHS employees citywide. Close to half of University full and part-time employees (47%) live in Philadelphia, and University City (zip code 19104) ranks second in relative population of University employees citywide. These residency data do not include Emeriti faculty, temporary staff, post-doctoral fellows, graduate students and other trainees.
- The committee discussed the impact of Penn Home Ownership Services, which offers eligible employees the opportunity to apply for closing cost assistance for home purchasing and funds towards home improvement. In West Philadelphia, the boundaries for the Forgivable Loan Program extend from the Schuylkill River to the east side of 56th Street, and from Market Street to Paschall Avenue. The program area also includes the residential housing across from Pennovation Center. The boundaries of the Closing Cost Reduction Program (CCRP) travel along City Line Avenue, Cobbs Creek Parkway, change at 56th Street and then again at Paschall Avenue, and also include the residential community in Grays Ferry, across from the Pennovation Works. The program's boundary continues along the Schuylkill River. The loan forgiveness program requires a 7-year residency commitment with financial penalties if a property is sold earlier than 7 years from the date of purchase.
- Committee members discussed ways to determine how to understand changes in Penn affiliate residential density, housing value, and median income levels of West Philadelphia residents since these programs were implemented. At this time, there is no public-facing information to examine these changes overlaid with crime statistics, or real estate and economic development efforts supported by the University.

Our second speaker was Dr. Vincent Reina, assistant professor in the School of Design's department of City and Regional Planning and director of the Housing Initiative at Penn, who discussed how to consider ways in which Penn and the Penn community are impacted by neighborhood change, housing availability and cost, and local community and economic development.

- This discussion emphasized ways that housing markets are impacted by local policies and the nature of housing markets in Philadelphia where there are two distinct market groups: neighborhoods that are rapidly changing, such as West Philadelphia, and neighborhoods that aren't changing in terms of the availability of affordable housing and the benefits residents and home owners receive from targeted real estate and economic development.

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- The committee discussed when and how the University and other anchor institutions can contribute to availability of affordable housing and diminishment of displacement of long-term Philadelphia residents. One proximal mechanism is for the University to consider providing more housing for faculty, graduate students, fellows, and undergraduates in light of changing rental unit availability and cost in West Philadelphia. This could be part of a strategy rooted in a desire to address issues of housing affordability and access beyond Penn affiliates alone.

The committee also discussed the need to evaluate and measure the impact of current and past strategies. For example, nearly two decades ago, Penn partnered with the School District of Philadelphia, and the Philadelphia Federation of Teachers, to develop the Sadie Tanner Mossell Alexander University of Pennsylvania Partnership School, a public school with grades K-8, commonly referred to as the Penn Alexander School. This school has a catchment area which was defined by the School District of Philadelphia. The School was created to increase levels of public school educational attainment. Over time the school's catchment has become associated with a limited supply of housing due, in part, to student rental properties, and an increasingly costly local housing market. The committee feels that there is an opportunity to communicate the impact of University policy and programs in the West Philadelphia community and enhance transparency. A next step for the committee would be to evaluate what kind of data is needed and how best to communicate transparency on the impact of ongoing policies and programs.

Recommendations

- The University should develop and communicate metrics to share annually which illustrate the changing socio-dynamics of the University City neighborhood it is a part of, to illustrate how current changes in the local housing market and demographics are tracked and addressed and to be aware of challenges leading to equitable growth.
- Consider the impact of providing more housing for faculty, graduate students, fellows, and undergraduates in light of changing rental unit availability and cost in West Philadelphia

Recommendations for Future Charges

General comments

The committee felt that the general charges were appropriate but continue to be challenging in depth and breadth. Because the scope of social services required to attend to students, faculty, staff, and community members who live and work on and around the Penn Campus is a critical issue for local engagement/development with expanding and ongoing prioritization, it is appropriate to continue to focus on aspects of specific charges for 2020-2021 in the 2021-2022 academic year. However, the committee was not able to sufficiently engage with the additional potential charge to review and comment on "Penn making 'payments in lieu of

taxes' to an Educational Equity Fund governed by the school district and city of Philadelphia." We suggest that consideration be given to creation of a committee with extramural participation to engage in critical discussions of how University policies and the implementation of the ten-year \$100 million contribution to the Philadelphia School District impacts the relationship between the University and the surrounding community and respond to advocacy efforts from within the Penn affiliate body.

1. Continue to review Penn's approach to providing social services for drug and alcohol use, response to homelessness, and mental health promotion and explore how partnerships with Penn research and service organizations and external organizations impact the approach taken to address these issues for Penn affiliates and across the surrounding community.

2. Review and comment on public-facing information, the transparency of strategic planning, and monitoring of changes over time, as they relate to the impact of residency by Penn affiliates, Penn real estate and economic development, and public safety initiatives on the surrounding community.

Committee Membership

Chair: Sara Jacoby; **Faculty:** Francesca Russello Ammon, Sigal Barsade, Delphine Dahan, Nancy Hodgson, David Hoffman; **Graduate and Professional Students:** Aalok Thakkar; **Undergraduate Students:** Deborah Olatunji, Simran Rajpal; **PPSA:** Traci Chupik, Laurie Hall; **WPPSA:** Mariel Featherstone, Laura Naden; **Administrative Liaison:** Tamara Greenfield King, Anthony Sorrentino; **Staff:** Emily Hobbs

Exhibit 1: Committee Speakers 2020-2021

10/29/2020

1. Anthony Sorrentino, Assistant Vice President in the Office of the Executive Vice President

12/22/2020

1. Vincent Reina, assistant professor of City & Regional Planning, Weitzman School of Design, and director, Housing Initiative at Penn

1/29/2021

1. Maureen Rush, VP for Public Safety, Superintendent, Penn Police
2. Captain Nicole McCoy, Commanding Officer of Diversity, Equity, and Inclusion Committee

3. Paige Wigginton, Senior Associate Director of Special Services

4. Mike Belisario, Captain of Administrative Services

5. Kathleen Shields Anderson, Executive Director of Operations and Chief of Staff to VP Rush

3/05/2021

1. Paige Wigginton, Senior Associate Director of Special Services
2. Lindsay Van Ostenbridge, Associate Director of Student Intervention Services

3. Benoit Dubé, Associate Provost and Chief Wellness Officer

Committee on Diversity and Equity

Committee General Charges

The Committee on Diversity and Equity aids Penn in fostering and taking full advantage of its diversity as well as in strengthening ties across all boundaries to enrich and enliven the campus community. The Committee shall advise the offices of the president, provost, and the executive vice presidents on ways to develop and maintain a supportive atmosphere on campus for the inclusion and appreciation of diversity among all members of the University community. The Committee will review and provide advice regarding the University's equal opportunity and affirmative action programs and policies. The areas in which the Committee shall report to the Council include diversity within the educational and work settings, integration of staff and faculty into the larger campus community, and ways to foster a campus environment that is inclusive and supportive of difference. The Committee also will advise the administration on specific diversity issues that may arise on campus.

2020-2021 Specific Charges

1. Identify where structures and practices (at the University, school, departmental, and individual levels) perpetuate biases and systemic racism as they apply to the remit of the University Council.

2. Identify and recommend ways to overcome barriers to inclusion and diversity within and across faculty, staff, administration, and the student body.

3. Review and recommend ways to improve centralized delivery of diversity and equity resources.

Strategies and Focus of Inquiry

The committee was made up of many members who were serving for the first time, so we focused the initial meetings on getting to know one another, having informed discussions on the charges and prior work of the committee, and also creating sub-committees tasked to work on each charge. After these first meetings, the rest of the committee meetings were focused on discussions of charges, with occasional meetings with different Penn administration officials.

Summary of Committee Activity

The committee had all of its seven monthly meetings this academic year in virtual format. The Chair often spoke about the committee's structure, focus and charges and encouraged the group to remain positive with its progress and that he wholeheartedly supports addressing these charges, noting that this is a marathon and not a sprint adding University Council has made recommendations from implemented charges. The committee discussed how Penn is very decentralized, which can be difficult when trying to link everything together. Chair Benjamin Garcia raised the question to the group, how do we make Penn more inclusive? How do we recruit minority leadership in research and education? The committee agreed on auditing best practices used by other departments to gain a better understanding of how they are diversifying faculty and staff at Penn would be very useful. When asked how we remove unconscious bias, Dr. Garcia noted that addressing bias behavior begins with acknowledging the lack of diversity in the process.

We also had Dr. Chaz Howard, Penn's new Vice President for Social Equity and Community, and his staff come and discuss their work and new directions with the committee. Dr. Howard gave a brief overview of the Office of Social Equity and Community created by Dr. Amy Gutmann. The office's goal is to promote productive and positive working relationships within the community. Nicole Maloy, Director, Social Equity and Community discussed her position. She will work on civic engagement "projects for progress" anti-racism, health, and education inequality. Ms. Maloy's role will be the spark for improving the Penn community by providing a roadmap for wellbeing and vitality of the neighborhoods surrounding the University. Scott Filkin, Director, Social Equity and Community, is the outward facing director catalyst for restorative change. He anticipates that his role will blur lines between the city of Philadelphia and Penn.

Subcommittees to address each of the specific charges were next created (see below). Committee members noted that since many are new to the committee, they are interested in formalizing a sensible charge. The subcommittees decided to start Google documents with discussion notes and possible actionable items detailing their sub-committee meetings.

Subcommittee makeup

Subcommittee 1 Charge: Identify and recommend ways to overcome barriers to inclusion and diversity within and across faculty, staff, admin-

istration, and the student body.

Subcommittee 1 Members: Sarah Jackson (Faculty); Alexander Eapen (Undergraduate Student)

Lillian Coady (Undergraduate Student); Dana Allison (WPPSA Rep)

Subcommittee 2 Charge: Identify where structures and practices (at the University, school, departmental, and individual levels) perpetuate biases and systemic racism as they apply to the remit of the University Council.

Subcommittee 2 Members: Jennifer Punt (Faculty); Kathleen Hall (Faculty); Flavia Vitale (Faculty); Jason Andrechak (Graduate Student)

Subcommittee 3 Charge: Review and recommend ways to improve centralized delivery of diversity and equity resources.

Subcommittee 3 Members: DaCarla Albright (Faculty); Catherine Zhang (Graduate Student); Rebecca Stuhr (PPSA Rep); Tiffany Perkins (WPPSA Rep)

The subcommittees met with Sam Starks, administrative liaison, to discuss co-hosting a diversity symposium with Penn's Diversity Officers in the fall. In addition to the fall symposium, Rebecca Stuhr and Tiffany Perkins suggested hosting a meet and greet with Penn Diversity Officers. The symposium would feature a combination of representatives and speakers to discuss best practices. Mr. Starks asked the subcommittee to consider the following symposium topics: Define diversity for each school/center, and breakout sessions to keep dialogue going and narrow down research topics. Sam Starks noted that some schools are focusing on diversity initiatives. Sam Starks noted several departments have promoted staff members into diversity roles, which has been very promising for the University.

Joann Mitchell, Senior Vice President for Institutional Affairs and Chief Diversity Officer, Laura Perna, Vice Provost for Faculty, and Stacey Lopez, Vice President for Institutional Research and Analysis, consulted with the University Council Committee on Diversity and Equity on work being undertaken by a working group to add gender identity and sexual orientation as voluntary reporting options in Workday. Dr. Perna noted that the working group included representatives of Human Resources, Office of General Counsel, Office of Affirmative Action and Equal Opportunity Programs and the Provost's Office. A brief discussion followed regarding options for self-identification. Ms. Mitchell noted that faculty and staff will be able to update their own information. It was noted that binary reporting of gender as male or female was necessary to satisfy federal and state reporting requirements. Dr. Lopez noted that personally identifiable data is protected by privacy regulations and University policy. The working group is consulting with other advisory groups and plans are to implement changes in Workday by the start of the new fiscal year.

Subcommittees reported their final recommendations for specific charges to initiate a larger discussion within the University Council. The group mentioned that they have many actionable items to narrow down. Many felt that accountability, recognition and investing time should be formally established, as well as more diversity training to help build relationships across campus. Dr. Garcia thanked members of the University Council Committee on Diversity and Equity membership for their continued support on their specific charges. Sam Starks thanked the group for all of their hard work. Mr. Starks added that the subcommittees challenged him to rethink his position on many topics. He also added that committees are so important and have launched many successful initiatives across campus.

Response to 2020-2021 Specific Charges

Charge 1: Identify where structures and practices (at the University, school, departmental, and individual levels) perpetuate biases and systemic racism as they apply to the remit of the University Council.

Recommendations

Accountability: There are no distinct metrics for assessing, rewarding mentoring quality at tenure and promotion, and at the higher administrative levels (especially with regards to efforts on DEI).

Recommend developing quantifiable metrics for promotion to assess mentorship/commitment to DEI (system Penn Medicine uses for teaching)

Culture: Caretaking, caregiving, dedication to welfare of colleagues, students, and staff is undervalued, and certainly not incentivized.

Recommend identifying and rewarding best practices—high level awards—at every level (similar to Provost's Award, Lindback Award, etc.)

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Committee on Diversity and Equity

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Retention: Disproportionate financial hardships faced particularly at transition moments and moments of crisis (undergrad to grad/prof school, grad/prof to employment or residency, between grants & startup costs, financial aid applications, etc.)

Recommend targeted “bridge” funding (funding for transitions of all sorts) and negotiation coaches to help faculty negotiate salary and support. Stipends that allow students to cover living expenses.

Admissions/Recruitment: Admissions/recruitment processes still disproportionately favor non-under-represented minorities (URM).

Recommend not using GRE scores across all programs on campus (the Committee is aware that some have already stopped using them). GPA threshold only. Evaluate candidates on their ability to contribute to the culture, not just contribute to academics. Actively seek URM, diverse candidates. Highlight URM applicants on list. Intentionally try to build a diverse group of applicants and admitted students (rather than hope it will happen). Need cohort recruitment and admission practices.

Charge 2: Identify and recommend ways to overcome barriers to inclusion and diversity within and across faculty, staff, administration, and the student body.

Recommendations to overcome barriers to inclusion and diversity within and across faculty:

Institute the following checklist across schools/programs to retain underrepresented faculty and insure a toxic-free environment for their success:

1. Monitor School/Departmental Health
 - Meet with faculty regularly to provide and receive feedback
 - Conduct surveys to measure job satisfaction
 - Monitor course and service commitments to ensure faculty have feasible workloads
 - Examine data for faculty appointments, promotions, and resignations for any disparities
 - Review decision-making processes, checking for any biases
2. Establish Supportive and Welcoming Climate
 - Communicate school/department policies and expectations clearly and early
 - Create opportunities for faculty to participate in department and school governance
 - Establish and promote mentoring for faculty
 - Connect faculty to campus resources, both within and outside the department or school
 - Facilitate networking opportunities for faculty
 - Consider leaves and other policies on an individual basis to best meet faculty needs
3. Support Faculty Professional Development
 - Celebrate and recognize diverse contributions and outstanding performance
 - Encourage faculty to pursue research and intellectual interests
 - Provide all faculty with training in cultural sensitivity and responsiveness
 - Support faculty development for continued improvement in teaching practices

Recommendations to overcome barriers to inclusion and diversity within and across staff and administration:

1. Include all employees in conversations about inclusion. D&I Knowledge link mandatory training for current employees and new hires.

Recommendations to overcome barriers to inclusion and diversity within and across the student body:

1. Move cultural centers for Black, Latinx, and Asian students, which are currently located in the basement of the ARCH, to a more centralized location.

- This recommendation is adapted from the current concerns of the Penn Association for Gender Equity as listed here (<https://www.thedp.com/article/2019/11/penn-cultural-houses-arch-basement-curt>)
- Possible new locations could be current Greek houses, current non-academic buildings, or the creation of three new buildings
- Greek life has a history, nationwide but also on Penn’s campus, of making minority populations feel unsafe and is currently occupying main spaces on Locust.
- Prioritization of cultural houses where minority students feel

comfortable is a visible, high-payoff, and meaningful way for University leadership to promote diversity and inclusion.

- The proposed renovation of the ARCH to allow for more space is not a long-term solution to promoting diversity and inclusion. However, it does seem like a more than appropriate change to implement, especially when comparing the benefits of cultural centers to the problems of fraternities.
- 2. Increased collaboration with student groups focused on issues of race and anti-racism (Penn Justice Democrats, Penn Community for Justice, etc.)
- 3. Increased microaggression awareness/training for Penn faculty (note: @blackivystories on Instagram recounting racially insensitive encounters between Penn faculty and students)
- 4. Orientation programming for entering students on how to promote inclusion in their peer-to-peer interactions (could function similarly to the Public Safety orientation that is required of new Penn students at the beginning of the fall semester.)
 - This might also be a great way to share civic engagement resources (organizations, clubs, etc.) with incoming students if Penn is meaning to continue that mission in following years.
- 5. Open up conversations regarding systemic issues with Penn Police - could be tied to #2 above, as well.

Themes we see linked across these recommendations that Penn can and should act on:

1. Increased professional support for diverse faculty
2. Diversity training for both staff and students
3. Overall prioritization of diversity/anti-racism initiatives

Charge 3: Review and recommend ways to improve centralized delivery of diversity and equity resources.

Overall Goal: To promote centralized delivery and sharing of diversity, equity, and inclusion information and best practices around hiring of staff and faculty, support for staff, faculty, and students.

Recommendations:

1. Fall 2021 Meet and Greet to be held early in the semester. The purpose of the meet and greet is to bring together diversity officers from the schools and centers with those from across campus, faculty, staff, students, who either have diversity focused responsibilities or participate in diversity, equity, and inclusion focused committees. We recommend broad inclusion from departments, schools, centers, and offices (Alumni, Development, Libraries, Penn Safety, Student Affairs, etc.).

2. The University Council Committee on Diversity and Equity and/or subcommittee will work with diversity officers and appropriate college representatives or offices to organize a series of at least three roundtables or panels to be held throughout the spring semester of 2022, in February, March, and April. Each roundtable/panel will feature discussion around a priority identified by diversity officers. Attendance at the roundtables/panels will be open for wide attendance. These roundtables will provide the opportunity to disseminate information about what different schools and offices are doing, to create opportunities for learning best practices, and to encourage the strengthening of priorities around anti-racism, and practices that ensure equity and inclusion.

Recommendations for Future Charges

The committee recommends that we continue our work next year on two of the three charges we tackled this year as listed below, as these were complex charges that had many levels to think about and that we felt could be continued to be worked on in the next year by the committee.

1. Identify where structures and practices (at the University, school, departmental, and individual levels) perpetuate biases and systemic racism as they apply to the remit of the University Council.

2. Identify and recommend ways to overcome barriers to inclusion and diversity within and across faculty, staff, administration, and the student body.

Committee Membership

Chair: Benjamin Garcia; **Faculty:** DaCarla Albright, Kathleen Hall, Sarah J. Jackson, Jennifer Punt, Eric Schelter, Flavia Vitale; **Graduate and Professional Students:** Jason Andrechak, Catherine Zhang; **Undergraduate Students:** Lily Coady, Alexander Eapen; **PPSA:** Rebecca Stuhr; **WPPSA:** Dana Allison, Tiffany Perkins; **Administrative Liaison:** Sam Starks; **Staff:** Kuan Evans

Committee on Facilities

Committee General Charges

The Committee on Facilities shall be responsible for keeping under review the planning and operation by the University of its physical plant and all services associated therewith, including transportation and parking.

2020-2021 Specific Charges

1. Review the status of campus restrooms to ensure that all means of COVID-19 transmission are minimized.

2. Review the feasibility of sewage monitoring for viruses and infectious diseases.

3. Review and comment on issues related to campus planning for the establishment of all-gender restrooms.

Summary of Committee Activity

The Committee met four times during 2020-2021.

In the first meeting of the year, we were joined by guests, Lizann Boyle Rode (Associate University Secretary), Anne Papageorge (Vice President for Facilities and Real Estate Services (FRES)), and Mark Mills (Executive Director and Chief Procurement Officer in Purchasing Services).

- The Committee reviewed our charges for the upcoming year and purpose of University Council Committees with the chair and Ms. Rode. Formal responses to the Committee's recommendations from 2020 were made by Anne Papageorge and Mark Mills regarding addressing the University's carbon footprint, consideration of stronger policy that would decrease air travel emissions, and that individual schools be responsible for paying for their offsets. The University continues to work with the Environmental Sustainability Advisory Committee, faculty, staff, and students to reach the goals of the Climate and Sustainability Action Plan. The University has signed a Power Purchase Agreement that allows for two solar energy facilities to be created. Penn will purchase all of the power generated, which will equal 75% of the total electricity demand of the academic campus and Penn Medicine. Regarding air travel emissions: A working group has been determining how we can effectively buy offsets and after conducting an RFP process, has a short list of providers. A pilot will be created to help determine the mechanics. The concept is that each individual School/Center will be charged a nominal fee for each trip.

- Anne Papageorge also responded to the Committee recommendation regarding the establishment of wellness and prayer spaces throughout the campus. The Office of University Architect (OUA) will be charged with raising the issue of wellness and prayer space on campus and ask Schools and Centers to consider these spaces in the capital planning.

- The Committee reviewed our charge involving monitoring all-gender restrooms on campus during our first meeting. Discussion was aided by the Anne Papageorge and our staffer, Taylor Berkowitz, who are University's experts in this area. FRES and the OUA continue to work with Schools and Centers to identify opportunities to create additional multi-stall, all-gender restrooms on campus. In July 2019, OUA established design guidelines for the creation of multi-stall all-gender restrooms on campus. Since then, restrooms have been created in the following buildings: Lauder Institute; McNeil Building; and David Rittenhouse Laboratories. A restroom in Levine is currently under construction and the restroom in Houston Hall has been designed and will be on the FY22 Capital Plan.

The second meeting of the Committee on Facilities was held on November 24, 2020 and the Committee received an update on the University's campus development plan, Penn Connects 3.0. Penn Connects is one part of the University's goals, which also include *Penn Compact 2022*, the University's strategic vision, and the *Power of Penn* Campaign. The Committee reviewed issues related to our charges during this meeting.

The third meeting of the Facilities Committee was held on January 26, 2021. The focus of the meeting was review of our charge on the status of campus restrooms to ensure that all means of COVID-19 transmission are minimized. Special guests included Joseph Gaither (Operations Manager of Housekeeping), Joseph Passante (Director, Environmental Health & Safety), Betsy Robinson (Director of Special Projects); Wendy Sparks (Director of Housekeeping) presented and aided in the discussion.

- Our experts informed the Committee that while live virus can be detected in aerosolized particles, there is no evidence of actual transmission of the COVID-19 virus from flushing a toilet. The majority of transmission of COVID-19 (94%) is from droplets in the air from breathing or talking. The housekeeping team have developed enhanced housekeeping protocols to keep Penn buildings safe for re-occupancy. Facilities and housekeeping leadership work with all of the building administrators to ensure that each building has the services and supplies it needs. The practices include hospital-grade disinfectants, wipe stations and hand sanitizers at entrances, elevators, and other strategic locations, electrostatic sprayers, and a black light program. The black light program allows for double checking the disinfecting of high touch contact points by spraying a solution that will only show if the area is not disinfected. There are also extra precautions taken for all of the multi-stall restrooms, particularly in the residence halls. The restrooms are disinfected twice a day and extra cleaning supplies are available for individuals to wipe down surfaces after each use. Communication of these techniques is largely done by the building administrators and the residential staff. All housekeeping staff have been provided with training for safe cleaning procedures and are provided protective equipment such as masks and gloves. The housekeeping staff all participate in Penn OpenPass and the weekly COVID-19 testing. Of note, an issue was raised by a Committee member regarding concerns raised by her constituents regarding assurances that areas in their building were being cleaned since this work was occurring during off-hours. This issue was handled by the liaison function of Committee with Wendy Sparks establishing improved communication with staff and housekeeping in the buildings where concerns had been raised.

The fourth meeting of the Facilities Committee was held on February 9, 2021. This meeting focused on discussion on our feasibility of sewage monitoring for viruses and infectious diseases. The Committee had been informed earlier in the year that finding information on this charge would be challenging but was being investigated by the University. The Committee did find that sewage monitoring for COVID-19 was being developed and implemented at other universities. The Committee was informed that the University is in the research phase to determine whether or not Penn should take this approach and that it would largely depend on the frequency of testing on campus as students returned to the dormitories. The chair informed the Committee that he was informed that a potential plan to implement a pilot program for COVID-19 monitoring of wastewater was still being developed but that its necessity and feasibility was still being explored by the University. The remainder of the meeting addressed a review of this year's charges and developing recommendations for next year's charges.

Response to 2020-2021 Specific Charges

The Committee is pleased with the progress made by the University on all gender restrooms as well as safety protocols and housekeeping procedures related to COVID-19. The Committee has no recommendations concerning these charges. The Committee feels at this time, the University continues to make progress on these two charges and feels additional review can be undertaken in the future if University Council has further concerns.

Regarding our charge involving the feasibility of sewage monitoring for viruses and infectious diseases at the University of Pennsylvania, the Committee feels the University is doing an adequate job exploring the possibility of a sewage monitoring program. The Committee feels sewage monitoring is theoretically possible, but it remains unclear whether it is necessary or feasible at our University. The Committee acknowledges that our ability to fully explore this charge was limited this year, and thus recommends that this charge be considered for next year, depending on whether the University is able to develop a plan or decides not to implement sewage monitoring for COVID-19 or other transmissible diseases.

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Committee on Facilities

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Recommendations for Future Charges

The Committee makes the following recommendations for charges for 2021-2022:

Explore right-of-way management on pedestrian pathways, specifically University, vendor, and public vehicles driving and parking legally and illegally on campus pathways raising security and safety concerns.

Explore weekend and evening parking policies at Penn and the discontinuation of past policy to allow faculty and staff to park for free in open Penn parking lots during off-hours (N lots).

Review the progress of wellness and prayer spaces on campus.

Explore and study the experience of minority students with the physical facilities at Penn and their access to these facilities. The committee would like the University Council to consider this dual charge with other committees.

Committee Membership

Chair: Michael McGarvey; **Faculty:** Paulo Arratia, Cary Coglianesi, Erick Guerra, Michael May, Claire Mitchell; **Graduate and Professional Students:** Alex Chen, Jacob Pollicove; **Undergraduate Students:** Nicholas Pawalowski, Matt Weltmann; **PPSA:** Katherine Primus, Natalie Walker; **WPPSA:** Cynthia DiLoretto, Jennifer Vatz; **Administrative Liaison:** Mark Kocent; **Staff:** Taylor Berkowitz

Committee on Personnel Benefits

Committee General Charges

The Committee on Personnel Benefits shall have cognizance over the benefits programs for all University personnel. The Committee shall consist of eight faculty members (of whom one shall be a member of the Senate Committee on the Economic Status of the Faculty), three representatives of the Penn Professional Staff Assembly, and three representatives of the Weekly-Paid Professional Staff Assembly. The vice president for human resources, associate provost, and director of benefits shall serve as non-voting ex officio members.

2020-2021 Specific Charges

1. Read and comment on the University's health benefits and insurance, specifically for additional risks borne by persons required to work on-campus during the coronavirus pandemic.

2. Review and comment on trade-offs of continuing to provide retirement account contributions for employees during the COVID-19 pandemic.

3. Read, review, and comment on issues related to financial education resources available to faculty and staff.

Summary of Committee Activity

The committee met four times during 2020-2021.

In the fall of 2020, the Committee received a comprehensive overview of University benefits, including health benefits (medical plans, prescription coverage, dental and vision plans), insurance offerings, retirement savings, retiree benefits, and cost projections for 2021. The Committee was informed that the majority of retiree medical rates will remain stable for the coming year.

In 2021, the Committee received an update on health benefits and recommended changes for FY22. Medical insurance rates are projected to see small increases, but there will be no changes in rates for vision and dental insurance. Program design enhancements for the coming year include the implementation of coverage for COVID-19 vaccines and hearing aids and an additional vision plan option through VSP Vision Care.

The Committee also had an in-depth discussion about the planned changes to Penn's retirement saving plans. Two independent Fiduciary Investment Advisors, Ryan Gardner and Laura Gineo, provided the Committee with a comprehensive overview of the administration of the University of Pennsylvania's 403(b) basic, matching, and supplemental retirement annuity plans and the planned consolidation of plan services to a single record keeper (TIAA). Outlined benefits of the proposed changes included lower administration fees for plan participants; increased access to investment education and retirement planning tools; consolidated retirement information and investment advice services; a single statement for plan participants who hold investments from more than one company; and a streamlined investment menu. In preparation for the upcoming changes, Penn employees will have the opportunity to attend educational sessions and to meet with TIAA representatives to further educate themselves about these changes.

The Committee reviewed and commented on topics related to Financial Wellness and Financial Education resources available to faculty and staff. Specifically, the Committee received an overview of Penn's financial wellness programs and partners (e.g., financial literacy workshops, "Thinking about Retirement" series, Virgin Pulse platform, Penn Home Ownership Program). In addition, Penn Human Resources hosted a series of virtual workshops on a variety of financial wellness topics. The virtual workshops were well attended. Additional monthly and quarterly workshops on a variety of financial wellness topics are currently being planned for the spring of 2021 in collaboration with MetLife, PNC Bank, and TIAA.

Lastly, the Committee was joined by Karen Kille, Senior Worklife Consultant in Quality of Life Group in Human Resources, who provided an overview of the University's Wellness and Quality of Life Programs. Topics that were discussed included the Penn Healthy You wellness offerings, the *Be in the Know* campaign, the MindWell at Penn program which connects employees with mental health resources, and childcare and senior caregiving resources. Employee participation in these programs and in free virtual workshops has been high and many employees welcomed the ease with which they could access virtual program offerings.

Response to 2020-2021 Specific Charges

The Committee reviewed and commented on issues related to the University's health benefits and insurance offerings for active employees. The Committee was pleased to learn that employee contributions for vision and dental insurance will remain stable and that medical insurance rates will only see a modest increase. The Committee was informed that benefits and insurance offerings are the same for employees who work remotely and those who are required to work on campus during the pandemic. The committee recommends continuing the review of health benefits and insurance offerings for active employees in the future.

The Committee briefly discussed potential trade-offs of continuing to provide retirement account contributions for employees during the coronavirus pandemic. Jack Heuer, Vice President for Human Resources, assured the Committee that there is currently no discussion to change the retirement plan contributions for Penn employees. The Committee was pleased to learn this information and decided to delay further discussion of this charge until potential changes are being discussed at the University level. The Committee recommends continuing the review of potential changes to Penn employee benefits, including retirement plan contributions, in the future.

The Committee reviewed and commented on issues related to financial education resources that are available to faculty and staff. The Committee was pleased to learn about the multitude of virtual workshop offerings and the high attendance rate of these workshops by Penn employees. The Committee recommends continuing offering virtual workshops on financial wellness topics—even after the coronavirus pandemic ends—and, if possible, making recorded sessions available to employees who are unable to attend the workshops live.

Recommendations for Future Charges

1. Read, review, and comment on issues related to the University's health benefits and insurance offerings for active employees and for retirees, with specific focus on the coronavirus pandemic's potential impact on these benefits.

2. Read, review, and comment on updates related to the administration of retirement benefits, including recent retirement plan changes, with specific focus on the coronavirus pandemic's potential impact on these benefits.

3. Read, review, and comment on the impact of remote work, specifically related to working from other states, on Penn employee benefit programs.

4. Read, review, and comment on issues related to financial wellness and financial education resources available to faculty and staff.

Committee Membership

Chair: Tanja Kral; **Faculty:** Markus Blatz, Janice Bellace, Paula Henthorn, Julia Lynch, Olivia Mitchell; **Graduate and Professional Students:** N/A; **Undergraduate Students:** N/A; **PPSA:** Val Morgan, Bryan Wilkinson, Miriam Wright; **WPPSA:** Darlene Jackson, Rhonda Kirlaw; **Administrative Liaisons:** Jack Heuer, Susan Sproat; **Staff:** Melissa Brown; **Ex-Officio:** Laura Perna