

## MEMORANDUM

**To:** Members of University Council  
**From:** Amy Gutmann, President  
**Date:** December 4, 2019  
**Subject:** Report to the University Council

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On November 8, Penn announced the Carey Foundation's historic \$125 million gift to Penn Law, the largest ever to any law school. This transformational gift will further elevate our outstanding multidisciplinary program of legal education; enable us to increase student financial support, especially for underrepresented students; empower the recruitment and support of the world's finest legal scholars; and further grow our leading and far-reaching pro bono programs. The Carey family and the Foundation have deep roots at Penn as dedicated alumni and generous supporters of the University's educational mission and its students. Through this partnership, their philanthropy will benefit generations of law students, the profession, and the rule of law. We are enormously grateful for and inspired by their leadership and their commitment to Penn and to the University of Pennsylvania Carey Law School.

Soon after, we announced another historic, game-changing gift – this time to Penn Engineering. Proud Penn alum and leader Harlan Stone committed to making the largest gift in the School's history, \$25 million, to support the construction of a new Data Science Building. We are profoundly grateful to Harlan for this exceptional gift. As a loyal Penn alumnus and a long-time friend of Penn Engineering, his vision and leadership are truly inspirational. The Data Science Building will promote collaborations across disciplines as scholars harness data responsibly to discover innovative solutions for crucial issues facing the world.

The Provost and I also recently shared a University-wide update in our ongoing work as a community to advance health and wellness at Penn, one of our very highest priorities. Over the past two years, we have advanced several initiatives to achieve these essential goals, including the appointment of the first Chief Wellness Officer in the Ivy League, a comprehensive operational review of CAPS, and the development of a Wellness at Penn website and ongoing series of Community Conversations about wellness. Building on these initiatives, we will now take the next step of integrating all of our health and wellness resources, including CAPS and SHS, into a comprehensive Health and Wellness unit in the Provost's Office. This unit will be overseen directly by the Provost in partnership with our Chief Wellness Officer, Dr. Benoit Dubé, who will report to him as an Associate Provost.

This reconceived structure will bring together Campus Health, CAPS, SHS, and programs to support students with challenges involving alcohol or other drugs to more explicitly inform and complement each other's work. It will integrate them more fully into the core educational missions of the Provost's Office, encompassing our Vice Provosts for Education, Faculty, Global Initiatives, and Research, as well as such areas as College Houses, New Student Orientation, and Athletics & Recreation. And it will create more effective partnerships with the vitally important wellness and work/life balance programs developed in Human Resources for our faculty and staff.

At the same time, the new organization will be streamlined to give our outstanding clinicians more time to focus on their work in health and wellness, reducing the amount of time they spend on administration. CAPS and SHS, which both provide essential care for our students, will be more tightly integrated under the leadership of the Chief Wellness Officer, working closely with the senior medical and clinical directors of those areas.

We also recently announced that Michael Delli Carpini has been named the inaugural faculty director and Leah Seppanen Anderson the inaugural executive director of our new Paideia Program. Teaching the skills and habits of citizenship, service, and wellness remains among Penn's and higher education's highest callings. The Paideia Program at Penn, funded through a generous gift from the Stavros Niarchos Foundation, will offer a unique, impactful, and timely pedagogic approach to doing just this—educating the whole person. There's no one better suited to lead this effort than Michael Delli Carpini, himself a consummate Penn citizen and renowned scholar and teacher of public deliberation. I join Provost Pritchett in congratulating and showing our appreciation to Michael and Leah.

Thank you all for your service to University Council. I wish everyone a great end of semester and a happy, restful winter break.

## PROVOST'S STATUS REPORT

University Council

December 2019

I encourage all of you, if you have not done so already, to read our recent Inclusion Report, which updates the Action Plan for Faculty Diversity and Excellence, first launched in 2011 and then updated in 2014 and 2017. This most recent update documents our significant progress in diversifying our faculty, including (since 2011) a 46% increase in members of underrepresented minority groups on the standing faculty and a 22% increase in female members of the standing faculty, both compared to an 8.8% growth in the standing faculty as a whole. We are proud of this progress, yet we also recognize it as provisional and ongoing. We continue to develop initiatives to diversify our outstanding faculty, including Diversity Search Advisors, individual and continually updated diversity plans in each School, the Faculty Opportunity Fund and Presidential Professorships that help recruit and retain outstanding faculty members, and the Excellence Through Diversity Fund, which supports faculty research, mentoring, and public conferences in diversity, equity, and inclusion. I thank all of you for your invaluable work in these areas and welcome your ideas and suggestions to further our shared mission of faculty diversity. We owe a particular debt of gratitude to Vice Provost for Faculty Anita Allen, who has worked creatively and tirelessly to advance these goals since 2013 and who will conclude her term as Vice Provost at the end of this academic year.

President Gutmann and I are proud of the strong dedication of our Penn students to engaging with their communities and making an impact on essential social and global challenges. We look forward to expanding these commitments through our new Paideia Program, which aims to reimagine the ancient Greek ideal Paideia – “education of the whole person” – for the twenty-first century and beyond, with courses focusing on wellness, service, and citizenship. Paideia will begin as a five-year pilot program, building on and collaborating with existing programs and organizations, encompassing both new and existing courses, and incorporating hands-on experiences outside the classroom. As we recently announced, the program will be led by Faculty Director Michael Delli Carpini, a world-leading scholar of citizenship and democracy who served from 2003 to 2018 as the Walter H. Annenberg Dean of the Annenberg School for Communication, and Executive Director Leah Seppanen Anderson, a scholar of politics and international relations who has extensive experience mentoring students in service and community engagement at Princeton University and Wheaton College. We are confident that this program, as it develops in the years ahead, will play a major role in advancing the roles of service, community engagement, and holistic wellness at the heart of our campus.

I hope that all of you enjoy a meaningful end to the semester and a restful holiday season. I look forward to working together in the semester ahead.

Wendell Pritchett  
Provost