

**ANNUAL REPORT OF THE STEERING COMMITTEE
FOR UNIVERSITY COUNCIL
2019-2020**

Prepared by the Office of the University Secretary

This is the forty-second annual report of the Steering Committee for University Council, prepared in accordance with Council Bylaws that the Steering Committee publish an annual report to the University community that reviews the previous year's Council deliberations and highlights "both significant discussions and the formal votes taken on matters of substance." It should be noted that the March and April Council meetings were cancelled due to COVID-19.

SEPTEMBER 11, 2019 MEETING

President Gutmann called the meeting to order and preceded the usual agenda items with comments about the loss of Dr. Gregory Eells, executive director of CAPS. Dr. Gutmann expressed the University's commitment to ensuring that support and mental health resources are available to students, faculty, and staff.

With the advice of Steering and consent of Council, President Gutmann appointed Dr. Emily Steiner as moderator and Lauren Steinfeld as parliamentarian for the 2019-2020 academic year.

Faculty Senate Chair Steven Kimbrough called attention to the University Council committee charges, which were previously distributed. Council reviewed the 2019-2020 committee charges and Professor Kimbrough announced two Open Forum sessions scheduled for the December 4th and February 19th meetings.

Provost Pritchett; David Fox, Director, New Student Orientation and Academic Initiatives; and Beth Winkelstein, Vice Provost for Education, led a discussion of the 2019-2020 Academic Theme Year: *The Year of Data*. The presentation highlighted upcoming events that will include intellectual, social, and cultural opportunities for students, faculty, and staff. Professor Fox outlined how members of the University community could obtain grant funding for planning and executing events related to the theme year.

OCTOBER 23, 2019 MEETING

In accordance with the Bylaws, President Gutmann and Provost Pritchett presented State of the University reports.

President Gutmann reported that Penn had taken a pledge to be carbon neutral by 2042. She then introduced Executive Vice President Craig Carnaroli and Vice President for Facilities and Real Estate Services Anne Papageorge to present on the Climate and Sustainability Action Plan 3.0.

Executive Vice President Carnaroli reported that President Gutmann had requested a review and evaluation of methods to enhance and accelerate the University's efforts to reduce its carbon footprint. Executive Vice President Carnaroli and Provost Pritchett led this review by meeting with representatives from Facilities and Real Estate Services (FRES), faculty, and both graduate and undergraduate students. They also met with leadership from the City of Philadelphia and examined

the activities of peer institutions. The conclusion reached was that Penn is making very good progress, but there is a need to accelerate. Plans for the University to enter into a “power purchase agreement” to reduce its carbon emissions were presented, along with the creation of environmental and socially-focused investment alternatives for endowment-related donors.

Provost Pritchett described a new sustainability initiative that focuses on faculty research and academics. The initiative aims to facilitate cross-disciplinary research; recruit additional faculty; develop, coordinate, and promote formal and informal educational programs; and develop communication pathways to convey the work that is happening at the University. Provost Pritchett worked with Vice Provost for Research Dawn Bonnell to convene a group of faculty with expertise in areas related to sustainability, and four significant grant proposals were produced and several changes and enhancements were made to academic programs.

Executive Vice President Carnaroli reported that transportation was an area evaluated for potential improvements in carbon emissions. Air travel is the second largest source of carbon emissions for the University, and the faculty group convened by Provost Pritchett encouraged an examination of carbon offsets for air travel.

Recycling and waste minimization were also addressed, and the University is currently working with catering vendors to reduce food waste, a large source of carbon emissions.

The City of Philadelphia has a goal of 80 percent carbon neutrality by 2050, and the City has expressed a strong desire to work with the University in areas such as fleets and recycling.

Vice President for Facilities and Real Estate Services Anne Papageorge described the accomplishments achieved via the Climate Action Plan 2.0 in the areas of academics, utilities and operations, physical environment, waste minimization and recycling, purchasing, transportation, and outreach and engagement.

Vice President Papageorge went on to describe the goals of the University’s Climate and Sustainability Action Plan 3.0 in the areas of academics, utilities and operations, physical environment, waste minimization and recycling, purchasing, transportation, and outreach and engagement. In addition to the initiatives already presented by Provost Pritchett and Executive Vice President Carnaroli, this phase of the plan seeks to expand internship opportunities so that students can advance regional sustainability goals; further reduce University energy consumption; update design standards to integrate occupational health and wellness as part of a national ‘green building’ initiative; enhance campus landscape, operations, and maintenance practices, particularly in the area of storm water management; increase recycling and reduce the amount of waste sent to landfill; increase the purchasing of sustainable food products; reduce fleet transportation emissions; examine the impact of air travel; encourage increased use of sustainable transit options; reduce the amount of paper that is used on campus; continue the Eco-Reps program and incorporate sustainability as a formal component of Wellness at Penn; strengthen the Green Labs, Green Living, and Green Office programs, and create a Green IT working group; and make sustainability a core priority for employee onboarding. The full Climate and Sustainability Action Plan 3.0 is available on the Penn Sustainability website:

https://www.sustainability.upenn.edu/sites/default/files/CSAP_3_Final2.pdf

Council members raised questions about energy consumed by computers being powered on overnight, the general fund and new environmentally focused investment options, the target date for carbon neutrality, and the University's relationship with the City of Philadelphia.

Provost Pritchett spoke briefly about the results of the American Association of Universities Campus Climate Survey on Sexual Assault and Misconduct. Provost Pritchett stated that both he and President Gutmann were troubled to see very little change since 2015 in the number of students reporting unwanted and/or nonconsensual sexual contact. In response, two specific actions have been planned: 1.) expanding the staff of Penn Violence Prevention, and 2.) hosting a series of student focus groups to develop a deeper understanding of the survey results and to inform the development and dissemination of information, resources, and training. He also noted that the University had changed its reporting and investigative policies regarding sexual violence and sexual harassment.

In the Provost's portion of the State of the University presentation, Provost Pritchett introduced Vice Provost for Faculty Anita Allen to present on *Building Faculty Leadership*. Professor Allen began by stating Penn's goal: A great faculty for a great university. She noted that great faculties are created through mentorship of junior faculty and offering opportunities for leadership to mid-career and senior faculty. Professor Allen reported that a majority of Penn's faculty are tenured full professors in STEM fields, with 54 percent of the University's faculty housed in the School of Medicine. Fourteen percent of the standing faculty are over 65 years of age and, since 2011, the number of women has increased by 22 percent, minority standing faculty members have increased by 34 percent, and the underrepresented minority standing faculty has increased by 46 percent. She highlighted some of the leadership programs for early- and mid-career faculty, including Penn Pathways, Penn Pathways II-Humanities Network, and Penn Forum for Women Faculty, as well as a variety of programs specifically designed for mid-career and senior faculty, including the Provost's Leadership Academy and Penn Fellows. She also reported on programs that are unique to the School of Medicine, including The Richards Society and the Edward C. Cooper Leadership Training Program. A detailed description of the Provost's Leadership Academy was presented.

Professor Allen noted that one of the biggest concerns in building a diverse and inclusive faculty is targeting the problems of discrimination and implicit bias. She described the University's many programs targeting these areas, including the mandatory training program that all members of school search committees must complete.

Council members raised questions related to bullying, implicit bias training, increasing faculty diversity, and the status of lecturers with regard to mentorship and leadership development.

During New Business, Council members raised issues related to: insufficient prayer/meditation spaces for Muslim students; the results of the Campus Climate Survey on Sexual Assault and Sexual Misconduct; the invitation of former Acting Director of Immigration and Customs Enforcement (ICE), Thomas Homan, to speak at Perry World House; the functioning of University Council committees; and space for cultural centers.

DECEMBER 4, 2019 MEETING

Associate Vice President and University Council Secretary Lizann Boyle Rode updated Council on the six issues raised during New Business on October 23, 2019 during New Business.

The first Focus Issue presentation of the year—*Public Safety and Emergency Preparedness*—was led by Maureen Rush, Vice President for Public Safety and Superintendent of Penn Police. Vice President Rush began by describing a recently developed wellness program known as the Alternative Response Unit (ARU) that provides students with free transportation to the hospital. She then provided information on PennReady, the University's crisis management and mission continuity program. The UPennAlert and Penn SOS emergency notification systems were also described. Vice President Rush detailed the many partnerships necessary to plan and implement the University's emergency preparedness and recovery programs. She noted that the University has achieved the number one position in safety and security, for the 13th consecutive year, in *Security Magazine's* rankings of the higher education sector. The presentation concluded with a short video outlining key emergency procedures.

Council held its first Open Forum and the following issues were presented:

- Graduate student stipends and issues with Workday
- Timing of graduate student stipends
- Fraternity life and sexual assault on campus and the implications of recent changes in space allocations in the center of campus
- How the University can serve low-income and vulnerable communities outside of Penn's campus on a global and regional scale
- Policies around hiring, inclusivity, tenure, and anti-racism efforts at the University, specifically at the Law School
- How Penn can address climate grief among students
- Penn's goal of reaching carbon neutrality by 2042
- Fossil Free Penn's request for a Climate Town Hall
- The responsibility of the University to use its institutional influence to empower student groups

JANUARY 29, 2020 MEETING

Provost Pritchett introduced Dr. Benoit Dubé, Associate Provost and Chief Wellness Officer, who provided an update on the University's coronavirus efforts. Dr. Dubé reported that, while there had been several confirmed cases of the virus in other countries and in the United States (U.S.), there were currently none at Penn or in Philadelphia. Dr. Dubé reported that the University had been in touch with travelers abroad, and those planning to travel, and that undergraduates studying abroad in China were advised to return to Penn; several students studying in Southeast Asia had also chosen to return to the U.S. Dr. Dubé noted that, for members of the Penn community who had family and friends in the impacted regions, the University is committed to providing support and guidance for those affected. He concluded by encouraging the community to visit the websites of Student Health Services (SHS), Campus Health, and Penn Global for the most up-to-date information.

Associate Vice President and University Council Secretary Lizann Boyle Rode updated Council on the nine issues raised during Open Forum on December 4, 2019.

Vice Provost for Research Dawn Bonnell and Vice Provost for Education Beth Winkelstein presented the second Focus Issue of the year: *How Penn Supports Student Research at Undergraduate and Graduate Levels*.

Professor Winkelstein began by providing an overview of the resources and supports available for undergraduate and graduate research through the Center for Undergraduate Research and Fellowships (CURF). Professor Winkelstein clarified that, although the word undergraduate is part of the Center's name, the fellowships available through CURF are for undergraduate, graduate, and alumni research. A review of four major undergraduate research programs offered by CURF was provided, including the Penn Undergraduate Research Mentorship Program (PURM), Jumpstart for Juniors, grants for faculty who mentor undergraduate research, and team grants for interdisciplinary activities. Professor Winkelstein noted that CURF also supports graduate research by advising graduate and professional students on a variety of competitive fellowships.

Professor Winkelstein thanked Provost Pritchett for the newly launched Provost's Graduate Academic Engagement Fellowship, in partnership with the Netter Center, and noted that the fellowship is open to all Ph.D. students from all schools, in all fields, with a two-year fellowship experience that includes seminars and work related to research projects that focus on academic engagement or developing a course.

Professor Bonnell began by highlighting the University Research Foundation, a program to which faculty members can apply that supports research activities, such as regular research grants, conferences, or seminars, as well as some programs for developing new research areas. In each of these funding areas, much of the research is carried out by graduate students, post-docs, and undergraduate students. The impact and the engagement of undergraduates is substantial, with 63% of the awards involving undergraduate participation.

Professor Winkelstein then introduced three student panelists—Shreya Parchure, Karina Shah, and Paul Mitchell—who presented their research and the impact their projects have had on their academic and career trajectories.

During New Business, the issue of space for cultural centers was revisited.

FEBRUARY 19, 2020 MEETING

Associate Vice President and University Council Secretary Lizann Boyle Rode updated Council on the issue raised during New Business on January 29, 2020.

The Power of Penn Campaign was the third Focus Issue of the year, and the discussion was led by Senior Vice President for Development and Alumni Relations John Zeller. Beyond raising necessary resources, Mr. Zeller explained the value of having a campaign as an institutional planning platform for identifying priorities, engaging volunteers, and providing a timeframe to accomplish goals. Mr. Zeller outlined the phases of the campaign through its conclusion in 2021 and their interface with the goals of the Penn Compact 2020, as well as how this campaign bridges the work of the *Making History* campaign.

A Council member inquired about whether expanding space for cultural centers was included as a goal in the University's fundraising initiatives. Mr. Zeller responded that renovation of the ARCH was a high priority in the last campaign and that private support facilitated the total reconfiguration of that space.

Council held its second and final Open Forum of the year and the following issues were presented:

- Proposed solution to low voter turnout
- A former undocumented student's perspective on the speaking invitation of Thomas Homan, former acting director of ICE
- Positioning Penn as a global leader in climate change adaptation and mitigation efforts
- Penn's responsibility toward its international student population with regard to climate change
- Climate change and the need to divest from all sectors of the fossil fuel industry
- Sexual violence, reporting systems, and mediation
- Implications of climate change inaction on developing countries and the role Penn can play in contributing to sustainable development
- Climate change as it relates to wellness on campus
- The University's responsibility to educate and prepare students to confront the climate crisis
- What the Interfraternity Council is doing about the issue of sexual assault

MARCH 25, 2020 MEETING

This meeting was cancelled due to COVID-19.

APRIL 22, 2020 MEETING

This meeting was cancelled due to COVID-19.