

MEMORANDUM

To: Members of University Council
From: Amy Gutmann, President
Date: November 30, 2016
Subject: Report to the University Council

In the face of recent challenges, our diverse University community remains strong. I am grateful to the many groups and individuals across campus who stand in solidarity with our students, and to all those who responded so swiftly and effectively when appalling racist messages targeted Black students at Penn. We continue to support all those affected and underscore our outrage at such reprehensible behavior.

In the days following that incident, I had the opportunity to visit with multiple student groups and to march in solidarity with Penn faculty, students, and staff. Along with understandable frustrations and fears, anger and disappointment, what sticks out most strongly in my mind was the collective hope and resilience I witnessed. Some of our highest ideals as a university have been courageously put in action: those ideals of open and respectful expression, collaboration, empathy, and community.

Especially in challenging moments, those ideals matter most of all. We will resist any urge to give into cynicism or divisiveness, and instead we shall lift ourselves, our University, and society by advocating for inclusion, cooperation, and respect for all persons. We will continue to educate, to seek and share knowledge, and to care for both body and mind, just as we have for all of Penn's long history. Every single person on this campus is a member of a united and strong Penn family, and of that family, I have never been more proud.

Thank you all for your exemplary service and for all you have done to support our University community. I wish you the very best as we head into the end of the semester and winter break.

PROVOST'S STATUS REPORT

University Council

November 30, 2016

I join President Gutmann in thanking the members of our community for your inspiring responses at a time of enormous national and global challenge. As we near the close of the semester and the holiday season, I urge all of you to try to find moments of rest and relaxation and to enjoy time with your friends and families. We must all continue to support each other and to reaffirm the values of compassion, education, and mutual respect at the heart of our shared community.

We have no higher values, as a university, than the values of open expression, deliberative democracy, and informed debate. In this light, I encourage all of you to call on the resources of our campus-wide [Campaign for Community](#). The Campaign for Community began last year, as many of you know, to encourage conversations about the challenging and controversial issues that we may often find most difficult to discuss with each other.

The Campaign can sponsor both small and large discussions, in any venue or at any scale, and has shortened its deadline and application times to respond to pressing national events. You can learn more about proposing an event, or apply directly for funding and sponsorship, at: <http://provost.upenn.edu/initiatives/campaign/grants>.

I hope that the Campaign can help all of us create valuable conversations as we face an unpredictable future together, as one Penn community. I look forward to working together in this direction in the weeks and months ahead, and I wish everyone the best for a wonderful end to the semester and winter break.

Vincent Price
Provost



Undergraduate Assembly

UNIVERSITY of PENNSYLVANIA

Status Report – Undergraduate Assembly

November 30, 2016

I. **UA Statement on Racist GroupMe Incident**

The Undergraduate Assembly strongly condemns the racial attacks targeted at Black Penn freshmen yesterday. No member of the Penn community-- or any community-- should be subjected to such hate. We commend the actions taken by Black student groups to support the community and stand in solidarity with them against racism and hate. To everyone who was a victim of this attack: the UA supports you. Penn's diversity is its greatest asset. Racism and hate have no place at our university or in the world.

II. **Penn Community Night**

The Undergraduate Assembly and the four Class Boards have collaborated to put together Penn Community Night on Wednesday, November 16 from 7-9 PM in Bodek Lounge. The event aimed to bring Penn together after a challenging time for so many members of our community. The event saw a high turnout.

III. **Philly 5 Conference**

The University of Pennsylvania is a part of a coalition of college in the Philadelphia area called the “Philly Big 5”, with Drexel University, La Salle University, Saint Joseph’s University, and Temple University. On November 12, the UA President and Secretary attended the conference. The Philly 5 made a joint statement which reads as follows:

We, student representatives from Drexel University, La Salle University, Saint Joseph’s University, Temple University, and the University of Pennsylvania, met on Saturday, November 12, 2016 to discuss issues in wake of recent events impacting our campuses. As representatives of 50,000 undergraduate students, we are committed to values of diversity, inclusion, safety, and respect. Regardless of what campus you are on in the city of Philadelphia, you are valued. We believe in the dignity of every person on campus and in our communities. Our student governments are there to direct you to campus resources that foster safety and inclusion.

IV. **Airport Shuttles**

Every year, the Undergraduate Assembly provides convenient airport shuttles from the Upper Quad Gate to the Philadelphia Airport in order to facilitate transportation to the airport during Thanksgiving and Spring Break. This year, the shuttles will run on Tuesday (November 22) and Wednesday (November 23).

Respectfully submitted,
Sola Park, UA Vice President

PPSA – Penn Professional Staff Assembly

<http://www.upenn.edu/ppsa>
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Status Report - Penn Professional Staff Assembly November 17, 2016

*The theme year for the PPSA is **Inspiration@Work***

- Our November event – *What does it take? Furthering Your Education@ Penn* took place on November 9. It featured a panel of University staff and alumni sharing easy to understand facts about using tuition benefits at Penn. Panelists include staff from College of Liberal and Professional Studies, the School of Engineering, Human Resources Tuition Benefits, Penn AHEAD and alumni from the Masters in Public Health and Masters in Applied Geosciences. The initial interest numbered over 100 staff. Though the weather decreased the attendance to 70 staff members, the need is there for more programming on understanding University policies concerning tuition benefits.
- PPSA continued this year's *Chats with Jack* holding the second session on November 15th. Jack Heuer, Vice President of Human Resources hosted the small group discussion with four staff members to foster open dialogue around issues of staff concern.
- December will again be a time to share our good fortune. PPSA will work together with two local agencies - the *Bethesda Project* and *Career Wardrobe* to collect clothing and other items for men and women in need. The drive will run for three weeks beginning November 21st through December 8th. Sorting will take place on December 9 in the School of Nursing – Fagin Hall. Drop off locations will be situated around campus. We hope to better the 2100 pounds collected last year.
- The January General Membership Meeting with David Hollenberg, University Architect will take place on January 25, 2017. The presentation will emphasize enhancements to campus and Pennovations in particular. Expected attendance is usually over 100 staff members. It is important to keep staff informed.
- The February Meeting will take place on February 15, 2017. The seminar will focus on the LGBT community here at Penn. We hope to increase knowledge and awareness that will encourage staff and community members to come together to promote inclusivity and community good practices.

Respectfully submitted,

Kuan R. Evans
Chair, PPSA

Lucia DiNapoli
Past Chair, PPSA

Heather J. Kelley – Thompson
Chair Elect, PPSA



November 17, 2016

Weekly Paid Professional Staff Assembly (WPPSA)

<http://www.upenn.edu/wpsa/>

Status Report for November 2016

*The theme year for WPPSA is *Motivating Morale@Work*

- WPPSA collaborated with PPSA, Division of Human Resources and the Office of Executive Vice President in hosting the 2016 Employee Resource Fair on Wednesday, October 5, 2016. The fair was held in Hall of Flags in Houston Hall with approximately 1,000 employees in attendance. There were 42 vendors and 11 volunteer organizations at the event.
- WPPSA 1st General Membership Meeting will be held on November 30, 2016—Unfortunately, it is happening very late this year due to our Chair being unavailable
- WPPSA will sponsor the Ronald McDonald house in December. We will deliver the donated items on December 16, 2016 to the Chestnut Street location, but our contribution will be shared with the Front and Erie location as well.
- WPPSA has confirmed 2 speaker presentations for February and March 2017—locations TBD

*February 8 or 14th—Ralph De Lucia--The Office of Affirmative Action & Equal Opportunity Programs—**Motivating Morale@Work**

*March 23rd—Holly Marrone—HR Learning & Education—**Career Advancement when dealing with morale issues**

Submitted by,

Joyce Jones
Co-Chair, WPPSA

Rosa Vargas
Past Chair, WPPSA