

MEMORANDUM

To: Members of University Council
From: Amy Gutmann, President
Date: April 19, 2017
Subject: Report to the University Council

Last week, Provost Price and I met with the Task Force on a Safe and Responsible Campus Community to hear their findings and recommendations. The Provost's report fully recounts the recommendations, and we will work diligently to implement them in partnership with students, faculty, and staff in the coming year. I want to thank the three co-chairs who led the Task Force's work: Vice Provost for University Life Val Swain-Cade McCoullum, Vice President for Public Safety Maureen Rush, and Vice Provost for Education Beth Winkelstein. I'm grateful to all who served on the Task Force and to everyone who shared their experiences and ideas. This is an important step in our continuing efforts to make Penn's campus ever safer, more inclusive, and better for everyone who calls this University home.

Both on campus and around the world, Penn people are making a tremendous difference. Just one measure is the many achievements of our superb faculty and students. First of all, congratulations to the 2017 President's Engagement Prize and President's Innovation Prize winners!

This year's PEP winners are:

- Alexa Salas, Camilo Toro, and Yaneli Arismendi. Their Lanzando Líderes Project will develop a community-based after school program for Latino high school students and Latino immigrant families and community members in South Philadelphia.
- Marcus Henderson and Ian McCurry. Their Homeless Health and Nursing Project will partner with Bethesda Project, a Philadelphia-based nonprofit, to innovate healthcare case management within current homeless services programs.
- Antoinette Zoumanigul and Selamawit Bekele. Their Project Y.V.E.T.A., or Youth for Vocational Education and Training in Agriculture, will partner with the Senegalese Ministry of Agriculture to provide marginalized youth with numeracy and literacy education while also providing technical training and training in entrepreneurship.

This year's PIP winner is:

- William Fry with his SolutionLoft, a company he co-founded to increase access to coding skills for everyone, no matter their training or income level.

I am grateful to the faculty mentors who helped guide our winners. I am also deeply grateful to the Prize Selection Committees for recommending to me a group of projects that embody the spirit of public service and innovation upon which the University was founded. From Philadelphia to Senegal, Lanzando Líderes, Homeless Health and Nursing, Project Y.V.E.T.A. and SolutionLoft tackle timely, consequential challenges with innovative, inspiring solutions. I look forward to seeing the positive differences they will make in Philadelphia, across the country, and around the world.

Congratulations as well to this year's Guggenheim Fellows:

- Robert Aronowitz, Professor and Chair of the Department of History and Sociology of Science

- Rita Copeland, the Sheli Z. and Burton X. Rosenberg Professor of the Humanities and professor of classical studies, English, and comparative literature
- Daniel Mindiola, Distinguished Presidential Professor in the Department of Chemistry
- Daniel Richter, the Roy F. and Jeannette P. Nichols Professor of American History in the Department of History

I congratulate SAS junior Sarah Cornelius, who has been awarded a 2017 Harry S. Truman Scholarship. We also celebrate Penn's 2017 Fulbright Scholars. Results continue to trickle in, but with many Scholars from Penn already announced, this promises to be another incredible year for the ranks of Penn's "Fulbrighters."

And at the beginning of the semester, Benjamin Voight, assistant professor of Systems Pharmacology and Translational Therapeutics and of Genetics in the Perelman School, was awarded the prestigious Presidential Early Career Award for Scientists and Engineers.

Again, congratulations to these faculty and students and to all our extraordinary people across campus who every day distinguish Penn with their achievements.

PROVOST'S STATUS REPORT

University Council - April 2017

Earlier this semester, President Gutmann and I charged the Task Force on a Safe and Responsible Campus Community to develop a set of recommendations primarily in three areas:

- Fostering a campus climate free of sexual harassment, sexual violence, alcohol and other substance abuse, and other forms of behavior that may violate the Code of Student Conduct and other University policies
- Doing all we can to make students aware of their responsibilities under University policies
- Ensuring that we are holding students accountable for violations of the Code and other University policies

The Task Force included students, faculty, and staff and was co-chaired by Vice Provost for University Life Valarie Swain-Cade McCoullum, Vice President for Public Safety Maureen Rush, and Vice Provost for Education Beth Winkelstein. It held an all-campus Town Hall on February 23; invited all members of the Penn community to contribute ideas and suggestions online; consulted with and received input from families of Penn students; and held meetings with students and student groups including the Greek Presidents, Penn Violence Prevention Student Advisory Board, Student Athletic Advisory Board, 5B Minority Student Coalitions, and representatives from unrecognized groups.

Based on this wide consultation, the Task Force submitted eight recommendations, which are included below. President Gutmann and I have accepted these recommendations and will work closely with the Task Force co-chairs and other student, faculty, and staff leaders to plan their implementation in the coming year.

UPDATE THE ALCOHOL AND DRUG POLICY TO:

- Clarify how the policy applies to different individuals, groups and organizations, including undergraduates, graduate and professional students, faculty, staff, alumni, and visitors.
- Directly address the distribution and sharing of prescription drugs.
- Clarify the responsibility and accountability of students, irrespective of their place of residence.

UPDATE THE ANTI-HAZING REGULATIONS TO:

- Make clear that hazing is prohibited in any organization, regardless of whether the group is registered with the University.
- Educate students that all organizations and all students are subject to these regulations, regardless of where the activity takes place.
- Educate students about Pennsylvania laws related to hazing.

COLLABORATE WITH STUDENT LEADERS ON AN EDUCATIONAL CAMPAIGN TO:

- Reinforce that expectations of individual behavioral responsibility set forth in the Code of Student Conduct, Code of Academic Integrity, the Guidelines on Open Expression, and other University policies apply to students anywhere in the world.
- Reiterate that all students are members of the Penn community, regardless of their personal group affiliation or location, and that we hold all members of our community to the same high standard.
- Communicate to all Penn students and organizations the consequences of unsafe party hosting, including potential sanctions for violations of Penn policies and/or criminal citations.

ESTABLISH CLOSER COLLABORATION WITH OFF-CAMPUS LANDLORDS TO:

- Provide off-campus residents and landlords with information about safe living and event management in collaboration with the Office of Off-Campus Services, including information on University anti-hazing and alcohol policies.
- Ensure that off-campus residents are aware of their responsibilities as tenants and expectations of the “good neighbor” clauses in leases. Assist landlords in communicating to families/parents about their responsibilities as guarantors. Encourage landlords to communicate with students that they too expect student-tenants to uphold expected standards of conduct.
- Communicate with landlords as they address concerns including, but not limited to, evicting tenants for lease violations and preventing leases to be passed down in identified nuisance houses.

CREATE “IDENTIFIED OFF-CAMPUS GROUP” AS A NEW CATEGORY OF STUDENT ORGANIZATION TO:

- Establish that “Identified Off-Campus Group” is defined as a group of predominantly Penn students which may meet some or all of the following characteristics:
 - Mimic, mirror or align with registered groups’ organizational structure;
 - Mimic, mirror or align with fraternity/sorority pledge/initiation process;
 - Have formed as a result of a registered group being sanctioned or closed;
 - Occupy or gather in communal off-campus housing for social events;
 - Form primarily for social purposes.
- Require Identified Off-Campus Groups to provide the University with leader contacts, member rosters, and off-campus residence addresses annually. Cross-reference member lists with off-campus landlords to ensure that Penn knows which students hold the lease for each address.
- Communicate to students and families that all events sponsored by Penn students, irrespective of event location, must adhere to Anti-Hazing Regulations, the Alcohol and Drug Policy, and all other University policies to ensure that Identified Off-Campus Groups are held to the same behavioral standards as any organization.

- Explore developing a registration process to Identified Off-Campus Groups hosting events in their houses. However, in no way should the University take responsibility for, or subsidize, these groups.
- Communicate to students and parents/families that every member of Identified Off-Campus Groups will be held responsible for unacceptable behavior. Thus, if an Identified Off-Campus Group violates Penn policies or community standards, and responsible parties do not self-identify, or fail to cooperate with the investigation, the entire membership of the group and/or all students on the lease may be sanctioned by the Office of Student Conduct regardless of individual students' attendance or participation. Students also may face eviction from landlords for violating the terms of the lease.
- Ensure that Identified Off-Campus Groups are eligible to receive educational programming (MARS, PAVE, MERT training, I CARE) to be responsible members of the Penn community.

EXPLORE CREATING A SECOND-YEAR/SOPHOMORE EXPERIENCE PROGRAM TO:

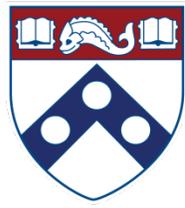
- Address the unique needs of sophomores related to academics and research, co-curricular opportunities, social standing/community, housing choices, personal finances, budgeting, and pre-professional exploration.
- Develop a comprehensive two-year College House program. This would encourage students to take full advantage of the educational and social opportunities on campus as first- and second-year students. The program would begin with their orientation to living on campus and conclude with supporting their transition to living off campus.

APPOINT A CHIEF DIVERSITY OFFICER TO:

- Provide the community with a single, senior-level point of contact to address concerns about diversity and bias incidents on campus.

PROMOTE STUDENT CONFLICT RESOLUTION/PEER MEDIATION PROGRAMS (OFSL, OSC) TO:

- Enable students to raise behavioral complaints with each other.
- Provide students and groups with a process to mediate concerns that might not rise to the level of policy violations, but which do challenge Penn's standards of community expectations.
- Foster diversity conversations and education within the student body.



gapsa

GRADUATE *and* PROFESSIONAL STUDENT ASSEMBLY
UNIVERSITY of PENNSYLVANIA

GAPSA Executive Board 2017-2018

GAPSA's General Assembly elected its Executive Board for the next academic year on March 29. The new leadership will be in effect starting May 1st -

President: Miles Owen	gapsa.president@gmail.com
Vice President: Rebecca Umbach	gapsa.vp@gmail.com
Chair for Research Students: Buyan Pan	gapsa.research@gmail.com
Chair for Professional Students: Fatima Sanz	gapsa.prof@gmail.com
Chair for Equity and Access: Chris Marshall	gapsa.eachair@gmail.com
Chair for International Affairs: Jiayun Ji	gapsa.ia@gmail.com
Chair for Student Life: Rosario Jaime	gapsa.sl@gmail.com
Chair for Finance: Paul Welfer	gapsa.finance@gmail.com
Chair for Operations: Dean Schmeltz	gapsa.operations@gmail.com
Chair for Communications: Octavia Sun	gapsa.pr@gmail.com
Chair for Social Activities: Daming Shi	gapsa.sa@gmail.com
Chair for Student Programs: Yulai Weng	gapsa.sp@gmail.com
Chair for External Affairs: Brenda Salantes	gapsa.external@gmail.com

Respectfully submitted,
Gaurav Shukla
GAPSA President 2016-17
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PPSA – Penn Professional Staff Assembly

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Status Report - Penn Professional Staff Assembly April 5, 2017

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

- PPSA issued a Call for Nominations on March 1st for the 2017-2018 academic year.
- The March Meeting - *Your Next Interview at Penn* took place on March 21, 2017. The seminar focused on how to prepare staff for their next career opportunity at Penn. Staff learned about the newest tips and trends in interviewing. The seminar was led by HR/Learning and Education coaches and staff. They presented to a group of 40+ staff members.
- The April Meeting – *Cultivating a Culture of Health at Work* took place on April 3, 2017. The seminar helped staff learn how to adapt a healthier lifestyle. The wellness coaches presented to a group of 40. Human Resources gave each staff member 10 points toward the *Be In the Know* campaign.
- PPSA continued this year's *Chats with Jack*. 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. The next session will be held on April 20, 2017.
- The May Election Meeting featuring Dean John L. Jackson is scheduled for May 25, 2017. We anticipate over 100+ staff to attend. The meeting will take place in the Bodek Lounge in Houston Hall.

Respectfully submitted,

Kuan R. Evans
Chair, PPSA

Lucia DiNapoli
Past Chair, PPSA

Heather J. Kelley – Thompson
Chair Elect, PPSA



April 5, 2017

Weekly Paid Professional Staff Assembly (WPPSA)

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

Status Report for April 2017

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

- WPPSA next General Membership Meeting will be held on April 13, 2017 in the Hill Pavilion
- *March 23rd—Bryant Kuehner—HR Learning & Education— Career Advancement when dealing with morale issues—**Presentation title--*Tools for Career Assessment & Development***
*16 attendees, 5 regrets
- Currently working with the executive board on election process, upcoming presentations for next fiscal year, members on committees and collaboration ideas with PPSA other than the ERF (employee resource fair)

Submitted by,

Joyce Jones
Co-Chair, WPPSA

Rosa Vargas
Past Chair, WPPSA