

MEMORANDUM

To: Members of University Council
From: Amy Gutmann, President
Date: October 25, 2017
Subject: Report to the University Council

Last Tuesday, I along with Provost Pritchett, EVP Carnaroli, and Dean Jameson shared a message with the Penn community regarding recent tragedies, ranging from natural disasters to the heartbreaking deaths of four Penn students since the start of the semester. As we said in our message, our sense of loss is enormous, and we are all grieving and coping in many different ways.

I want to reiterate my praise and gratitude for the many exceptional staff, faculty, and students who've been working hard to be as supportive as possible for our entire community. I also wish to share again our invitation to a Campus Conversation on Monday, October 30, from 5 to 7 p.m. at the Zellerbach Theater in the Annenberg Center for the Performing Arts. As part of our ongoing Campaign for Community, our aim for this Conversation is to strengthen and support our campus community.

The Campus Conversation will be one part of our ongoing effort to support and care for one another. We intend to have follow-up conversations through College Houses and Academic Services and elsewhere around campus in coming weeks. Through these follow-up conversations, we hope to gather and refine additional ideas to support our community.

Even in these challenging times, our University continues to strive, every day, to do great good out in the world and here at home. At the beginning of the semester, we learned that the FDA had given its first-ever approval for a gene therapy treatment for cancer, pioneered at Penn and the Children's Hospital of Philadelphia by Carl June and his team.

Soon after we celebrated the news about this life-saving treatment, Reuters announced that Penn ranked #4 among the 100 Most Innovative Universities in the World. What better way to help kick off Penn's Year of Innovation and to herald the incredibly broad range of research, discovery, and invention that's speeding Penn ideas out into the world to improve lives around the world?

Penn also continues to make great strides in fostering global conversations that matter. A few weeks ago, we hosted the inaugural Perry World House Penn Biden Global Leaders Dialogue. In front of a capacity crowd in Irvine Auditorium, U.S. Vice President and Benjamin Franklin Presidential Practice Professor Joe Biden and former Mexican President Felipe Calderón discussed the international political landscape and the importance of building and maintaining strong democratic values abroad and at home.

In times both good and challenging, our University is at its best when our preeminence in education, research, and clinical care changes lives for the better. It is work that's never done, but we undertake it gladly and will never stop seeking ways to do it better than ever before. Thank you all for the many ways you each contribute to this essential goal, and thank you for your service to Council.

PROVOST'S STATUS REPORT

University Council

October 2017

I want to thank all undergraduates who have completed the Penn PULSE Survey. This confidential survey – to which all undergraduates were invited on October 11 – is our most important tool to learn more about what you think about your experiences at Penn. I strongly encourage you to make your opinions felt if you have not yet completed your survey. It will be open until November 6, and we will continue to email reminders to students who have not yet submitted it. We also conduct surveys, at different times, of graduate students, professional students, and faculty members, in our ongoing commitment to make Penn the most rewarding environment to live and to learn. If you are interested, you can learn more about the results of these surveys – as well as the survey schedule and research plan – at: <http://www.upenn.edu/ir/surveys.html>.

I also want to draw your attention to our call for comment on changes to the University's Alcohol and Drug Policy and Antihazing Regulations. As many of you know, the Task Force on a Safe and Responsible Campus Community – composed of students, faculty, and staff and co-chaired by Vice Provost for University Life Val Cade, Vice President for Public Safety Maureen Rush, and Vice Provost for Education Beth Winkelstein – was convened earlier this year with a charge “to focus attention on and develop a collective understanding of how best to promote a respectful and healthy campus environment.” It issued eight important recommendations in April, two of which were to update our Alcohol and Drug Policy and Antihazing Regulations. (You can read the full set of recommendations at: https://provost.upenn.edu/uploads/media_items/task-force-recommendations.original.pdf.) Following wide consultations across campus, we now invite all members of the Penn community to review these proposed changes and let us know if you have any questions, concerns, or suggestions about them. You will find the proposed text of both new policies at: https://provost.upenn.edu/uploads/media_items/task-force-changes.original.pdf.

Finally, I am delighted to note the reappointments of both Vice Provost for Faculty Anita Allen and Vice Provost for Research Dawn Bonnell, who were initially appointed to their positions in 2013. They have been key drivers of many of our most important initiatives over the past four years. Dawn Bonnell has helped us significantly diversify the University's research portfolio, especially by developing stronger partnerships with industry, seeding emerging research areas, and encouraging startups and spinouts based on Penn research. In particular, she has worked across the University in establishing the Penn Center for Innovation, developing the Pennovation Center, and supporting the evolution of Pennovation Works, which are central to fostering innovation at Penn – and across the entire Philadelphia region. Anita Allen has been an essential leader in advancing faculty diversity, recruitment, and retention, which are among our highest priorities. She is an invaluable partner in implementing the Action Plan for Faculty Diversity and Excellence, which has led to a remarkable 30% increase in underrepresented minority faculty, and a vigorous leader of the arts, chairing the Provost's Arts Advisory Council and launching the exciting new Sachs Program for Arts Innovation, which aims to expand the role of the arts across our campus.

Wendell Pritchett
Provost



Undergraduate Assembly

UNIVERSITY of PENNSYLVANIA

Status Report – Undergraduate Assembly

October 25th, 2017

I. Support for Students Affected by DACA Repeal Resolution

On September 24th, the Undergraduate Assembly passed a resolution that enacted the following clause:

The Undergraduate Assembly resolves to

1. Affirm and sign the statement written by Graduate and Professional Student Assembly intended to expand the support provided to students affected by the DACA repeal (The statement is attached below).
2. Commend the senior administration and University at large for their efforts in supporting DACA students thus far.
3. Commit to continue working with the administration and other student organizations in discussing how the UA can best support students and peers.

II. ASAM Program

The Undergraduate Assembly has been working with the ASAM Undergraduate Advisory Board is committed to working with the University to ensure the stability of the Asian American Studies program through the hiring of a full-time ASAM faculty member. The ASAM program is the Asian American Studies program that offers a minor and “explores the historical and contemporary experiences of Asian immigrants and of persons of Asian ancestry in North America.” Last year, Dr. Grace Kao, one of ASAM’s core faculty members and former Directors was offered a position at Yale and Penn did not make a competitive counter-offer. If another full-time ASAM faculty member is not hired, current and prospective ASAM students will not be able to complete the minor. Penn’s ability to offer sociology courses that focus on Asian Americans would also be inhibited. This would not only affect students at the University of Pennsylvania, but also the students in the Tri-College Consortium that come to Penn to take classes. Currently, there is an interim director in place for the next two years, but without the hire of a tenured professor who will take on the title and responsibilities of Director, the program and minor will likely end.

As an institution built on the core values of diversity, it is important to ensure the longevity of this program.

III. Hurricane Irma and Harvey Food Drive

The Undergraduate Assembly co-sponsored a food drive with the Daily Pennsylvanian, Hillel, and all of the Class Boards to support the areas affected by the hurricanes. It was held from September 18th-22nd and the donated food will be donated to Houston Food Bank and Feeding Florida.

IV. UA Projects and Initiatives

Policy on Test Banks

Over the years, many clubs, performing groups, Greek organizations, and student groups have compiled test banks and academic archives. These test banks contain material that ranges from prior exams to cheat sheets. At their best, these test banks provide an incredibly useful way for students to prepare for exams. At their worst, they put those without test-bank access at a serious disadvantage. The UA is working with the University Honor Council to ensure that all students have the same access to these resources.

Resources on Syllabi

The Undergraduate Assembly is working to ensure that resources regarding mental health and other services provided are listed on class syllabi. Furthermore, we are working to encourage faculty to take time to discuss these resources when they are going over the syllabus during the first few weeks of class.

Respectfully submitted,
Jay Shah, UA Vice President



**Status Report- Penn Professional Staff Assembly
October 18, 2017**

The theme year for the PPSA is Year of Growth

- On October 4, we co-hosted the annual Employee Resource Fair with the WPPSA. This was an incredibly successful event with both external and internal vendors sharing their resources with Penn employees.
- On November 14, we will host an informational lunch to discuss educational opportunities for Penn employees. The event will feature a panel of experts from the Penn community and attendees will have the opportunity to submit questions in advance when they register. This event builds off the successful educational discussion PPSA hosted last November. Our membership has asked us to continue the discussion.
- This year, we are modifying our plans for our December philanthropic event. Instead of collecting clothes in bins (which requires a lot of transport by our board members), we are hosting a holiday open house on December 14 in Houston Hall. The event will be open from 12-4pm and we invite all members of the Penn community to come by to donate clothes and have a little snack with us as we sort the donations.
- We are thrilled to announce that Provost Pritchett has agreed to be our speaker for our January open meeting. More details will follow, but the date is January 30, 2018.
- At the end of this month, we will host our first "Chats with Jack" session for the academic year. Three to four staff members will be invited to meet with Jack Heuer, Vice President of Human Resources, to create lines of communication and foster open dialogue around issues of staff concern.

Respectfully submitted,

Heather J. Kelley – Thompson
Chair, PPSA

Kuan R. Evans
Past Chair, PPSA

Stephanie S. Yee
Chair Elect, PPSA



October 17, 2017

Weekly Paid Professional Staff Assembly (WPPSA)

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

Status Report for October 2017

The WPPSA has met twice since the last update. At the first meeting, we discussed goals for the year, which are primarily centered on us increasing our visibility on campus and establishing who we are and what we do on campus. At the second meeting, we discussed several things we have to solidify organizationally in order to put forth the best product to the Penn community.

I. Recent Business:

- a. One of the strongest advocates of WPPSA over the years, **Peter Rockett**, has retired from Penn. Peter was very dedicated to the Assembly and while we wish him the very best, we will certainly miss his presence and passion. The Assembly agreed to appoint Maureen Goldsmith as Interim Secretary for the WPPSA in the wake of Peter's retirement.
- b. In our October meeting we filled all open committee seats:
 - **Marcus T. Wright** has joined the Facilities committee (replacing Leon Malloy) and the Committee on Academic and Related Affairs (replacing Peter Rockett).
 - **Rosa Vargas** and **Darlene Jackson** (replacing Peter Rockett) will fill the seats on the Personnel Benefits committee.
 - **Tiffany Perkins** (Major Gifts Program) will fill the seat on the Diversity and Equity Committee.
 - **Vicky Lee** (Materials Science and Engineering) will fill the seat on the Committee on Engagement with the Academic Mission.
- c. The Assembly determined that we need to revisit and revise the **bylaws**. Marcus sent a message to the listserv soliciting feedback on the bylaws as they are currently written. Any weekly paid staff who would like to share their feedback is advised to come to the next WPPSA meeting. We will spend the majority of that meeting revising the bylaws, and may have to finish at the December meeting.

We also decided to review the WPPSA website and offer suggestions for updates at the next meeting.

- d. In accordance with our theme, (Students: The Reasons We Are Here) Marcus connected with CAPS and the First-Generation, Low-Income program at Penn to begin setting up “Lunchtime Learning” workshops for weekly paid staff. We are in the process of confirming dates in November and December for these workshops.
- e. At the Employee Resource Fair, 24 people signed up for the WPPSA listserv. While this is only a small percentage of the total attendees of the event, we get the general feeling that more people are learning about WPPSA on campus. To continue this momentum, **Rosa Vargas** and **Marcia Dotson** visited the School of Arts & Sciences Graduate Coordinator’s meeting to raise awareness of the Assembly and our initiatives. We would like to continue to collaborate with partners on campus where support/frontline staff are based to tell them more about WPPSA.
- f. Thus far we have already saved hundreds of dollars compared to last year’s budget, by going with light snacks for our monthly meetings as opposed to full lunches. By saving this money, we can look into purchases that may have longer benefits i.e. a WPPSA banner for events like the Employee Resource Fair.

II. Next Steps:

- a. Our immediate plans are:
 - to revise the bylaws and have them approved by the start of the calendar year;
 - for the chair and co-chair to meet with the Vice President of Human Resources to discuss our plans for the year and the possibility of him attending one of our meetings;
 - to confirm Lunchtime Learning workshops for weekly paid staff with CAPS and the FGLI program; and
 - to identify other events where we can promote WPPSA to weekly paid staff.

Humbly submitted,

Marcus T. Wright
Chair, WPPSA

Rhonda D. Kirlew
Co-Chair, WPPSA