

Report of the Senate Committee on Faculty Development, Diversity and Equity (SCFDDE) *(continued from page 7)*

d. The Administration should monitor the development and implementation of the University's plans for increasing diversity at the department and program level.

Review Penn's Efforts to Recruit and Retain Diverse Faculty

SCFDDE met with representatives from the University Council Committee on Diversity and Equity. Included in the session were two students who self-identify as first-generation and/or low-income college students. This year, UC-CDE has focused on the experiences of first-generation and low-income students. SCFDDE saw the joint meeting as an opportunity to consider what the faculty can do to promote diversity, rather than what is being done to increase its diversity. The joint committees engaged in a probing dialogue about class-based bias in the classroom, the impact of lapses in faculty advising for first-generation and low-income students, and the importance of mentoring and role modeling by faculty who were themselves first-generation and low-income students.

Recommendation:

The Committee should maintain communication between the SCFDDE and UC-CDE and collaborate when possible on issues of mutual concern.

Review Impact of Postdoctoral Fellowships on Diversity Hiring

The Committee discussed with Vice Provost Allen 2015 data regarding the status of the diverse postdoc cohorts entering Penn between AY2009 and AY2013. The data show that few of the diverse postdocs who remained at Penn became members of the Standing Faculty. They were statistically more likely to join the Academic Support Staff. The data did not focus specifically on the Postdoctoral Fellowships for Academic Diversity.

Recommendation:

The Administration should determine how postdoctoral fellowships might be structured to most effectively contribute to the diversity of the Standing Faculty.

Recommendations for 2016-2017

1. The Committee should review the information that is disclosed to potential users of the services of the Office of the Ombudsman to assure that it clearly and fully explains the role of the Office of the Ombudsman.
2. The Committee should evaluate the findings of the 2015 Faculty Climate Survey, particularly as they relate to women, minorities, underrepresented minorities and LGBTQA faculty, and identify areas of concern.
3. The Committee should review and evaluate the Final Report of the five year Action Plan for Faculty Diversity and Excellence.
4. The Committee should maintain communication between the SCFDDE and UC-CDE and collaborate when possible on issues of mutual concern.
5. The Committee should examine the relationship between the Faculty Senate and the non-Standing Faculty (including the Emeritus Faculty, Associated Faculty and Academic Support Staff) and how these groups might participate in an inclusive model of shared governance within the University.

SCFDDE Membership 2015-2016

- Regina Austin, Law School, *Chair*
 Rita Barnard, School of Arts & Sciences/English
 Kristen Feemster, PSOM/Pediatrics
 Carmen Guerra, PSOM/General Internal Medicine
 Lisa Lewis, School of Nursing/Family & Community Health
 Mitch Marcus, School of Engineering & Applied Science/Computer & Information Science
Ex officio members:
 Laura Perna, GSE, Faculty Senate Chair-Elect
 Reed Peyeritz, PSOM/Medicine & Genetics, Faculty Senate Chair

Report of the Senate Committee on the Faculty and the Administration (SCOA)

2015-2016 Specific Charges

Our specific charges this year were to:

1. *Review Faculty Handbook conflict of interest (COI) policy in consultation with the Office of the Provost.*

SCOA reviewed the COI policies in the *Faculty Handbook*—there are two, one that generally applies to faculty members, and one that is specific to research conflicts of interest. SCOA met with Vice Provost for Research (VPR) Dawn Bonnell on multiple occasions and recommended changes to the *Handbook* that would cross-reference the COI policies for clarity. SCOA did not recommend any substantive changes to the COI policies, though SCOA did recommend that the Faculty Senate be consulted for faculty membership for the Conflict of Interest Standing Committee (CISC), which is charged with reviewing matters that arise under the *Handbook's* Conflict of Interest Policy Related to Research. As of spring 2016, the VPR offers the Faculty Senate an annual opportunity to recommend members of the Standing Faculty for consideration of membership on the CISC.

SCOA recommends that annual review of the implementation of the *Faculty Handbook* Conflict of Interest Policies be charged to future SCOA teams.

2. *Review the implementation of recent changes to the Patent Policy and the faculty responses thereto.*

SCOA met with VPR Bonnell and Penn Center for Innovation (PCI) Director John Swartley to review the implementation of the Patent Policy, especially in light of the changes recommended by SCOA in 2014-2015. Our review indicated that the policy was working appropriately without major problems to-date and that no additional changes were needed at this time.

SCOA recommends that future annual reviews be charged to SCOA teams, and that PCI provide SCOA with specific data concerning the operation of the patent policy as part of that review.

3. *Review University efforts to assist faculty in obtaining external research funding.*

SCOA met with several administrators on the question of how and whether support for grant application and administration varies across University units. SCOA's preliminary investigation revealed a wide vari-

ance in the quality and level of front-line grant support, though specific data was hard to come by. SCOA met with Marianne Achenbach, executive director of the Perelman School of Medicine Office of Research Support Services, whose grant support services may serve as a model for cross-school standardization. SCOA believes that this issue needs substantial further study and possibly a targeted survey or other data collection effort. An effort to develop and distribute "best practices" or "minimal standards of support" documentation should be undertaken to help guide University administrators in allocating resources for grant support.

SCOA recommends that this charge remain for future consideration during 2016-2017.

4. *Review the scope and effectiveness of the University Research Foundation's funding process.*

SCOA did not examine this issue during 2015-2016. SCOA recommends that this charge remain for future consideration during 2016-2017.

Additional Proposed Charges for 2016-2017

1. Evaluate the University's "mass email" policies and recommend whether the Faculty Senate should have the ability to communicate to the Standing Faculty through "mass email" distributions.

2. Review Penn's standard contracts for Massive Open Online Courses and evaluate faculty satisfaction with these contracts. SCOA should include contracts from individual Penn schools (e.g., Wharton) in its review.

3. Review the way in which development and fundraising offices—both University-wide and in individual schools—work with faculty members to help identify potential funding sources.

SCOA Membership 2015-2016

- R. Polk Wagner, Law School, *Chair*
 Ken Drobatz, School of Veterinary Medicine
 Irina Marinov, School of Arts & Sciences/Earth & Environmental Science
 Pamela Sankar, PSOM/Biomedical Ethics
 Talid Sinno, School of Engineering & Applied Science/CBE & MEAM
 Santosh Venkatesh, School of Engineering & Applied Science/ESE
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