

Report of the Senate Committee on Faculty and the Academic Mission (SCOF)

General Committee Charge

The Committee oversees and advises the Executive Committee on matters relating to the University's policies and procedures concerning the academic mission, including the structure of the academic staff, the tenure system, faculty appointments and promotions, faculty research and faculty governance. In general, the Committee deals with the matters covered by the following sections of the University's *Handbook for Faculty and Academic Administrators*: I.E.-F., H.2., II.A.-D.

2012-2013 Specific Charges

1. Finalize the specification of the data that should be regularly collected to permit characterization of the role of non-standing faculty in undergraduate teaching. Once all of the data have been obtained, a mechanism for the systemization of the regular accumulation of this data should be determined and implemented.

After deliberating the issue, the committee reiterated that the regular collection of data on the role of non-standing faculty in undergraduate teaching is important for providing a clearer picture of the evolution of the faculty's core mission. The committee recommends that this data should be collected when faculty track changes are proposed. An additional guideline, soliciting the undergraduate course units taught by standing faculty vs. non-standing faculty, should be added to the Guidelines for Requests for Faculty Track Changes, with the Wharton report to SCOF from 2011 being provided as a model for the format of data presentation. The specific language for the additional guideline should be worked out in consultation with the Vice Provost for Faculty.

2. Consider and recommend essential elements of a dual career hiring/retention resources website to serve needs of Department Chairs, current faculty, recruits and administrators.

The committee conducted extensive review and discussion of the issue of dual career hiring and retention. In fewer than a third of these cases, faculty or staff positions at Penn are sought. In such cases, if the recruit and the accompanying partner would occupy separate schools, the Provost's office and the recruiting school subvene the accompanying partner's salary during a five-year window.

In other cases, the work of trying to place an accompanying partner falls to the ingenuity of the recruiting school. In order to gain a better understanding of what is currently being done along these lines, we interviewed:

- Vicki Mulhern, Executive Director of Faculty Affairs and Professional Development, School of Medicine
- Ann Perch, Director of Faculty Administration at Wharton
- Roxanne Gilmer, Assistant to the Chair, Management Department at Wharton
- Pat Rose, Director of Career Services

From these interviews, and further conversation with Lynn Lees, Vice Provost for Faculty, the committee judged that many people currently at the university are already working diligently to find employment for accompanying partners. The committee recommends a greater role for the Office of the Provost in coordinating this work.

On the basis of these considerations, the committee recommends:

• That the Office of the Provost develop and maintain a website to be the central resource for dual career hiring. The main audience for the website should be hiring committees and secondarily recruits and accompanying partners themselves.

• The further development of the Higher Education Recruitment Consortium (HERC) database of job listings in institutions in Delaware, New Jersey, Pennsylvania and Maryland.

• That the Office of the Provost designate a preferred third party vendor, such as Career Concepts, or other provider, who can assist schools in placement of Accompanying Partners interested in non-academic employment.

• That the Office of the Provost steer recruiting schools to Pat Rose at Penn's Career Services, whose services are currently used by recruit-

ing schools in some cases, and who expressed a willingness to expand her program's role in this area.

• That the Office of the Provost designate a coordinator of the effort and that this person form a committee of the appropriate people already most engaged in finding places for accompanying partners in the various schools, including in Wharton, the School of Law, the School of Medicine, Engineering and the School of Arts & Sciences.

3. Review and get an update on the Perelman School of Medicine strategic planning process with Dean J. Larry Jameson as it pertains to potential changes in the PSOM faculty track descriptions and caps. Discuss the rules for assignment to and promotion within each track, as well as the rules and practices for switching between tracks. Clarify the timeline for proposed PSOM actions. Similar information ought to be collected from the other health schools.

At the close of the year, the committee and SEC heard a presentation from Lisa Bellini, Vice Dean for Faculty Affairs, School of Medicine, updating us on the ongoing conversation about clarifying the description of the Clinician Educator track. The conversation has evolved into a larger one among the four health schools, including medicine, veterinary medicine, dental medicine and nursing. The Vice Deans of these schools were appointed to a committee by Vice Provost for Faculty Lynn Lees to work up a set of principles to guide the revision of language in the faculty handbook describing the track. The individual schools will vote on these principles before the close of AY12-13.

4. Review and discuss this Committee's general charge, as provided in the Senate Rules, and identify what you believe to be the most pressing issues facing the Faculty over the next few years. In light of your discussions, recommend to the Senate Executive Committee two or three high-priority charges for the Committee on the Faculty to undertake in academic year 2013-14. In explaining these charges, outline any appropriate actions you suppose the Senate might conceivably take after its review.

a) SCOF should carry forward the implementation of the regular collection of data on the role of non-standing faculty in teaching of undergraduates by working with the Vice Provost of Faculty to approve specific language for an additional guideline, requesting data on non-standing faculty, to be added to the *Guidelines for Requests for Faculty Track Changes*.

b) Penn's initiatives in Open Learning should remain a topic for SCOF. The potential of these developments to reshape the core mission of the faculty is both large and not yet fully understood.

c) SCOF should continue to work with the health school's vice deans as they carry forward the process of consultation with their faculties on guidelines for the rules for assignment to, promotion within and caps on the numbers within each of their faculty tracks. The committee will be in a position to receive formal proposals after consultation with the faculty within each school and in consultation with the Provost's office.

SCOF Membership 2012-2013

Harold Feldman, Perelman School of Medicine/Epidemiology
Ron Harty, School of Veterinary Medicine/Pathology
Amy Sepinwall, Wharton School/Legal Studies & Business Ethics
Peter Struck, School of Arts & Sciences/Classical Studies, *Chair*
Mindy Schuster, Perelman School of Medicine/Infectious Diseases
Barbra M. Wall, School of Nursing/Family & Community Health
Jeff Winkler, School of Arts & Sciences/Chemistry
Santosh S. Venkatesh, School of Engineering & Applied Science/
Electrical & Systems Engineering

Ex Officio Members:

Susan Margulies, School of Engineering/Bioengineering,
Senate Chair
Dwight Jaggard, School of Engineering/Electrical & Systems
Engineering, *Senate Chair-Elect*