

The following is published in accordance with the Faculty Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Sue White, executive assistant to the Senate Office, either by telephone at (215) 898-6943, or by email at senate@pobox.upenn.edu

Faculty Senate Executive Committee Actions

Wednesday, May 11, 2011

Chair's Report: Faculty Senate Chair Bob Hornik asked SEC members to vote for the four faculty members who will serve on the University Council Steering Committee. He reported that the Ad Hoc Faculty Climate Survey Review Committee will start their work next week and the Ad Hoc Sabbatical Committee will meet very soon.

Review and Vote on the Open Access Statement of Principles: SEC members reviewed and unanimously approved the revised Open Access Statement of Principles, which will be published in a subsequent issue of *Almanac*.

Progress Toward a Diversity Action Plan: Vice Provost for Faculty Affairs, Lynn Lees updated SEC on the broad strokes of what Penn is currently doing to increase faculty diversity, possible strategies for change, and possible new initiatives. She explained that there has been extensive consultation on this topic with many constituencies at Penn and those conversations have provided a clearer sense of perceptions and judgments. She explained that some of the difficulties with faculty diversity that were identified include: insufficient incentives to motivate hiring, institutional resistance, the slow hiring process, dual career and work-life balance problems, insufficient mentoring, and a "concrete ceiling" that blocks minorities interested in leadership. Dr. Lees reviewed programs in place at Penn for recruitment including: the Faculty Opportunity Fund, the Target of Opportunity Funds, and the Dual Career Program. She also reviewed programs in place at Penn for retention and faculty development including: Family Friendly Policies, Mentoring, Penn Fellows, and the FOCUS and Minority Faculty Development Program in the School of Medicine. She explained that the pipeline programs seem to be working well and the constituencies consulted would like to see the number and scope of these programs increase.

Dr. Lees explained possible strategies for change that include: more effective communication, strengthening the pipeline, enhanced pool data, and better designed incentives from University resources. She reviewed possible new initiatives such as greater accountability, intensified mentoring, and diversity partnerships with outside institutions.

SEC members suggested the final Diversity Action Plan should send a strong message from the central administration and should feature accountability at multiple levels. SEC discussion focused on strategies to make Penn attractive to prospective faculty when they have multiple offers, ways to encourage undergraduates to pursue an academic career, and the importance of getting a commitment to improve faculty diversity from the Deans, Department Chairs, and the entire Penn community.

Senate Committee Reports: SEC heard and briefly discussed annual reports given by the chairs of Senate Committees. Senate Committee reports can be found in the May 10 issue of *Almanac*: www.upenn.edu/almanac/volumes/v57/n33/pdf_n33/senatereports.pdf. SEC members suggested that a Senate committee next year review the administrative burden of regulatory issues.

Motion from the Senate Committee on Faculty Development, Diversity, and Equity (SCFDDE): SEC voted unanimously for the following motion:

That the language describing the Office of the Ombudsman as a resource to faculty in regard to sexual harassment be updated to reflect current practice that is similar to that of our peer universities and that a set of written procedures be developed to provide for consistency in the work of the Office.

New Business: Faculty Senate Chair Bob Hornik thanked the following: the Senate Committee Chairs, out-going SEC members, Executive Assistant Sue White for her extraordinary management of SEC and Committee work and Past-Chair Harvey Rubin for his service and excellent advice. As his last order of business, Dr. Hornik turned the meeting over to the new Senate Chair, Camille Charles and welcomed the incoming Chair-Elect, Susan Margulies.

Perelman's Gift to Penn Medicine

(continued from page 1)

The University of Pennsylvania School of Medicine, founded in 1765 as the nation's first medical school, is currently ranked No. 2 in *U.S. News & World Report's* survey of research-oriented medical schools and is among the top 10 schools for primary care. The School is consistently among the nation's top recipients of funding from the National Institutes of Health, with \$507.6 million awarded in the 2010 fiscal year.

The School of Medicine comprises 28 basic and clinical departments and more than 1,800 faculty members and 2,200 students and trainees. Penn's physicians and biomedical scientists engage in integrated research programs that employ an interdisciplinary approach to understand the fundamental mechanisms of disease and investigate new strategies for treatment.

Penn Transit: Associate Director

Matthew Brown has been named the new

Associate Director of Penn Transit Services effective May 12, 2011. Before coming to Penn, Mr. Brown served as the general manager of the Savannah College of Art and Design transit system. In addition to his experience in Georgia, Mr. Brown has also managed transportation systems in Princeton and Elizabeth, New Jersey. He has a degree in computer information systems from the Borough of Manhattan Community College.



Matthew Brown

Trustees' May Meetings

The Board of Trustees of the University of Pennsylvania met on May 12, the day after the news broke about the \$225 million gift from Raymond and Ruth Perelman. News that Trustee Chair David Cohen called "the best news this University has received in many years." He spoke of the Perelmans "incredible generosity" in making such a "transformative gift" to Penn for the School of Medicine which will be renamed the Raymond and Ruth Perelman School of Medicine at the University of Pennsylvania.

President Amy Gutmann echoed that sentiment and said that it was an "inspiring moment" for which she is grateful to the Perelmans. Dr. Gutmann said that the Perelmans have enabled Penn Medicine to go "from eminence to preeminence." The Vice President of the United States, Joseph Biden, called her to congratulate Penn.

Dr. Arthur Rubenstein said that "no superlatives are sufficient to describe the gift" from Raymond and Ruth Perelman. The dean said that the School of Medicine is "enormously grateful."

The Trustees passed a resolution to return the supervisory responsibility for and control of WXPEN (FM), and its related stations, to the Board of Trustees, rather than their Committee on External Affairs, which has been consolidated with the Committee on Neighborhood Initiatives.

President Gutmann described Penn's Class of 2015 as diverse, with students from all 50 states and 82 countries; 51% male and 49% female. Penn accepted 12.3% of the applicants who numbered more than 31,000 students. She also noted that Penn Park will be completed before the Class of 2015 arrives on campus.

The Trustees passed seven resolutions submitted by the Budget & Finance Committee to authorize: the execution of the renewal line of credit in the amount of \$100,000,000; the design and construction of Locust Walk, 3600 block and from the 38th Street Bridge to the plaza at 40th Street for paving improvements and landscape updates, for an additional \$1,354,000 (see next page); the Chemistry 1958 Building exhaust fan replacement for an additional \$950,000; Sansom Street aerial line relocation underground between 34th and 36th streets, new lighting and sidewalks in the amount of \$2,223,000; Stemmler Hall first floor classroom renovations in the amount of \$1,784,000; lease renewal and expansion on the 8th floor at 3600 Market Street for SAS Linguistic Data Consortium, for a total of \$1,192,000; the closing of the Dental School Loan Fund and utilize the funds to support student aid in the School of Dental Medicine, in the amount of \$124,117.

Trustees' June Meetings

Meetings of the Trustees of the University of Pennsylvania will be held on Thursday and Friday, June 16 and 17, 2011, at Houston Hall.

Thursday, June 16

8:30–10 a.m.: Local, National & Global Engagement Committee, Bodek Lounge

10:15–11:45 a.m.: Facilities & Campus Planning Committee, Bodek Lounge

2–3:30 p.m.: Student Life Committee, Benjamin Franklin Room

3:45–5:15 p.m.: Academic Policy Committee, Golkin Room

Budget & Finance Committee, Bodek Lounge

Friday, June 17

11:30 a.m.–12:30 p.m.: Stated Meeting, Bodek Lounge

Please contact the Office of the University Secretary at (215) 898-7005 with your plans to attend any of the above meetings.