

**Faculty Senate Executive Committee Actions**  
**Wednesday, September 30, 2015**

**Chair's Report.** After introductions by all those present, Faculty Senate Chair Reed Pyeritz welcomed the members of the Senate Executive Committee (SEC) and offered a brief review of the Senate and its structure. He indicated that the work of the Senate's committees are beginning, and they will have more to report as the year progresses. He noted that they have received a copy of a letter sent by the Tri-Chairs to U.S. Senators from Pennsylvania, Delaware, and New Jersey discouraging the adoption of a policy by the U.S. Department of Health and Human Services that would lower the salary cap for investigators who receive federal research grants. He also noted that the Penn Alumni Association is seeking nominations for the Faculty Award of Merit. A symposium, open to the University community, will be sponsored by the Senate in spring 2016; suggestions for topics were solicited. The Campaign for Community will sponsor its first event, "Academic Freedom Now," which will be held at the Kislak Center on Tuesday, Oct. 27, 3:00-6:00pm.

**Past-Chair's Report.** Faculty Senate Past Chair Claire Finkelstein reported that the Academic Planning and Budget Committee and the Capital Council have both held their first meetings of the year.

**Update from the Office of the Provost.** Vincent Price, Provost, updated the Faculty Senate on a number of items. Professor Stanton Wortham has taken over as the Faculty Director of the Online Learning Initiative, and its offices will relocate to the Van Pelt-Dietrich Library. Penn has 50 open courses now available on the Coursera and edX platforms, which will make the outstanding teaching at Penn broadly available to the world. The Perry World House is targeted for opening in the spring; the facility will be available for use by all faculty and student organizations doing work related to international affairs. The four undergraduate schools have agreed to pilot for one year the Faculty Wellness Ambassador program, which was initially proposed by SEC in the spring; the results will be assessed at the conclusion of the pilot year. Penn was one of 27 institutions to take part in the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct, of which the results were released this month. Penn will continue to broaden its outreach efforts in combatting the problems highlighted by the survey results. Consideration is being given to online learning modules or other educational programs for faculty and students in this respect. A spirited discussion between the Provost and SEC ensued.

**Discussion and vote of draft committee charges.** The specific charges of the Faculty Senate committees were reviewed and approved unanimously, with one amendment.

## **Faculty Senate Executive Committee Actions** **Wednesday, October 21, 2015**

**Chair's Report.** Faculty Senate Chair Reed Pyeritz noted that the Senate Committee on the Economic Status of the Faculty (SCESF) is in the drafting stage of its report, which will be published in early 2016. Due to time constraints, he announced that a more detailed report of the activities of the Senate committees will be deferred to the next meeting.

**Past-Chair's Report.** Faculty Senate Past Chair Claire Finkelstein reported that the Academic Planning and Budget Committee and the Capital Council have both held their second meetings of the year. She gave an update on the Campaign for Community, informing SEC members that applications for branding and funding of up to \$1,500.00 are currently being accepted. She reminded the SEC of the "Academic Freedom Now" symposium, co-sponsored by the Faculty Senate and the Campaign for Community, which will take place on October 27, 3:00-6:00pm, in the Kislak Center (6<sup>th</sup> Floor, Van Pelt-Dietrich Library).

**Athletics and Recreation at Penn.** M. Grace Calhoun, Director of Recreation and Intercollegiate Athletics, gave SEC an overview of athletics and recreation at Penn. She reported that Penn Athletics is a broad-based division covering wellness programming for all students, ranging from intercollegiate teams to club teams, intramural teams, scheduled classes and programs, and drop-ins. She reported that a Divisional task force was convened last fall that established standards for team discipline, including the use of alcohol and drugs. An updated anti-hazing policy was endorsed in September 2015, which has included coach and student-athlete education programs and written annual commitments to the policy by each student-athlete. An ongoing sexual misconduct prevention program is also in place. She reported that all Ivy League schools use an "academic index" in their admissions processes, which takes into account the student's secondary GPA and standardized test scores to ensure that the prospective student has the potential for academic success at the institution. This policy is managed collectively by the eight Ivy League presidents.

**Imminent Threats of Campus Violence.** Maureen Rush, Vice President for Public Safety, reported on the campus-wide alert of potential violence on October 5, 2015. She reported that a notice was sent to the Penn community with information regarding the alleged threat, which was based on a post to a popular website, and that significant additional security measures were taken to ensure the safety of the community. She added that the posting was later determined to be a hoax. Vice President Rush discussed the effectiveness of the University's new HELP Line, and encouraged SEC members to remind their constituencies of its 24/7 availability by calling (215) 898-HELP.

**2015 Senate Nominating Committee.** Pursuant to the Faculty Senate Rules, the members of SEC were asked to submit a nomination of a member of the Standing Faculty to the Nominating Committee.

**Update from the Office of Investments.** Peter Ammon, Chief Investment Officer, discussed the work of the Office of Investments and described the process his office uses to manage the Associated Investments Fund (AIF), a pooled investment vehicle in which the vast majority of Penn's endowment is invested. Individual endowments and trusts at Penn hold shares or units of

the AIF, whose purpose is to provide stability and perpetual support for Penn's mission and programs.

**Faculty Senate Executive Committee Actions**  
**Wednesday, November 18, 2015**

**Chair's Report.** Faculty Senate Chair Reed Pyeritz reported that the Co-Chairs of the Senate Committee on the Economic Status of Faculty will present its findings at its December meeting. Dr. Pyeritz also informed SEC the 2016 Faculty Senate symposium will be held on the afternoon of April 6, 2016. It will be open to the whole university community, and special guests and location will be announced at a later date. Though a number of thoughtful and engaging topics were submitted by SEC members and considered, the chosen topic will examine the role that faculty will play in the evolution of higher education over the next several years.

**Past-Chair's Report.** Faculty Senate Past Chair Claire Finkelstein reported that the Academic Planning and Budget Committee held its third meeting and the Capital Council has its next meeting on November 19. She gave an update on the Campaign for Community, informing SEC members that it has distributed more than \$6,000 in grant funding to-date. The spring grant cycle will open on December 1 and continue through March 15, 2016. Campaign for Community events, past and present, can be found at the [event calendar on its website](#). Dr. Finkelstein also gave an update on the Senate Tri-Chairs' recent conversations with university officials on the topic of faculty members as "responsible" reporters of incidents of sexual violence under Federal law; she noted that Wendy White, Senior Vice President and General Counsel, will visit SEC at its December meeting to discuss this topic.

**Update from the Office of the President.** President Amy Gutmann provided SEC with an update on the Penn Compact 2020, the University's current strategic plan. Its goals are inclusion (including student financial aid, faculty diversity and excellence, and innovative open learning), innovation (including endowed university-wide professorships, centers of multidisciplinary excellence, and the Pennovation Center at Pennovation Works), and impact (including the "Penn Connects 2.0" campus development plan, public policy initiatives, and the Penn Wharton China Center and Perry World House). She noted that Penn's "all grant" financial aid packages have reduced the average debt by graduating students by more than 2% over the past year and that six-year graduation rates for African-American, Latino, and first generation students have all increased to 96%. Graduate student support has dramatically increased since 2004, and faculty diversity is incrementally. Penn's most recent 10-year annual fundraising average has increased to \$490.1M from the previous decade average of \$301.8M, and fundraising goals of \$1B for student financial aid and \$900M for new professorships are on track to be reached by 2019. President Gutmann noted concern about the steady decrease in federal research funding but that she is making an effort to engender Congressional support for increasing it. She thanked SEC members for their support of the Penn compact 2020.

**2016 Senate Nominating Committee.** SEC members voted for the members of the 2016 Senate Nominating Committee.

**Nomination of faculty members to University ad hoc committees.** SEC members were informed that a student group has developed a proposal to request the University to divest from fossil fuels. The University Council Steering Committee at its most recent meeting referred that proposal to an Ad Hoc Advisory Committee on Divestment for further study in accordance with the Guidelines and Procedures for Consideration by the Trustees of Proposals for Divestment

from the University Endowment or Other Holdings Based Upon Social Responsibility Concerns of the Penn Community. Under these Guidelines, the Senate must aid in the creation of the Ad Hoc Committee by nominating a slate of Standing Faculty members as candidates to the Committee. SEC members were asked to submit nominations of faculty members to the Faculty Senate Office by December 4, 2015.

## **Faculty Senate Executive Committee Actions** **Wednesday, December 9, 2015**

**Chair's Report.** In the absence of Faculty Senate Chair Reed Pyeritz, the meeting was conducted by Past Chair Claire Finkelstein, acting as Chair. She reported that the Faculty Senate Symposium is scheduled for April 6, 2016, in Houston Hall's Hall of Flags. She also encouraged faculty members to use the Global Activities Registry at Penn, which makes Penn aware of the users' global travels in case of emergencies.

Faculty Senate Chair-elect Laura Perna reported on the ongoing work of the Senate Committees.

**Past-Chair's Report.** Faculty Senate Past Chair Claire Finkelstein reported that the Academic Planning and Budget Committee held its fourth meeting on December 8 and the Capital Council had its most recent meeting on November 19. She gave an update on the Campaign for Community, informing SEC members that applications for grants are being accepted now through March 15, 2016, for spring 2016 events and that the Campaign is developing a number of major events for the next year. The first major event, a conversation on race between students and faculty, will take place in late January. All members of the Penn community are invited.

**Discussion of Protocol for Sexual Assault Complaints against Faculty.** General Counsel Wendy White and Vice Provost for Faculty Anita Allen discussed the draft procedures for resolving complaints of sexual violence, relationship violence, and stalking involving faculty respondents. The procedures were developed as a parallel to the procedures involving student-on-student sexual violence and involve only minor adjustments based on the faculty status of the respondent. All complaints will be handled by the Office of the Sexual Violence. An important difference between this policy and the policy involving student respondents is that responsible judged responsible will be referred back to the individual school deans for sanctioning. Faculty members retain the right to challenge sanctions using the Just Cause process, as described in the Faculty Handbook. SEC members were asked to provide feedback on the draft, which has already been reviewed by the Council of Deans.

**Discussion of the 2015-16 Economic Status of the Faculty (SCESF) Report draft.** SCESF co-Chairs Susan Margulies and Andrea Troxel summarized the contents of the committee's 2015-16 report. Merit raise recommendations are set annually as a salary parameter by the Budget Steering Committee, with a target to be in the 75<sup>th</sup> percentile of comparable peer institutions, though each school must implement its own processes individually. The target annual salary increases for FY2015 of 3% matched the median actual increases at all ranks, though some salary compression was found at the Associate Professor level. Using publically available Federal Form 990 Schedule J data, SCESF identified a gap between faculty and senior administrator rates of salary increases. SCESF also reviewed faculty retirement and tuition benefits. Though Penn makes available a contribution based on a certain percentage of base salary, faculty must "opt in" to receive this contribution, and only 75-78% of Penn faculty currently participate. Discussion was held over whether this should be changed to an "opt out" procedure. A gender gap in pay still persists at Penn, and contributing factors to this gap include fewer women in higher paid ranks, greater time in rank for women than men, and fewer women in higher paid disciplines. The final report will be published in *Almanac*, along with administrator responses, during spring 2016.

**Update from the Office of the Vice Provost for Faculty.** Vice Provost for Faculty Anita Allen stated that tenure-track faculty members may use probationary period extensions for new children in home, caregiving, illness, or catastrophe in research and that these extensions should have no effect on tenure determinations. All schools are now mandating six and nine-year mandatory reviews for faculty members. A recent change was made to the Faculty Handbook to indicate that Penn faculty who are primary caregivers are entitled to take a full reduction in duties; if both caregivers are Penn faculty members, both may take the full reduction. Her office regularly reviews salary data and recommends adjustments; a new software tool facilitates identification of salary gaps based on gender and other equity concerns. She reported that the Action Plan for Faculty Diversity and Excellence has yielded positive results, including an increase in the number and percentage of minority faculty. The percentage of new hires who are underrepresented minorities and women has increased. A final report of action plan will be completed during 2016-17. The Provost launched an Advisory Arts Council to foster active-, object-, and performance-based education, and to promote the integration of knowledge among Penn's arts institutions, schools, faculties, and student groups. The Faculty Climate Survey will remain open through the holidays and all faculty members are strongly encouraged to complete the 20-minute survey (accessed through email accounts). During the spring semester, all faculty members will receive a guide via Intramural Mail that describes their obligations as Mandatory Reporters of sexual violence. The guide details how, when, to whom, and where a faculty member should report incidents of sexual violence of which they become aware. These reporting procedures are obligated by Title IX of the Education Amendments of 1972.

**Selection of Chair for the 2016 Senate Nominating Committee.** SEC members selected Harvey Rubin (PSOM/Medicine) as Chair of the 2016 Senate Nominating Committee.

**Selection of Final Slate of Nominees for Membership Consideration on the Ad Hoc Advisory Committee on Divestment.** By acclamation, SEC members adopted a slate of nine names that will be submitted to the Chair of the Trustees for consideration as members on the Ad Hoc Advisory Committee on Divestment.

**Faculty Senate Executive Committee Actions**  
**Wednesday, January 20, 2016**

**Chair's Report.** Faculty Senate Chair Reed Pyeritz reported that the Report of the Senate Committee on the Economic Status of Faculty (SCESF) has been submitted to the Office of the Provost and is under review. The Provost's Office is working with SCESF to identify faculty data that will be provided to next year's committee, which may include data not previously provided for SCESF's use. The Senate Committee on Faculty and the Administration (SCOA) is working to examine research administration opportunities and conflict of interest policies across schools. The Faculty Senate Symposium is scheduled for April 6, 2016, at 4pm, in Houston Hall's Hall of Flags; the topic is the role of faculty in the evolution of the research university.

**Past-Chair's Report.** Faculty Senate Past Chair Claire Finkelstein reported that the Academic Planning and Budget Committee and Capital Council have not met since the previous SEC meeting. The Campaign for community is continuing to accept applications for project grants through March 15. The Campaign for Community, along with the Faculty Senate and the Office of the Vice Provost for University Life, will convene a "Faculty/Student Conversation about Race, Respect, and Classroom Culture" on Wednesday, January 27, at 6pm, in the Law School's Fitts Auditorium. The session will be moderated by Wendell Pritchett, the Presidential Professor of Law and Education, and will feature faculty panelists Camille Charles, Shaun Harper, and Emilio Parrado, and student panelists Kwadwo Agyapong, Ramon Garcia Gomez, Leslie Jones, Samantha Miller, and Rachel Palmer.

**Update from the Office of the Provost.** Provost Vincent Price provided SEC with an update on the Action Plan for Faculty Diversity and Excellence, which is in the final stage of its five year plan. In Fall 2016, a report will be released that will describe progress on the plan's goals. The Vice Provost for Faculty is collaborating with the Provost on an ongoing three-year art and culture initiative that resonates with the core values of the Penn Compact and capitalizes on the University's resources to enhance and support opportunities for the teaching and learning of humanities at Penn. Penn Global initiatives include continued work with the Perry World House, the Wharton China Center, and globally funded research opportunities. This includes support from the Vice Provost for Research, who sponsors 22 post-doctorate fellowships – mostly in STEM fields – aimed at diversifying the professoriate.

**Discussion and vote on proposed SAS Track Changes.** The Senate Committee on Faculty and the Academic Mission (SCOF) reviewed a series of four proposed track changes in the School of Arts and Sciences. The proposals seek to: (1) create in the SAS Associated Faculty a "Practice Professor" track, which already exists in other schools; (2) create the new positions "Lecturer in Critical Writing" and "Senior Lecturer in Critical Writing" in the Academic Support Staff; (3) raise the cap on the number of "Lecturers in Foreign Languages" from 6% to 15% of the Standing Faculty and the number of "Senior Lecturers in Foreign Languages" from 3% to 8% of the Standing Faculty; and (4) raise the cap on the number of "Senior Lecturers" in the Academic Support Staff from 3% to 8% of the Standing Faculty. These proposals went through a rigorous review by SAS faculty and by the Provost prior to consideration by the Faculty Senate. SCOF met with Dean Steve Fluharty and representatives from the Critical Writing Program and from two departments who utilize Lecturers in Foreign Languages to gain their perspectives. SEC

members noted that non-standing faculty members do not currently have a representative voice at Penn and inquired as to whether the economic interests of these Associated Faculty members were considered during the review process; SEC members agreed to deliberate these issues at a future time. Provost Price, who was present for a portion of this discussion, noted that these non-standing faculty roles are complementary rather than substitutional. He added that these tracks exist to in great part to support the Standing Faculty, who pursue scholarship, service, and teaching of higher level courses to undergraduates and graduates; these tracks serve to professionalize the full-time roles of these non-standing faculty who are tasked specifically to teach these introductory level courses. The motion was called to question; because it received a majority of votes cast, the proposals passed.

**Update from the Office of the Vice Provost for Research.** Vice Provost for Faculty Dawn Bonnell described changes to the University Research Foundation (URF) that will optimize research support across campus. The new structure maintains research grants up to \$50,000 for pilot projects, instrumentation, and grant matching, and it replaces the Provost's Interdisciplinary Seminar Fund with Impact Conference Grants (up to \$20,000 to highlight Penn faculty or visiting scholarship) and Research Opportunity Grants (up to \$200,000 to encourage larger scale research development). Grants will be given in the areas of biomedical and life science, social science, humanities, and natural science and engineering.

**2016 Senate Committee on Committees.** SEC members voted for the members of the 2016 Senate Committee on Committees.

**Discussion of Revised Faculty Procedures for Resolving Sexual Violence Complaints.** SEC members reviewed the revised procedures that were discussed at the previous SEC meeting with General Counsel Wendy White and Vice Provost for Faculty Anita Allen. Following the discussion, SEC members offered a consensus of support in endorsing the drafted procedures prior to their review by the Board of Trustees.

## **Faculty Senate Executive Committee Actions** **Wednesday, February 10, 2016**

**Chair's Report.** Faculty Senate Chair Reed Pyeritz reported that the annual Faculty Senate Symposium is scheduled for April 6, 2016, at 4pm, in Houston Hall's Hall of Flags; the topic is the role of faculty in the evolution of the research university. Presidents from three major research universities have committed to participate thus far. Dr. Pyeritz also informed SEC that revised policies on sexual violence and assault will be available for review next month. He announced that Penn Libraries have engaged a PR firm to understand how best to communicate to the University community about the services it offers; he asked for SEC member input on this matter by email.

**Past-Chair's Report.** Faculty Senate Past Chair Claire Finkelstein reported that the Academic Planning and Budget Committee held a meeting on February 9 and the Capital Council held one on February 10. She gave an update on the Campaign for Community (C4C), informing SEC members that the Faculty Senate's co-sponsored event, "A Conversation About Race and Respect in the Classroom" on January 27 was well received. The C4C Steering Committee continues to solicit proposals for the current academic year and recommends that SEC members encourage their constituencies to submit proposals. The Office of the Faculty Senate can advise faculty seeking to develop proposals. Interested faculty members should contact the Senate Office.

**Update from the Office of the President.** President Amy Gutmann reported on progress toward the three pillars (Inclusion, Innovation, Impact) of the Penn Compact 2020. U.S. Vice President Joe Biden chose Penn as the home of the "Cancer Moonshot" research program that President Obama recently announced in his State of the Union address; it received a warm reception from both major political parties and speaks to the strength of Penn faculty and multidisciplinary engagement. The Penn Museum has opened its "Age of King Midas" exhibit that represents 65 years of excavation by Penn archaeologists in Turkey. President Gutmann will embark on a ten-city "Our Penn" tour of the U.S., Asia, and the U.K. in which she will convene panels with students in front of alumni, parents and Penn friends to highlight the current Penn student experience. The Action Plan for Faculty Diversity and Excellence has invested \$157M over the past four years; a report will be released next year that describes the progress made toward the Plan's goals. The Faculty Council on Access and Academic Support has worked for the past eight years to increase access for underrepresented students in STEM fields; it has recently facilitated the introduction of Structured Active In-class Learning (SAIL) – environments for student classes that engage students in blended learning and improved teaching. First generation and low-income-family students are also being tracked by the Financial Aid office to ensure they have the support they need; a multi-campus student group, FirstGen, is facilitating this effort. The Penn Center for Innovation (PCI) has a model that aids faculty members in bringing new discoveries into the marketplace; she encouraged SEC members to engage with PCI in proposing innovative, cross-school ideas worthy of further research and faculty support.

**Update from the Office of Information and Systems Computing.** Tom Murphy, University Chief Information Officer, provided SEC members with an update on the O365 common email

and calendar initiative, which involves all schools and centers except PSOM. Primary benefits include access to contacts from a single Global Address list, viewing of free/busy information on all calendars, one terabyte of personal data storage on OneDrive for Business, and free Office 365 ProPlus usage on five devices (available for faculty download this month). Mr. Murphy also discussed the continuing work on Next Generation Student Services initiatives, the development of the Penn Research Administration Gestalt of Management Applications (PRAGMA), a Human Capital Management Process program, and information security initiatives including development of a University-wide firewall. Mr. Murphy emphasized the importance of transparency and faculty oversight on defining the firewall's initial settings, which are intended to prevent harmful attacks to university technology and not to censor users' freedom of expression or research. He noted that a "Transparency and Accountability Program" will soon be launched within established University policies to allow for proactive management of Penn's computing environments and that more information is forthcoming.

**Faculty Wellness Ambassador Program.** In May 2015, SEC approved a Mental Health and Welfare Pilot program, which aims to help educate faculty on the handling of student mental health issues, thereby improving the response of faculty to students experiencing psychological distress. The program will soon begin its pilot phase and is seeking participation from faculty members who are willing to undergo a one-day training and serve as a resource on mental health issues in their schools or departments. SEC members were asked to nominate colleagues who can serve effectively in this role; additional nominations may be submitted to the Senate Office. Self-nominations of faculty in the four undergraduate schools are welcome.

**Faculty Senate Executive Committee Actions**  
**Wednesday, March 16, 2016**

**Chair's Report.** Faculty Senate Chair Reed Pyeritz reported that the annual Faculty Senate Symposium is scheduled for April 6, 2016, at 4pm, in Houston Hall's Hall of Flags; "The Role of the Faculty in the Evolution of U.S. Research Universities" with a number of senior university leaders from around the region. All faculty members are encouraged to participate.

**Past-Chair's Report.** Faculty Senate Past Chair Claire Finkelstein reported that .

**Update from the Office of the Vice President for Public Safety.** Vice President for Public Safety Maureen Rush reported that crime within the Penn "Patrol Zone" has dropped 59% since 1996, even though retail, residential, and institutional space has increased significantly since then. The Division of Public Safety follows a crisis management plan that includes a network of emergency alert systems, called UPennAlert; faculty and staff may choose to opt out of this program. The free Penn "Rave Guardian" Safety App allows DPS to geolocate phones and contact emergency services in times of distress. She described the work of the Alcohol Task Force and Mental Health Task Force and noted that the HELP line (215-898-HELP) may be reached 24/7 for any campus-related reason.

**Update from the Office of the Vice Provost for Research.** Vice Provost for Research Dawn Bonnell reported that research awards at Penn have increased by 61% since 2000, with increases coming from Federal funds other than NIH. To relieve administrative burdens associated with research,

## **Faculty Senate Executive Committee Actions**

### **Wednesday, April 13, 2016**

**Chair's Report.** Faculty Senate Chair Reed Pyeritz reported that the May meeting of the Senate will include reports from each of the Senate committees, and the written versions will be made available in advance and also published in Almanac. He noted that plans for an all-faculty mailing of an informational brochure that details how faculty members can assist students in distress have been accelerated in response to the student suicide that occurred earlier in the week. He said that last week's Senate Symposium included three university presidents discussing the role of faculty in governance and evolution of the modern university. He reported that members of 21 SEC constituencies will receive a call for nominations for future SEC members and later will receive ballots for voting upon those nominees.

**Past-Chair's Report.** Faculty Senate Past Chair Claire Finkelstein did not offer a report.

**Ballot – 2016 Senate Committee on Committees.** The ballot was deferred to the May 2016 SEC meeting.

**Update from the Office of the Executive Vice President.** Executive Vice President Craig Carnaroli described the status of the Penn Connects campus master plan. The third phase of the plan began in 2016 and will continue to 2030. Core space priorities include research and student life space. A renovated building on 36<sup>th</sup> and Walnut will house the Politics and Economics departments, and in May the Hill College House (which was designed by Saarinen) will go offline for 15 months for renovation. In fall 2017, both Hill and New College Houses will be available for student use, adding a net total of more than 300 beds to campus residence areas. Penn's Century Bond program floated a 100 year taxable bond valued at almost \$300M; a part of it was placed in the endowment so that future generations will be able to repay it. The bond is helping to finance new lighting and HVAC systems that will make buildings more energy friendly and reduce labor time for frequent repairs. \$5M in energy costs were saved last year compared to the year in which Penn Connects started; the goal is to save \$14M annually. In response to questions, Mr. Carnaroli referred SEC members to the [FY15 Penn Economic Impact Report](#).

**Update from the Office of the Vice Provost for Faculty.** Vice Provost for Faculty Anita Allen reported that initial findings from the 2015-16 Faculty Climate Survey are available, and more analysis will be done on the data over the summer. The respondent pool of 69% of all Standing Faculty and 48% of all Associated Faculty is representative with respect to rank, gender, and ethnicity. Respondents were surveyed on atmosphere, workload, mentoring, promotion/tenure, sabbatical, hiring/retention, and culture/climate. The Survey questions are largely identical to those asked in the 2011 survey to allow for direct comparisons over time. Overall results will be posted to the Provost's website later this year, and deans will receive hard copies of more detailed data. The Faculty Senate will undertake a review of the data during the next academic year.

## **Faculty Senate Executive Committee Actions** **Wednesday, May 11, 2016**

**Chair's Report.** Faculty Senate Chair Reed Pyeritz reported that the first cadre of Faculty Wellness Ambassadors completed a training session the week prior and will begin serving their roles in the fall. The Office of the Vice Provost for Education is coordinating the training sessions and implementation of this pilot program across the four undergraduate schools. He encouraged SEC members to volunteer to receive the training and serve as Ambassadors. After the first year, the program will be assessed for its effectiveness and may be expanded to include the other eight Penn schools. Dr. Pyeritz noted that the launch of the program is a major accomplishment for SEC this year and offered credit to Claire Finkelstein who led during the initiative's formative stage. Dr. Pyeritz requested that next year SEC consider a number of other issues, including an examination of the roles and sizes of the Standing Faculty, the Associated Faculty, and Academic Support Staff.

**Past-Chair's Report.** Faculty Senate Past Chair Claire Finkelstein reported that the Campaign for Community (C4C) Steering Committee met on May 10 and that C4C will continue for the 2016-17 year. She encouraged SEC members to plan events related to open expression, difficult conversations, and diversity and inclusion, in the coming year and submit applications for grant funding. She especially encouraged SEC members to consider planning events that involve multiple gatherings about difficult issues that might be confronted in departments or schools. The events do not need to be student-based or involve large numbers of participants, but they do need to maintain the spirit of C4C by providing opportunities to open dialogue and conversation on the campus. She further reported that the Provost's Academic Planning and Budget Committee and Capital Council have met. She expressed gratitude to the Tri-Chairs with whom she served and to Paulo Arratia for his leadership in developing the Faculty Ambassador Program proposal; she also encouraged SEC members to become future Ambassadors.

**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, 2016 issue of \*Almanac\*](#).

**Confidentiality and the Ombuds.** Lynn Hollen Lees, Professor of History Emerita and University Ombudsman, and Marcia Martínez-Helfman, Associate Ombudsman discussed issues of sexual misconduct and the confidentiality their office affords to those who come to them to discuss these matters. Dr. Lees noted that with the promulgation of "Procedures for Resolving Complaints Against Faculty of Sexual Assault, Sexual Violence, Relationship Violence and Stalking," which took effect March 1, 2016, the Office of the Ombudsman was designated a "confidential resource." This designation enables Ombuds staff to refrain from disclosing incidents of sexual misconduct unless the reporting individual gives them permission to do so, with the sole exception of cases in which there is a reasonable belief of imminent risk of serious harm to someone. Dr. Lees and Ms. Martínez-Helfman also reported that the University has released two additional draft policies relating to sexual misconduct, with a request for comments that must be submitted on or before May 27, 2016. These draft policies are "Sexual Violence, Relationship Violence and Stalking Policy," and "Sexual Harassment Policy." Dr. Lees shared copies of the Office handout that is provided to each visitor, which speaks to the standards of

practice for the office and follows best practices as articulated by the International Ombudsman Association.

**Issues Requiring a Vote.** SEC members approved the 2016 Senate Committee on Committees slate as presented. SEC members voted for the faculty representatives on the 2016-17 University Council Steering Committee.

**Passing the Torch.** Remarks were given by each of the Faculty Senate Tri-Chairs thanking Claire Finkelstein for her service as Past Chair, thanking Reed Pyeritz for his service as Chair, and welcoming Laura Perna as the 2016-2017 Faculty Senate Chair. Dr. Pyeritz announced that Santosh Venkatesh will serve as Chair-Elect of the Senate for the 2016-2017 year.