

## **Faculty Senate Executive Committee Actions** **Wednesday, September 13, 2017**

**Chair's Report.** After introductions, Faculty Senate Chair Santosh Venkatesh welcomed the members of the Senate Executive Committee (SEC) and offered a brief review of the Senate and its structure. He indicated that the responsibility of SEC is to be the central mechanism for input and feedback for faculty at Penn. He especially encouraged the 36 “constituency members” of SEC to communicate the Senate’s work regularly to their Standing Faculty constituents; a full list of constituencies is available on the [Senate’s website](#).

**Past Chair's Report.** Faculty Senate Past Chair Laura Perna reported that the Campaign for Community (C4C) is beginning its third year and is accepting applications for funding from organizations that are holding campus-based events aligned with C4C’s goals of promoting understanding of and respect for multiple points of view on important topics related to the University community, encouraging dialogue and discussion among members of the community about issues with the potential for difference and disagreement, and creating opportunities for all members of the University’s community to participate in conversations about important topics. Applications are sought via [the C4C website](#) from faculty, students, and staff this year on a rolling basis for both novel programming and for events already in the planning process.

**Update from the Office of the General Counsel.** Senior Vice President and General Counsel Wendy White informed SEC members of the status and activities of the graduate student unionization effort being undertaken on campus. A page responding to “frequently asked questions” on this topic can be found at the [website of the Vice Provost for Education](#).

**Knowledge Teach-In Planned for the Week of March 19, 2018.** Professor Venkatesh described the Senate’s plan to convene a pan-university “[Teach-In](#)” from March 19-22, 2018, organized around the theme of knowledge. He noted that this is the first time the Senate has planned such an event. SEC members discussed approaches to successfully convening the event. A planning committee (known as the “[Senate Ad Hoc Committee on Engagement with the Academic Mission](#)”) will meet at the end of the month and will include participation from staff and student leadership groups. Professor Venkatesh invited any and all Penn community members to [contact the Senate office](#) and become involved in the effort.

**Discussion and Vote of Draft Committee Charges.** The specific charges of the Faculty Senate committees were reviewed and approved with unanimity. Potential topics for future SEC meetings were also discussed.

## **Faculty Senate Executive Committee Actions**

### **Wednesday, October 4, 2017**

**Chair's Report.** Faculty Senate Chair Santosh Venkatesh informed SEC members that the Teach-In being planned by the Senate is the second in its history. The first took place on campus on [March 4, 1969](#). He gave the floor to Neill Epperson (PSOM/Psychiatry), who provided an update on Teach-In planning. Several topics are being considered as features during the Teach-In (to be held March 19-22, 2018), including healthcare and how its research is related to the public, artificial intelligence, natural environment and climate, and social climate issues. Events will be planned across all schools and centrally and will take a number of forms to engage the entire campus and the broader Philadelphia community. Professor Venkatesh invited any and all Penn community members to [contact the Senate office](#) and become involved in the effort.

**Past-Chair's Report.** Faculty Senate Past Chair Laura Perna reported that the Campaign for Community (C4C) continues to accept applications through [the C4C website](#) and encouraged faculty, students, and staff who are planning on-campus events to apply for funding.

**Update from the Office of the Provost.** Provost Wendell Pritchett invited ongoing input from SEC members throughout the year, emphasizing the important role that the Faculty Senate plays in shared governance at Penn. He echoed support for the ongoing Campaign for Community and for the Teach-In the Senate is planning. He noted a desire to continue increasing faculty diversity and inclusion and is working with the schools as they renew their five-year diversity and inclusion plans. He also wishes to enhance interactions among the schools, through interdisciplinary projects and the PIK Professor program; he asked SEC members for suggestions on how else to augment these interactions. Regarding student concerns, he intends to incorporate more first-generation/low-income students into the Penn community and provide them with support services. Provost Pritchett will also work toward increasing graduation rates for undergraduate students and lessening time-to-degree for graduate students. He will engage faculty and students to better understand what student health and wellness resources are and are not working and will also improve communication efforts of available resources to students.

Provost Pritchett then responded to questions from SEC members. Regarding student wellness, SEC members requested expansion of ICARE training and inquired about ways to decrease competitiveness in joining student clubs. Provost Pritchett responded that students have expressed similar concern about these matters and their governance mechanisms are investigating the matters. When asked about how unconscious bias training was implemented across schools, Provost Pritchett said that as of this summer, the training (offered by the Office of the Vice Provost for Faculty) is required of all new search committee members. He concurred with SEC members that all departments should accept an offer to hold a training session for their faculty. Other topics discussed included sixth-year funding for graduate students, tenure procedures within schools, orientation programs for new faculty, work-life balance, and mentorship programs for junior faculty.

**2017 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 appear on the Nominating Committee ballot.

## **Faculty Senate Executive Committee Actions** **Wednesday, November 1, 2017**

**Chair's Report.** Faculty Senate Chair Santosh Venkatesh described plans for upcoming SEC meetings. He invited SEC members to provide input on which topics should be given time for plenary discussion at future SEC meetings this year. He then reported on the planning for the Teach-In, which will be held around campus during the week of March 19-22, 2018. Multiple planning groups are developing programming on topics in diverse areas including, but not limited to, the history of science, evolution, immigration, climate science, gun violence, vaccine research, symbolism, artificial intelligence, and the role of the university in the 21<sup>st</sup> century. A website is under development that should launch by early in the spring semester. Any faculty, students, and staff who wish to get involved with the planning effort are encouraged to contact the Senate office.

**Past-Chair's Report.** On behalf of Faculty Senate Past Chair Laura Perna, Prof. Venkatesh informed the group that the Campaign for Community Steering Committee has scheduled a meeting for December 7. The Campus Conversation, hosted by President Gutmann and Provost Pritchett on October 30, was exemplar of the kind of initiatives underway as part of the Campaign for Community. Faculty members are encouraged to provide feedback on the Campus Conversation and the Campaign itself by contacting the Senate office.

**2018 Senate Nominating Committee.** SEC members voted to adopt a membership slate for the 2018 Senate Nominating Committee. The slate is published in this issue of the Almanac for comment.

**Update from the Office of the President.** President Amy Gutmann delivered a progress report on accomplishments derived from the Penn Compact 2022. She described the accomplishments across three categories: Inclusion, Innovation, and Impact.

**Update from the Office of Penn Global.** Vice Provost for Global Initiatives Ezekiel Emanuel and Executive Director for Global Initiatives Amy Gadsden shared with SEC members the "Strategic Framework for Global Initiatives, 2018-2023," building upon a recently concluded five-year strategic plan. Three pillars for global engagement were described: Educating global citizens by preparing students for an increasingly globalized society; Catalyzing transformative ideas by strengthening Penn as a global agenda setter; and Bringing the world to Penn (and Penn to the world) by promoting healthy, inspiring, and productive lives.

**Faculty Senate Executive Committee Actions**  
**Wednesday, November 29, 2017**

**Chair's Report.** Faculty Senate Chair Santosh Venkatesh updated SEC members on the status of the Teach-In, which will be held at various venues on campus between March 19-22, 2018. A website will be launched in January and more detailed event information will be provided at SEC's next meeting.

**Past-Chair's Report.** Faculty Senate Past Chair Laura Perna reported on the work of the Capital Council and the Academic Planning and Budget Committee. She also informed the group of the upcoming meeting of the Campaign for Community Steering Committee (to be held December 7).

**Update from the Department of Public Safety.** Vice President for Public Safety Maureen Rush reported on the outcomes of spring 2018 Task Force for a Safe and Responsible Community. "Identified Off-Campus Groups" have been asked to register their social occasions with the Vice Provost for University Life so that University officials can be made aware of the event. Event registration of this nature was implemented for all on-campus groups (including Greek organizations) in 1997 following a task force designed to address alcohol use at student gatherings. As of fall 2017 off-campus groups must register their parties as well. Registered parties that serve alcohol must contract with official event security personnel and TIPS (Training for Intervention ProcedureS)-trained bartenders. Non-compliant student groups are asked to attend an educational session explaining the safety-related importance of registering their events with the University. A working group will soon convene to determine whether punitive sanctions should be implemented. The Task Force's work has contributed to minimizing student-on-student violence in the residential areas near campus and improving relations with neighborhood residents. Students also appear to be more cooperative when Penn Police or official Event Observers knock on doors during parties. Vice President Rush then discussed other matters related to the work of the Department. Since its implementation in 2015, the HELP Line has contributed to several saved lives. She encouraged faculty members seeking to assist students to contact the HELP Line or CAPS directly. All these services work in tandem with Student Intervention Services (a division of the Department of Public Safety).

**Moderated Discussion.** Professor Venkatesh engaged SEC members in a discussion on a number of pre-identified topics, including implicit bias training for faculty and staff, mentorship of junior faculty, and effects of proposed changes in federal tax legislation on graduate students, the endowment, and charitable giving. Time will be devoted in future meetings to address these and other topics of interest to SEC members.

**Faculty Senate Executive Committee Actions**  
**Wednesday, January 10, 2018**

**Chair's Report.** Faculty Senate Chair Santosh Venkatesh informed SEC members that Senior Vice President and General Counsel Wendy White will visit SEC at its February meeting to answer questions from the institutional perspective on the National Labor Relations Board (NLRB) ruling in December that permitted graduate students to vote on whether to unionize.

**Past-Chair's Report.** Faculty Senate Past Chair Laura Perna reported on the work of the Capital Council and the Campaign for Community, which is launching a "Campaign for Wellness" in the coming weeks.

**Proposal to Extend the Senior Lecturer Term in the Graduate School of Education.**

Professor Tom Sollecito, Chair of the Senate Committee on Faculty and the Academic Mission (SCOF), presented SEC members with a proposal from the Graduate School of Education (GSE) to extend the appointment term for Senior Lecturers in that school from three years to five years. SCOF reviewed the proposal and an endorsement from Provost Pritchett and voted unanimously in support of it. Following a brief discussion and a call to question, SEC members also voted unanimously in support of the proposal.

**Update from the Office of the Provost.** Provost Pritchett brought four matters for discussion with SEC members: junior faculty mentoring; retention of faculty; graduate student unionization; and wellness. He stated that the Provost's office is exploring some additional supports for new faculty including the idea of programming that would happen in the second year, after faculty are acclimated to Penn. Such programming would focus on drawing tighter connections among faculty across schools. On the matter of graduate student unionization, the Provost informed SEC members of the details of the NLRB ruling and invited them to prepare questions for Ms. White, a guest scheduled for the February SEC meeting. He asked that faculty members encourage all graduate students to fully verse themselves on the issues around unionization at Penn in preparation to cast an informed vote. The election date has not yet been set. On the matter of student wellness, Provost Pritchett indicated that Counseling and Psychological Services (CAPS) has been authorized to increase its counseling staff by five full-time-equivalents. University leadership will undertake a full review of CAPS programs (which includes other wellness initiatives such as I CARE training and the Faculty Wellness Ambassadors program). The Campaign for Wellness will launch a website that collects all student wellness resources, including resources that faculty can use to assist students. He invited feedback from Penn faculty to inform those efforts.

**Update on the Teach-In to be held March 18-22, 2018.** Professor Venkatesh reviewed the various events planned during the Teach-In week of March 18-22, 2018. Planners are reaching out to the Penn community, surrounding neighborhoods, city and state leadership, other nearby universities, and local schools to engage them in the activities.

Faculty who instruct classes are requested to incorporate Teach-In events into class assignments to encourage engagement among the student populations. For example, some instructors might opt to require student participation at one or more Teach-In events. Please contact the Senate office or your school dean for more specifics on this request. The Faculty Senate will be

launching a website by the end of January that provides more information on the various events being convened by schools and centers across campus.

**Moderated Discussion.** Because of limited time, a moderated discussion of other topics of interest to SEC members was deferred to a later meeting.

**Faculty Senate Executive Committee Actions**  
**Wednesday, February 7, 2018**

**Chair's Report.** Faculty Senate Chair Santosh Venkatesh provided SEC members with an update on the Teach-In, which will be held at sites across campus from March 18-22. A full schedule and registration information is now available at [www.pennteachin.org](http://www.pennteachin.org). Events are free and open to public participation and address a wide range of topics, including vaccine denial, firearm violence, the data sciences, artificial intelligence, biomedical ethics, and the role of higher education in the modern era, among others. SEC members were encouraged to share the website and Teach-In information with their colleagues, students, and friends and family in the region.

**2018 Senate Committee on Committees.** SEC members adopted a membership slate for the 2018 Senate Committee on Committees.

**Update from the Office of the President.** President Amy Gutmann delivered a progress report on continuing support for faculty and student initiatives. She spoke of the importance of higher education at Penn as an engine for inclusion and innovation. A new website, [www.wellnessatpenn.com](http://www.wellnessatpenn.com), has been launched as a central repository for wellness resources for students. Faculty initiatives include the fostering of efforts surrounding multidisciplinary collaboration in teaching and research.

**Update from the Office of the General Counsel.** Senior Vice President and General Counsel Wendy White and Vice Provost for Education Beth Winkelstein informed SEC members of the status and activities of the graduate student unionization effort being undertaken on campus. An election is tentatively planned for later in the current spring semester, which will determine whether “Graduate Employees Together University of Pennsylvania” will become the exclusive bargaining representative for all graduate students who are eligible to vote in the election. A page responding to “frequently asked questions” on this topic can be found at the [website of the Vice Provost for Education](#).

## Faculty Senate Executive Committee Actions Wednesday, March 14, 2018

**Chair's Report.** Faculty Senate Chair Santosh Venkatesh reminded SEC members of the Teach-In, to be held from March 18-22, 2018. More than 30 events are planned across campus, with participation from all 12 of Penn's schools. Recent coverage has included an [article in the Philadelphia Inquirer](#). A full schedule can be found at the Teach-In website: [www.upenn.edu/teachin](http://www.upenn.edu/teachin). All events are free to attend and open to the public, and students are particularly encouraged to get involved.

**Past Chair's Report.** Prof. Venkatesh reported on behalf of Faculty Senate Past Chair Laura Perna that the University Council Committee on Diversity and Equity (UCCDE), in conjunction with the Faculty Senate, the Penn Forum for Women Faculty, and the Office of Affirmative Action, convened a second "Listening to Diversity" open forum event that was held at the same time as this SEC meeting. Prof. Perna attended the event on the Tri-Chairs' behalf. The event will be summarized in a report that will be shared with various stakeholder offices on campus, including the school deans, and will be published as part of the UCCDE report in *Almanac*.

**Update from the Office of the Executive Vice President.** Executive Vice President Craig Carnaroli and Vice President for Human Resources Jack Heuer reported on a variety of matters. A number of new buildings are being constructed or revitalized, including New College House – West that will provide additional undergraduate housing opportunities on-campus; a new patient pavilion at HUP that will include 450 private beds and is slated to open in 2021; a revitalized Wharton Academic and Research Building; and a revitalized Perelman Center for Political Science and Economics. The Human Capital Management Transformation Initiative continues, and the [Penn Employee Solution Center](#) was launched in January. A new Undergraduate Course Catalogue was launched in May 2017. The [Climate Action Plan 2.0 Progress Report](#) was published in February 2018. The [2018 Models of Excellence Program](#) ceremony and reception will be held on April 4, and all Penn community members are invited. Faculty Retiree Benefits programs and information were discussed at length, and all faculty members (regardless of their proximity to retirement) were encouraged to begin the retirement planning process early. The University has partnered with the Penn Association for Senior and Emeritus Faculty (PASEF) on the 12<sup>th</sup> edition of the "[Hitchhiker's Guide to Faculty Retirement](#)," which all faculty are encouraged to review. An upcoming retirement information session will be held on April 25 at 3:30pm in Van Pelt Library; more information can be found at [the PASEF website](#). The [Health Advocate](#) service was discussed; this service is available for anyone who receives health insurance through Penn, as well as for members of their families (including elderly parents), and aims to help individuals navigate "the healthcare and insurance maze."

**Update from the Office of the Provost.** Provost Wendell Pritchett reported on planned updates to the policy on [Consensual Sexual Relations Between Faculty and Students](#). The policy will be revised to prohibit sexual relations between faculty (of which the definition will be broadly defined and further clarified in the policy update) and undergraduate students. It will also clarify (but not change) the existing policy as it applies to relationships between faculty and graduate or professional students. The policies on [sexual violence](#) and [sexual harassment](#) are currently under review to ensure that they reflect best practices. Provost Pritchett invited comments concerning

Penn's procedures specifically related to sexual harassment, how those procedures could be made more effective and equitable, and what best practices exist among our peer universities. Comments will be accepted through April 6 to [provost-comments@upenn.edu](mailto:provost-comments@upenn.edu). All comments will be held in confidence and will not be attributed to an individual.

## **Faculty Senate Executive Committee Actions**

### **Wednesday, April 4, 2018**

**Chair's Report.** Faculty Senate Chair Santosh Venkatesh informed SEC members that the final SEC meeting will be held on May 9 at the Singh Nanotechnology Center's Glandt Forum. During that meeting, an election will be held to determine the four faculty representatives to the University Council Steering Committee for 2018-19. He further noted that constituency elections for SEC will start in early May for the constituencies whose representatives have terms concluding this year.

**Past Chair's Report.** Professor Perna provided an update on the progress of the Senate Nominating Committee. She also reported that the Steering Committee for the Campaign for Community met earlier in the week. There is an increasing number of proposals being funded by the Campaign, and she suggested that faculty members consider it as a source of funding for events on campus. There are relatively few applications from staff, and the Steering Committee for the Campaign for Community encourages staff to apply.

**Teach-In.** Professor Venkatesh reported that the Teach-In was held at sites around campus from March 18-22, 2018. Though all events on March 21 were cancelled due to inclement weather, several of them are rescheduling their events into April. For example, the "Immigration Town Hall" will be held in the Law School's Fitts Auditorium on April 12 at 5:00pm, and the PPSA event, "Developing a Culture of Health," will be held on April 18 at 1:00pm. More information can be found at [www.upenn.edu/teachin](http://www.upenn.edu/teachin). During the Teach-In week itself, about 1500 people attended 27 scheduled events. Based on feedback from participants, there appears to be a large appetite from students and members of the Philadelphia community for programs like those offered during the Teach-In. A particularly appreciated feature was the use of dialogues (rather than lectures) to foster constructive and open expression of different points of view. SEC members discussed how these dialogues could be carried forth into Penn classes in a more sustained way. They acknowledged the efforts of the Student Committee on Undergraduate Education in organizing guided discussion documents that faculty members could opt to use in their classes during the Teach-In week.

**Moderated Discussion.** Professor Venkatesh engaged SEC members in discussion of a number of pre-identified topics, including free speech and open expression, sexual harassment policies and strategies for facilitating the reporting of incidents, faculty retirement benefits and resources, and increasing demands on faculty. Questions and comments generated from the discussion will be consolidated and used to inform the development of committee charges for the 2018-19 academic year.

**Faculty Senate Executive Committee Actions**  
**Wednesday, May 9, 2018**

**Chair's Report.** Faculty Senate Chair Santosh Venkatesh complimented the work of SEC and its committees over the past year in the progress they had made in the University's work, citing the outpouring of support from Penn faculty that was necessary to realize so many accomplishments.

**Past Chair's Report.** Faculty Senate Past Chair Laura Perna expressed her gratitude and appreciation for the opportunity to serve as a Tri-Chair from 2015-18.

**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 8, 2017, issue of \*Almanac\*](#).

**Issues Requiring a Vote.** SEC members voted for the faculty representatives on the 2018-19 University Council Steering Committee.

**Discussion and recommendations for SEC's 2017-18 agenda.** SEC members recommended a number of topics be considered by SEC in the coming year, including items that had been raised during moderated discussion sessions of SEC meetings earlier in the year. Two newly raised issues included the potential for bias in student class evaluations and the implications of and impact of online-only degree programs offered through the College of Liberal and Professional Studies on other aspects of online learning at Penn.

**Passing the Torch.** Dr. Venkatesh recognized Dr. Perna for her three years of service as a Tri-Chair to the Faculty Senate. He also recognized the service of the chairs of the Senate's Standing and Ad Hoc Committees: C. Neill Epperson, Carmen Guerra, Pamela Sankar, Dominic Sisti, Thomas Sollecito, and Robert Stine. Dr. Venkatesh yielded the floor to Dr. Jennifer Pinto-Martin, and SEC members welcomed her as Chair of the Faculty Senate for the 2018-19 year. Dr. Pinto-Martin introduced Steven Kimbrough, who began his term as 2018-19 Chair-Elect of the Senate.