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

SCOA convened to review and discuss action steps related to both its charges. The committee's efforts laid preparatory groundwork for future its future work. Those efforts will be conveyed to next year's committee so that the charges can be pursued to conclusion during the 2024-2025 academic year.

General Committee Charge

The Committee on Faculty and the Administration oversees and advises the Executive Committee on matters relating to the faculty's interface with the University's administration, including policies and procedures (e.g., the Patent Policy) relating to the University's structure, the conditions of faculty employment (such as personnel benefits), and information. In general, the Committee deals with the matters covered by the following sections of the University's Handbook for Faculty and Academic Administrators: I.A.-D., G.-H.I., I.-K., II.E. III., V., VI. (henceforth referred to as the "Faculty Handbook").

2023-2024 Specific Charges

1. Address systemic racism and other forms of inequity by assessing and evaluating ways to change University structures, practices, and biases at the University, school, departmental, and individual levels.
2. Review University systems provided by third-party vendors (e.g., Interfolio, Workday, Concur) and comment on the ways in which they are enabling and/or inhibiting the ability of faculty to fulfill their research, teaching, and service missions.
3. Continue to explore existing and alternative models for providing public safety and services to the campus community.

SCOA Membership 2023-2024

Ryan Baker, Education, *Chair*
Chenoa Flippen, SAS/Sociology
Cheilonda Johnson, PSOM/Medicine
Erika Reineke, Veterinary Medicine
Erik Wibbels (SAS/Political Science)
Shu Yang, SEAS/Electrical and Systems Engineering

Ex-officio:

Tulia Falletti, SAS/Political Science, Faculty Senate Chair
Eric Feldman, Law, Faculty Senate Chair-Elect
Vivian Gadsden, Education, Faculty Senate Past Chair
Charles Mooney, Law, PASEF non-voting member

Report of the Faculty Grievance Commission, 2023-2024

The Faculty Senate Grievance Commission (hereafter the Commission) of the University of Pennsylvania is an independent committee of three faculty members appointed by the Faculty Senate Executive Committee. This Commission is available to members of the Penn faculty and academic support staff who allege they have been subject to actions contrary to the University procedures, policies, or regulations; that are discriminatory; or that are arbitrary or capricious (see <https://provost.upenn.edu/senate/faculty-grievance-commission>). During Academic Year 2023-24, Sarah Kagan (Nursing, Past Chair), John Paul MacDuffie (Wharton, Chair), and David Margolis (Medicine, Chair-Elect) served on the Commission.

The Commission received three queries from faculty from schools across the University. Two of the three queries resulted in formal grievances being filed with the Commission. The Commission, led by the chair, explored each grievance which included communication with all parties involved and review of pertinent documents. The Commission discussed each grievance and the information gleaned in exploring it, assessing it against the criteria under which it operates (viz. actions contrary to the University procedures, policies, or regulations; that are

discriminatory; or that are arbitrary or capricious), and achieved consensus amongst its three members. For one grievance, the chair has responded to the faculty member filing the grievance; it did not result in a hearing. The other grievance is still in process. The query that did not result in a grievance was resolved by referring the faculty member to the relevant group at Penn for the issues raised. The Commission continues to monitor and communicate as needed regarding a grievance filed in 2021 that remains open and unresolved.

The Commission also undertook a number of administrative tasks, including: establishing a new email address to which grievances can be directly sent (facultygrievance@pobox.upenn.edu); making plans to establish an archive of past cases; revising and updating the language describing the Commission's role, criteria for a grievance, and process, which is available on multiple University websites; and overseeing the generation of a new list of members of the standing and associated faculties who will be approached for service if and when a hearing on a given grievance is granted by the Commission.

—John Paul MacDuffie
Grievance Commission Chair, 2023-2024