

Report of the Senate Committee on Faculty Development, Diversity and Equity (SCFDDE)

General Committee Charge

The Committee on Faculty Development, Diversity and Equity (i) identifies and promotes best practices for faculty development, mentoring and work environment to facilitate faculty success at all career levels; (ii) evaluates and advocates processes for faculty recruitment, promotion and retention that promote diversity equity, and work/life balance for the faculty; (iii) monitors the status of faculty development, mentoring, diversity and equity; and (iv) issues periodic reports on the activities and findings of the Committee that makes recommendations for implementation.

2013-2014 Specific Charges

1. Continue to monitor the development and implementation of the University's Diversity Action Plan and School plans. Review and discuss the draft Diversity Action Plan Progress Report and the draft Minority Equity Report with the Vice Provost for Faculty.

2. Update language on confidentiality for the Office of the Ombudsman that is in line with peer institutions and uphold ability of the Office to maintain confidentiality. Continue discussing with Joann Mitchell, vice president for institutional affairs and Marcia Martinez-Helfman, associate ombudsman findings from peer institutions survey. Discuss making the Ombudsman's Office an even more effective resource for faculty.

3. When available, evaluate the findings from the Faculty Climate Survey. Develop a list of priorities and follow-up with the Vice Provost for Faculty to discuss recommendations for changes in policies around identified concerns.

4. Present and discuss cross-school collaboration recommendations outlined in the 2012-2013 Senate Committee on Faculty Development, Diversity and Equity Annual Report with the Vice Provost for Faculty.

5. Get an update on Penn's childcare offerings in consultation with Marilyn Kraut, Director of Penn's Quality of Worklife Programs.

6. 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, students and educational programs 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 Students and Educational Policy to undertake in academic year 2014-2015. In explaining these charges, outline any appropriate actions you suppose the Senate might conceivably take after its review.

Report of Activities

The Committee met a total of seven times (10/30, 11/13, 12/11, 1/28/2/6, 3/20 and 4/2). Invited guests included Vice Provost for Faculty Anita Allen; Diversity Search Advisors Karen Beckman (SAS), Bill Bratton (Law), Jim Guevara (PSOM), Peter Petraitis (SAS) and C.J. Taylor (SEAS), and Karen Grasse (Associate Director for Faculty Affairs, Perelman School of Medicine); Wendy White (Senior Vice President & General Counsel for the University of Pennsylvania & Penn Medicine); and John Jackson (Senior Advisor for Diversity).

Achievements Specific to Charge

The Committee agreed to focus on the first four charges.

Recommendations for 2014-2015

1. *Increasing the visibility of the initiatives that fund faculty diversity.*

The Committee acknowledges that the University offers a variety of initiatives that fund faculty diversity but these initiatives are not well publicized throughout the University. The Committee recommends that these initiatives are better publicized.

a. Include the information to the University's diversity website so that it is centrally located.

b. Diversity Search Advisors should be the conduit of information to their schools and departments.

2. *Improving the process for diverse faculty recruitment and retention*

The Committee reviewed the Progress Report on Minority Equity and noted that there has been incremental progress in increasing faculty diversity at Penn. Expecting more successful results at this early stage is unrealistic given the early stages of the Action Plan for Faculty Diversi-

ty and Excellence. In particular, the Committee appreciates that the Progress Report highlighted under-represented minorities in leadership positions. The Committee recommends, however, that the University find additional methods to improve the recruitment and retention process for diverse faculty.

a. Currently, DSAs complete and sign off that the search committee has followed the requirements for ensuring diversity after the candidate is hired. A better approach may be to have the review process completed before an offer can be made.

3. *Training and education concerning the role of the Diversity Search Advisor (DSA).*

The Committee recognizes the importance of the Diversity Search Advisor (DSA) role and encourages the University to examine the current process and structure for training and education of individuals appointed as DSAs.

a. Improve training and networking for DSAs. Ways that the training and networking could be strengthened and supported include a longer training period (possibly a semester-long seminar), circulating a scholarly bibliography on diversity issues and/or an informal reading or working group.

b. Educating all faculty about the role of the DSA. Currently faculty are educated about the role of DSAs only if they are on a search committee. It is important for faculty to be educated about diversity initiatives whether they are on a search committee or not. A venue for this education could be at departmental meetings.

c. Improve access to resources from the central administration to reinforce the institution's commitment to diversity.

d. Compensation for DSA activities. Compensation could be course release time or financial.

4. *Clarifying the role of the Ombudsman for faculty, staff and students.*

The role of the Ombudsman is an important resource for Penn faculty, students and staff but ambiguity around role and function of the Ombudsman remains for the Penn Community. In addition, language surrounding confidentiality and mandatory reporting remains unclear.

As such, the Committee recommends that Penn constituents (faculty, students and staff) are provided information with information regarding the role of the Ombudsman. Venues in which this could occur include:

a. The Ombudsman speaking to students at New Student Orientation and/or University Council.

b. The Ombudsman addressing faculty through a visit to each school/department.

c. Written communication to faculty, staff and students from the Ombudsman.

In addition, the Committee recommends that discussions continue with the Senior Vice President and General Counsel as well as inviting a faculty member from the Law School whom has expertise in issues of confidentiality and mandatory reporting.

5. *Evaluate the findings from the Faculty Climate Survey.*

When available, evaluate the findings from the Faculty Climate Survey. Develop a list of priorities and follow-up with the Vice Provost for Faculty to discuss recommendations for changes in policies around identified concerns.

SCFDDE Membership 2013-2014

Sherri Adams, School of Dental Medicine/Biochemistry
Curtland Deville, Perelman School of Medicine/Radiation Oncology
Lisa Lewis, School of Nursing/Family and Community Health, *Chair*
Heather Love, School of Arts & Sciences/English
Mitch Marcus, School of Engineering & Applied Science/
Computer & Information Science
Salimah Meghani, School of Nursing/Biobehavioral Health Science
Ignacio Tapia, Perelman School of Medicine/Pediatrics
Ex Officio:
Dwight Jaggard, School of Engineering & Applied Science/
Electrical & Systems Engineering, *Faculty Senate Chair*
Claire Finkelstein, Law School, *Faculty Senate Chair-Elect*