

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

General Committee Charge

The Committee (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 and makes recommendations for implementation.

2011-2012 Specific Charges

The Committee reviewed and accepted the specific charges for this AY referred to it by the Senate Executive Committee. These were to:

1. Monitor proposed changes in the Office of the Ombudsman, the Sexual Harassment Policy and the description of resources available to faculty for discussing and reporting workplace climate concerns. Follow up on the resolution passed by the Faculty Senate Executive Committee (SEC) on May 15, 2011: *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.*

2. Evaluate the findings from the Faculty Climate Survey. Consider implications of results for issues under the broad charge of this Committee. Follow up with the Provost's Office to discuss recommendations for changes in policies around identified concerns.

3. Continue to monitor and support the evolution of the Women's Faculty Forum.

4. Continue to support accessible childcare & other family friendly policies. Investigate childcare access policies and capacity for faculty at Penn, relative to peer institutions.

5. Monitor development and implementation of the University's Diversity Action Plan.

6. Continue to monitor the implementation and effectiveness of the *Faculty Handbook Policy II.E.3. Policy on Extension of the Probationary Periods that Apply to Granting of Tenure or Promotion to Associate Professor*, and in particular examine how this policy is utilized by gender. Clarify the policy regarding the option and timing for revoking extension of the tenure clock. Consider whether there are implications of this 'extension' policy as it relates to the third year review (i.e., reappointment), including whether delay of that review is required if an extension of the probationary period has been requested, and also how the results of a review happening before a decision has been made to extend the probationary period affects whether the extension can be requested.

7. Review and discuss this Committee's general charge, recommend two or three high-priority charges.

Report of Activities

(10/20, 11/29, 1/24, 2/28, 3/13, 3/19, 4/24)

The Committee will have met a total of seven times by the end of the Academic Year. One meeting included the Vice President for the Division of Business Services and the Director of Penn's Quality of Worklife Programs, one meeting included the Ombudsman and Associate Ombudsman as well as the Vice President for Institutional Affairs and one meeting was a joint meeting with the University Council on Diversity and Equity.

With respect to its charges

1. Monitor proposed changes in the Office of the Ombudsman, the Sexual Harassment Policy and the description of resources available to faculty for discussing and reporting workplace climate concerns. Follow up on the resolution passed by the Faculty Senate Executive Committee (SEC) on May 15, 2011: *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.*

a. Joann Mitchell, vice president for Institutional Affairs, was contacted and confirmed that the Sexual Harassment Policy was updated and continues to be monitored on individual school websites.

b. Joann Mitchell came to discuss the proposed update to the Policy on Sexual Violence.

c. Ombudsman Thadious Davis and Associate Ombudsman Marcia Martinez-Helfman discussed the role of the Office of the Ombudsman, resources for faculty/staff changeover, usage numbers, membership as an affiliate of the International Ombudsman Association, and the implications of the Ombudsman as a reporting office for cases of sexual harassment.

2. Evaluate the findings from the Faculty Climate Survey. Consider implications of results for issues under the broad charge of this Committee. Follow up with the Provost's Office to discuss recommendations for changes in policies around identified concerns.

a. Identified Faculty Climate Survey questions that will be informative to the charges of SCFDDE and requested data from the subcommittee analyzing the Faculty Climate Survey.

3. Continue to monitor and support the evolution of the Women's Faculty Forum.

a. Heard reports on the Women's Faculty Forum activities at each meeting from Dr. Sherri Adams, President, Penn Forum for Women Faculty.

4. Continue to support accessible childcare & other family friendly policies. Investigate childcare access policies and capacity for faculty at Penn, relative to peer institutions.

a. Met with Marie Witt, vice president for the Division of Business Services, and Marilyn Kraut, director of Penn's Quality of Worklife Pro-

grams, with discussion points outlined below.

b. Penn currently has 156 slots at the Penn Childrens Center with an additional 50 guaranteed slots at 2 other facilities: The Caring Center and The Parent Infant Center.

c. Marilyn Kraut noted that Penn has an online and telephone program, Worklife Resources, which helps people identify day care centers in their area: <https://new.mylifevalues.com/login.aspx>

d. Parents in a Pinch usage has continued to increase for childcare.

e. Use of Parents in a Pinch for elder care has not been used.

f. Night childcare from 4-8 p.m. is being explored.

5. Monitor development and implementation of the University's Diversity Action Plan.

a. Discussed common practices for the Diversity Action Plans.

b. Received updates on the progress of Diversity Action Plans from the Chair of the Senate Executive Committee and Diversity leaders from two schools.

c. Met jointly with the University Council Diversity and Equity Committee for a conversation with John Jackson, Senior Advisor to the Provost for Diversity.

6. Continue to monitor the implementation and effectiveness of the *Faculty Handbook Policy II.E.3. Policy on Extension of the Probationary Periods that Apply to Granting of Tenure or Promotion to Associate Professor*, and in particular examine how this policy is utilized by gender. Clarify the policy regarding the option and timing for revoking extension of the tenure clock.

a. Concerns regarding the implementation of the Policy on Extension of the Probationary Period were discussed by the committee and with Vice Provost for Faculty Lynn Lees.

b. A memo of explanation was sent to department chairs clarifying the intent of the policy by Vice Provost Lynn Lees.

7. Review and discuss this Committee's general charge, recommend two or three high-priority charges.

a. Future charges are listed below.

Recommended Activities for AY 2012-2013

- Evaluate the findings from the Faculty Climate Survey. Considering the implications of results for issues under the broad charge of this committee and develop a list of priorities. Follow up with the Provost's office to discuss recommendations for changes in policies around identified concerns.

- Monitor development and implementation of the University's Diversity Action Plan. Ask the appropriate diversity coordinator from each school for a 1 to 2 page summary of their school plan. Look at plans for common needs where collaboration might be recommended.

- Continue to follow up with the Ombudsman's Office on the resolution passed by the Faculty Senate Executive Committee (SEC) on May 15, 2011: *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*. In particular, discuss how to reconcile the role of the Ombudsman Office as a mandatory reporting center and the ability of the Ombudsman to maintain confidentiality.

- Continue to monitor child care, in particular the proposed night-time child care program for communication and usage.

- Follow and support the evolution of the Women's Faculty Forum

SCFDDE Committee Members, 2011-2012

Kelly L. Jordan-Sciutto, School of Dental Medicine, *Co-Chair*

Peter Struck, School of Arts and Science/Classical Studies, *Co-Chair*

Sherri Adams, School of Dental Medicine

Julie Fairman, School of Nursing

Olena Jacenko, School of Veterinary Medicine

Randy Mason, School of Design

Salimah Meghani, School of Nursing

Ex Officio Members:

Camille Z. Charles, School of Arts & Sciences/Sociology, *Senate Chair*

Susan Margulies, School of Engineering and Applied Science/Bioengineering, *Senate Chair-Elect*

Senate Committee on the Economic Status of the Faculty

The 2011-2012 Senate Committee on the Economic Status of the Faculty published its annual report in the February 28, 2012 *Almanac*; an executive summary as well as the full report are available online at www.upenn.edu/almanac/volumes/v58/n24/esf.html

Senate Committee on Academic Freedom and Responsibility

The annual report of the 2011-2012 Senate Committee on Academic Freedom and Responsibility will be published in a future issue.