

Report of the Senate Committee on Faculty Development, Diversity, and Equity (SCFDDE) *(continued from page 7)*

position, and this Committee, working with the Tri-Chairs, should be charged with developing guidelines for this position.

Recommendations for 2015-2016

1. Revise description of the position of Faculty Advocate, in consultation with the Faculty Senate Tri-Chairs and work towards the implementation of this position.

2. Investigate institutionalizing a recurring Faculty Climate Survey and possible mechanisms to institutionalize formal reporting.

3. Review implementation of the School Action Plans for Faculty Diversity, and review the effectiveness of Diversity Search Advisors.

4. Review Penn's efforts to recruit and retain women and underrepresented minorities to the Penn Faculty. Meet early in the year with the University Council Committee on Diversity and Equity to coordinate review of diversity across staff and graduate students.

SCFDDE Membership 2014-2015

Regina Austin, Law School

Mauro Calcagno, School of Arts & Sciences/Music

Carmen Guerra, Perelman School of Medicine/General Internal Medicine

Lisa Lewis, School of Nursing/Family and Community Health

Mitch Marcus, School of Engineering & Applied Science/Computer & Information Science, *Chair*

Ignacio Tapia, Perelman School of Medicine/Pediatrics

Tobias Wolff, Law School

Ex officio:

Claire Finkelstein, Law School, *Faculty Senate Chair*

Reed Pyeritz, Perelman School of Medicine/Medicine and Genetics, *Faculty Senate Chair-Elect*

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

The Senate 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 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.1., I.-K., II.E., III., V., VI.

For 2014-2015, the Committee was primarily charged with

1. Reviewing Penn’s faculty copyright and patent policies including Coursera contracts and standard patent agreements between faculty members and the administration.

2. Considering *Faculty Handbook* changes to clarify Penn’s Conflict of Interest policy.

3. Clarifying the rights and responsibilities of faculty regarding development and fundraising for centers and institutes.

Our activities this year centered primarily on reviewing and discussing the University’s Patent and Tangible Research Property Policies and Procedures, the implementation of that policy by the Penn Center for Innovation, and the relationship between that Policy and the University’s conflict of interest policies.

Changes to the Patent and Tangible Research Property Policies and Procedures

In 2014, the SCOA met with the Vice Provost for Research to discuss a series of proposed changes to the Patent and Tangible Research Property Policies and Procedures, which is part of the *Faculty Handbook*. After reviewing and discussing the VPR’s suggested changes, the SCOA offered additional amendments to the policy based on our discussions. These amendments were agreed to by the SEC, the VPR, and the Office of General Counsel, and were later approved by the University Trustees.

In general these changes made the Patent Policy more faculty-friendly along a number of dimensions, including altering the distribution formula, clarifying the availability of waivers under aspects of the policy, and enhancing the role of the Faculty-led Patent Policy Appeals Board to help resolve any disputes that might arise under the policy.

The Implementation of the Patent and Tangible Research Property Policies and Procedures

In Spring 2015, the SCOA met with the VPR and the Director of the Penn Center for Innovation (PCI) to discuss how the Patent Policy has been implemented. Based on our conversations, the SCOA agreed that future SCOA charges should include further consideration of whether and how the Faculty Senate should exercise some regular monitoring or oversight of the way the Patent Policy is implemented.

Considering the University’s Conflict of Interest Policies

Throughout the year, the SCOA considered the ways that policies on conflicts of interest affect the implementation of other University policies—most particularly policies related to patents and consulting. After discussion with the VPR, the SCOA determined that there were in fact at least two separate conflict of interest policies that directly impact faculty activities; the terms and provenance of these policies seem to conflict in important ways. The SCOA determined that a major initiative of the 2015-2016 SCOA should be to review and potentially harmonize these policies.

Best Practices in Research Support by Business Affairs Offices

In Spring 2015 the SCOA met with the Associate Vice President for Research concerning the ways that department and school-based Business Affairs offices support faculty research efforts (especially with respect to the grant application process). Based on that conversation, the SCOA recommends more investigation into this issue in 2015-2016.

Possible SCOA Charges for 2015-2016

The SCOA recommends the following charges to be considered for 2015-2016:

1. Review the implementation of the Patent Policy by the PCI and consider recommendations to establish Faculty Senate-based oversight or monitoring of the implementation of the Policy.

2. Review the University’s conflict of interest policies, and consider how to simplify, harmonize, and combine the various policies.

3. Gather more information on the ways that Business Affairs offices support research efforts, and consider ways that the SCOA can assist in enhancing the quality of such support for faculty.

SCOA Membership 2014-20145

Sigal Ben-Porath, Graduate School of Education

Ken Drobatz, School of Veterinary Medicine

Jonathan Korostoff, School of Dental Medicine

Irina Marinov, School of Arts & Sciences/Earth and Environmental Science

Brian Salzberg, Perelman School of Medicine/Neuroscience

Talid Sinno, School of Engineering & Applied Science/ Chemical & Biomolecular Engineering (CBE) Mechanical Engineering & Applied Mechanics

R. Polk Wagner, Law School, *Chair*

Ex Officio Members:

Claire Finkelstein, Law School, *Faculty Senate Chair*

Reed Pyeritz, Perelman School of Medicine/Medicine and Genetics, *Faculty Senate Chair-Elect*