Faculty Senate Executive Committee Actions
Wednesday, September 4, 2019

Chair's Report. After introductions, Faculty Senate Chair Steven Kimbrough 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 between faculty and Penn leaders. He encouraged SEC members to serve as conduits for communication between the Standing Faculty and the Senate leadership. A full roster of SEC members is available on the Senate's website (http://www.upenn.edu/faculty_senate/). Dr. Kimbrough described the website's recent redesign, which is intended to enhance the Senate's efficiency of it is business and to advance SEC's role in communicating with the faculty. A faculty web portal is partially complete and will host presentation and supporting materials posted in an organized and accessible way; this will afford Senate guests with a way to communicate in depth with the entire faculty. Additional website features are planned.

Past Chair's Report. The report was deferred to a future meeting.

Faculty Handbook Amendment (Faculty Parental Policy, Section II.E.4). (See *Almanac, May 28, 2019*.) Following on SEC's May 15, 2019, discussions of proposed revisions to the Parental Leave Policy, a set of questions and concerns was forwarded to Vice Provost for Faculty Anita Allen, whose written reply was shared with SEC members in advance of the meeting along with a new draft policy revision containing friendly amendments. Following discussion with Dr. Allen, SEC members approved the amended version of the Policy draft as presented.

Discussion of Draft Committee Charges. The specific charges of the Faculty Senate standing committees were reviewed and approved. Discussion topics for future SEC meetings were proposed.

Ad Hoc Committee on Scholarly Communications. Senior leadership from Penn Libraries joined the meeting: Vice Provost and Dean of Libraries Constantia Constantinou, Associate Vice Provost and Deputy University Librarian Jon Shaw, and Associate University Librarian for Collections Brigitte Weinsteiger. Ms. Weinsteiger and Dr. Kimbrough reported on their recent participation at the University of California's "Open Access Tipping Point Workshop," held in Washington, DC, on August 28-29, 2019. They together recommended that the Faculty Senate convene faculty and relevant stakeholders at Penn to discuss Penn's role in communication and dissemination of scholarly research. Following discussion, SEC members approved the creation of an Ad Hoc Committee on Scholarly Communications with the following charge: "The Faculty Senate's Ad Hoc Committee on Scholarly Communication will convene for the 2019/20 academic year with a focus on deliberating on current issues in the publisher ecosystem and the dissemination of scholarly research. Specifically, the committee will evaluate how publishers are influencing, and at times inhibiting, the production of and access to information resources and explore opportunities to form unique partnerships and transformative agreements. The Committee will also address overarching issues (e.g., publisher influence, partnerships and publisher agreements, open access/scholarship, copyright and retention of author's rights, privacy, new and experimental models for publishing, and the production and dissemination of information), and broadly disseminating a common understanding of the scholarly resource

landscape and developments within it. The Ad Hoc Committee's work will be prioritized by the group to keep interests aligned with the priorities of the Senate. The Committee may review some of the current topics and engender more of an environment for collective awareness of the issues and action. The Committee may delve into practices of the faculty in their various roles in scholarly production (e.g., as authors, editors, reviewers) and how we can collectively as a University better support greater dispersal of our information resources developed and managed at Penn through broader support for an area that manifests from one of the topics explored (e.g., greater copyright navigation assistance for authors; or building a greater faculty understanding around the Elsevier/University of California relationship). The Committee shall have power to present reports and recommendations on any matter relating to scholarly communications to the Senate. The Committee shall be governed in its responsibilities and procedures by rules established by the Faculty Senate. The Committee's work will be reviewed on a yearly basis by the Senate Executive Committee."

Faculty Senate Executive Committee Actions
Wednesday, October 16, 2019

Chair's Report. Senate Chair Steve Kimbrough announced that the chairperson of the Senate Ad Hoc Committee on Scholarly Communications will be Daniel Raff, Associate Professor of Management in the Wharton School. A list of committee candidates has been developed, and invitations will be distributed in the coming days.

Past Chair's Report. Past Chair Jennifer Pinto-Martin reported on the ongoing work of the Provost's Academic Planning and Budget Committee and the Capital Council.

2019 Senate Nominating Committee. Pursuant to the Faculty Senate Rules, the members of SEC were requested to submit the name of a member of the Standing Faculty to appear on the Nominating Committee ballot.

Update from the Office of the President. President Amy Gutmann shared a progress report on the Penn Compact 2022 across three focus areas: Inclusion, Innovation, and Impact.

Update from the Office of the Ombuds. University Ombuds Lynn Hollen Lees and Associate Ombuds Marcia Martínez-Helfman described the work of the Office of the Ombuds. The Office has existed on campus since 1971 as an independent resource for faculty, staff, and students to aid in resolving conflict and disputes. All interactions are off-the-record, confidential, informal, impartial, and outside any academic or administrative chain of command. Patterns that surface from the concerns brought to the Ombuds are raised in a de-identified, generalized manner with appropriate leaders at the university, school, or unit level while protecting the identities of the individual visitors to the Office. During discussion with SEC members, Dr. Lees noted that the Ombuds are considering the establishment of office hours at different locations on the central campus to make it easier for their services to be accessed. Services are primarily tailored to individuals, although suggestions were made to tailor Ombuds materials for different constituencies (i.e., faculty, staff, students). SEC members emphasized the value of clarifying where the Ombuds office fits with other campus resources, and communicating publicly the conditions in which individuals should seek out the Ombuds Office, so that Penn community members fully understand the mission of the Ombuds Office and the particular needs it fills.

Moderated Discussion. SEC members identified specific topics to address in-depth during the current academic year, focusing in particular on matters related to climate change. SEC members were invited to recommend other topics for discourse at subsequent meetings.

Chair's Report. Faculty Senate Chair Steven Kimbrough offered two announcements. The Office of the Provost invites nominations for the 2020-2021 Provost's Distinguished Visiting Faculty Fellowship through January 15, 2020. More information may be found on the Faculty Senate website (https://provost.upenn.edu/senate/information-and-resources-faculty), and questions may be directed to Colleen McEntee (cmcentee@upenn.edu). Also, the Penn Alumni Association seeks nominations for its Faculty Award of Merit through February 29, 2020, at http://www.alumni.upenn.edu/education.

Past Chair's Report. A report was not offered.

2019 Senate Nominating Committee. SEC members voted to adopt a membership slate for the 2019-2020 Senate Nominating Committee. The slate is published in this issue of Almanac for comment by Standing Faculty members.

Update from the Office of the Provost. Provost Wendell Pritchett addressed questions submitted by SEC members in advance. The Chief Wellness Officer was named an Associate Provost and will report directly to the Provost. The reorganization allows for the Chief Wellness Officer to participate in decision-making with other senior leaders at Penn to consider the impact of wellness on decisions made by the Provost's Office. On how non-academic, positive impacts of faculty can be rewarded in the hiring, tenure, and promotion phases, Provost Pritchett noted that decisions are made at the departmental and school levels and welcomed input from SEC members on how the Provost could facilitate these decision-making processes. He added that Academically Based Community Service courses serve as an opportunity for engaged scholarship for faculty as well as for students. On expansion of childcare availability on campus, he welcomed advice from faculty on the nature of childcare needs on campus. Provost Pritchett also welcomed faculty input on matters related to how the term "diversity" should be defined, measured, and applied to faculty recruitment, support, and retention, adding that both President Gutmann and he value diversity in all of its forms. He noted appreciation for efforts by the Faculty Senate to enhance the campus-wide voice and representation of Associated Faculty and Academic Support Staff. Provost Pritchett then discussed other matters with SEC members, including policies on open expression, the development of the Climate and Sustainability Action Plan 3.0, and enhancing diversity training for faculty search committees.

Update from the Office of the Vice President for Public Safety. Maureen Rush, Vice President for Public Safety and Superintendent of the Penn Police Department, briefed SEC members on the PennReady emergency preparedness initiative. To be "PennReady" means "to prevent, prepare for, respond to and recover from any and all emergencies that could affect the Penn and University City communities. It also means having a comprehensive plan to prevent situations that cause emergencies, preparing personnel on the procedures to follow should a crisis occur, having a well collaborated response approach from University officials and City, State and Federal agencies to effectively mitigate any crisis, being ready and able to recover quickly from emergency events to keep the mission of Penn actively moving forward." (Source: https://www.publicsafety.upenn.edu/pennready/) The PennReady crisis management plan

includes the UPennAlert emergency notification system that pushes notifications to personal electronic devices via text and email, to sirens and public address systems on campus, and to digital displays on the Public Safety website. VP Rush encouraged Penn community members to register for emergency notification, or to ensure their contact information is current, at https://www.publicsafety.upenn.edu/pennready/upennalert/. The Penn Siren Outdoor System (PENN SOS) can reach most individuals who are located outdoors on or near campus at the time of the announcement. Penn Guardian is a free app for all Penn community members that can determine a cell phone's GPS location, communicate between the phone and Penn police via text message, and provide a confidential way to submit a tip to Penn police. The app may be downloaded at https://www.publicsafety.upenn.edu/pennguardian. VP Rush reviewed emergency procedures for shelter-in-place, evacuation, and lockdown-related emergencies on campus; these are illustrated in a video available on the PennReady website. VP Rush then replied to questions.

Moderated Discussion. The Senate Ad Hoc Committee on Scholarly Communications (announced in *Almanac* on September 4, 2019) will be chaired by Dan Raff (Associate Professor of Management). More information is available at https://provost.upenn.edu/senate/senate-ad-hoc-committee-scholarly-communication. SEC also established an ad hoc committee to address campus-related issues of climate change and sustainability. Its charge and membership will be announced at a later time. Two name suggestions were offered for this committee: "Senate Ad Hoc Committee on Climate and Sustainability" ("SCOCS") and "Senate Ad Hoc Committee on the Institutional Response to the Climate Emergency" ("CIRCE").

Faculty Senate Executive Committee Actions
Wednesday, December 11, 2019

Chair's Report. Faculty Senate Chair Steven Kimbrough informed SEC members that all members of the Standing Faculty were invited to participate in the current meeting, given significant faculty interest in the subject matter. He also reported that Bill Braham, Professor of Architecture, will chair the Senate Ad Hoc Committee on the Institutional Response to the Climate Emergency ("CIRCE"). A full membership roster will be announced at a later time.

Past Chair's Report. A report was not offered.

Panel Discussion on Penn Climate and Sustainability Action Plan 3.0 ("CSAP 3.0"). Bill Braham, Professor of Architecture, reported on the "Climate Action Plan for UPenn's Main Campus." Prof. Braham explained his longstanding consulting relationship with Facilities and Real Estate Services (FRES) in which his Center for Environmental Building and Design (CEBD) provides the analysis for the three Carbon Action Plans and building energy reduction projects. Prof. Braham also co-chairs the Utilities Subcommittee of the Environmental Sustainability Advisory Committee (ESAC), which advises FRES on the development of the Carbon Action Plans. Prof. Braham supplemented the information in CSAP 3.0 by presenting a planning document in the form of a "waterfall" diagram that illustrates Penn's carbon footprint and the strategies being used to achieve net zero carbon by 2042. (See next pages for diagram and supporting materials.) Since 2009, Penn's main campus has reduced its carbon emissions by 28.9%. With the recently approved Solar Power Purchase (PPA) agreement, CSAP 3.0 is projected to reduce campus emissions 55.5% by 2024. That plan also includes industry-wide enhancements to a "cleaner" electric grid, a program to renovate Penn's "Top 30" buildings, "continuous recommissioning" and "enhanced recommissioning" strategies for other campus buildings, and some carbon offsets purchased by Penn's steam supplier. Buildings that are the greatest consumers of energy on campus (e.g., laboratories) are prioritized for recommissioning in order to have the greatest impact. Air travel, another major source of carbon emissions, requires attention from faculty and staff as to how to affect change without a clear and evident solution. Both FRES and CIRCE will consider options for incentives and alternatives.

Vice Provost for Research Dawn Bonnell reported on the "Environmental Innovations Initiative," which was announced on December 4, and on Penn scholars' significant impact on climate change. The Initiative will begin with a series of listening tours and town halls and will consult with experts at Penn's peer institutions before formalizing a structure for the Initiative. An animal nutrition program in the Vet School has been adopted by regional farmers and has led to a measurable reduction of nitrogen and phosphorous runoff in the Chesapeake Watershed. Also, the Penn Institute for Urban Research and the Perry World House are inviting visiting scholars to launch a city climate resiliency initiative that will provide mayors of "low income cities" a support structure and knowledge to help them create climate resilient environments.

Vice President of FRES Anne Papageorge and Vice President for Business Services Division Marie Witt reported on the "Penn Climate and Sustainability Action Plan 3.0." Ms. Papageorge summarized progress on the Climate Action Plan 2.0, which concluded in 2019. The Penn Sustainability Course Inventory has expanded from 124 to 401 courses. Building-related carbon

emissions have decreased by nearly 30%, notwithstanding campus growth of over 600,000 square feet. Twenty-five main campus buildings and major interior renovations are LEED-certified. Over 50% of Construction and Demolition waste is diverted from the landfill as part of LEED. CSAP 3.0 (2019-2024) sets forth goals across seven areas: academics, utilities and operations, physical environment, waste minimization and recycling, purchasing, transportation, and outreach and engagement. Penn has engaged in a 25-year contract to invest in the building of two new solar farms, the most significant commitment of this kind amongst Penn's peers.

A robust discussion ensued. Several faculty members encouraged a reframing of reporting on progress and policies in this area to ensure that perspectives on justice, human rights, and anxieties are heard. For example, future sustainability initiatives could engage students and faculty in understanding the financial, environmental, and ethical tradeoffs and decision points underlying each component of the Action Plan.   Faculty members also voiced concerns that sustainability and climate action at Penn is under the domain of FRES given that the issues are broader than facilities or real estate.
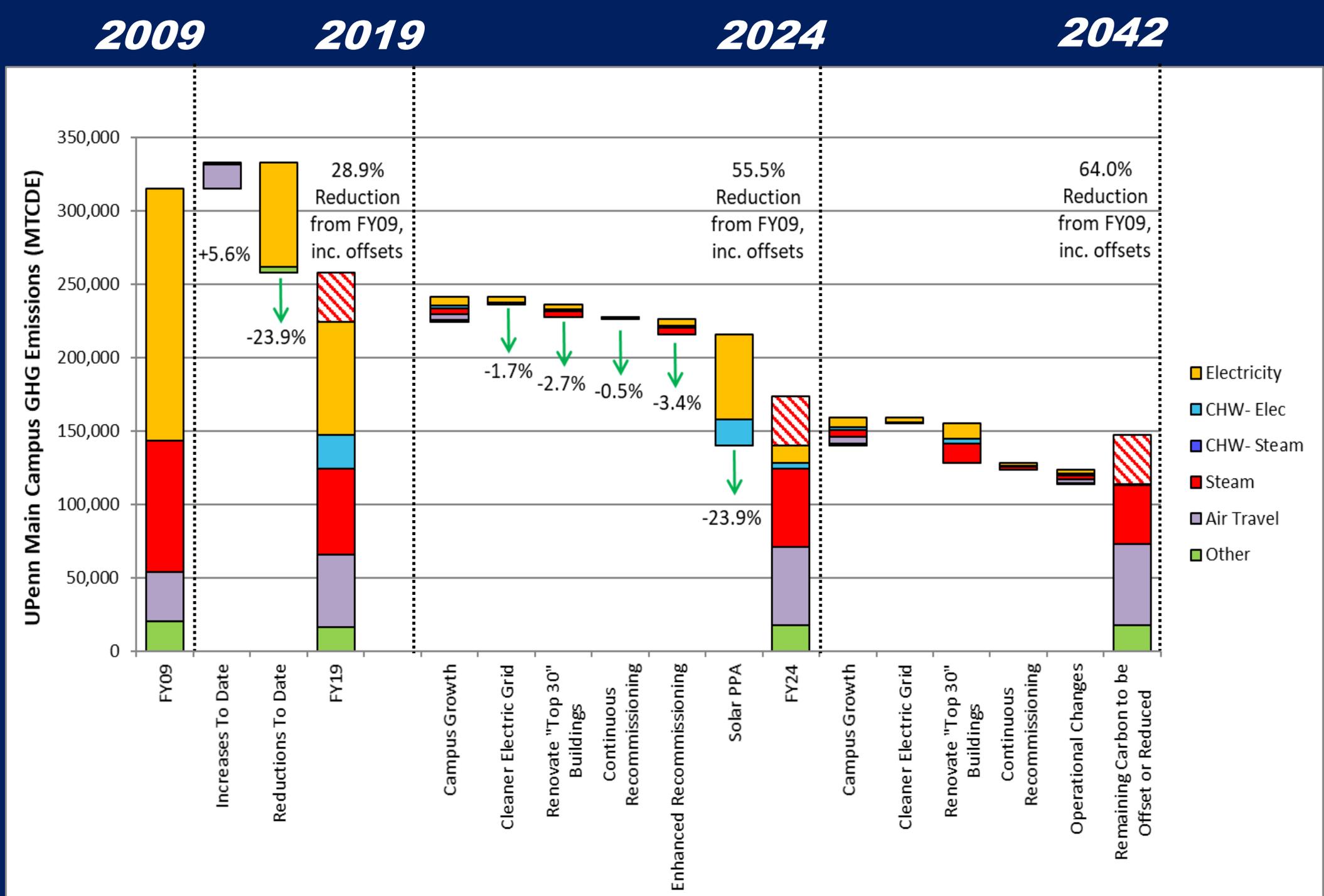
The UPenn Zero by 2042 Carbon Waterfall Diagram
Dr. William Braham & Dr. Alex Waegel
The Center for Environmental Building + Design
12/9/19

1- Overview

This waterfall diagram is designed to show the progress the University of Pennsylvania has made towards its goal of carbon neutrality by 2042 along with the anticipated effects of current programs and initiatives on future carbon emissions. Its purpose is not to chart the path to neutrality, but rather to show what the likely impact of the initiatives currently underway or being planned will be on the carbon footprint. Perhaps more importantly, it shows what parts of our carbon footprint are likely to remain in 2042 despite these efforts. The carbon remaining in the projected FY42 footprint is not truly an indicator that the university will be unable to meet its neutrality goals by 2042, but rather should serve as an inventory of what should be focused on in future 5 year plans. The details of what remains in this last column are discussed in the conclusions.

The figures depicted in the waterfall diagram were developed from the work and research conducted during CAP1 and CAP2, which were the first two 5-year phases of the 2042 carbon neutrality goal representing fiscal years 2009 to 2019. As CAP2 concludes and the next 5 year plan is being developed, the waterfall diagram was conceived of showing the University's past, current, and future efforts to reduce its carbon footprint. As such, the diagram is divided into 3 sections representing the actual effects of past efforts (FY09-19), the probable effects of the efforts planned for the next 5 year plan (FY19-24), and the probable impacts of any actions planned that will take effect beyond the next 5 year plan (FY24-42).

The basis of the waterfall diagram is the carbon footprint that is annually prepared according to the methods found in the WRI GHG Protocol. The carbon footprint accounts for all the greenhouse gasses the university is responsible for emitting and details many different categories falling into three scopes. The majority of the GHGs in the UPenn carbon footprint come from three sources: electricity, steam, and air travel, which combined account for more than 90% of emissions. The waterfall diagram begins with the carbon footprint from 2009, showing these three categories and the remainder as a single value. The total carbon dioxide equivalent level from that year serves as the baseline by which all future changes to the carbon footprint are measured.

Three additional full year footprints appear on the waterfall diagram: FY19, FY24 and FY42; all of which are projections based on University efforts that have already been completed or have already been committed to or seriously explored. The projections additionally consider the impact that future growth of the University might have on the footprint and how changes to the electrical supply might lower emissions independent of University action. The projected footprints for these years serve as indicators for each of the sections of time described above, with the overall reduction compared against the FY09 baseline serving as the metric to gauge progress towards the goal of neutrality.

Between the full year footprints (FY09, FY19, FY24, and FY42) are additional columns showing changes in the footprint during this time frame. Each section has a column showing the increase that should occur due to growth in campus population and square-footage. Each section also has a column that shows the projected change in carbon due to changes in the supply of energy purchased by the University. The additional columns in each section detail the effects of actions that were, or will be, taken by the University of Pennsylvania. These include the impacts of renovations, recommissioning, changes in electric supply, and other programs / initiatives. The details of these columns are discussed in detail in the sections below.

2- Fiscal Years 2009-2019

The first section of the waterfall diagram details the largely completed period of time beginning in FY09 and ending in FY19, which as of this draft is nearly complete. As a result the figures presented in this section are largely based on actual reported data rather than projections, though some assumptions were made. One difference in this section compared to the other two is that the impacts of the individual efforts were not broken out, instead only the net impact of all the efforts was presented. Insufficient data existed to properly assign specific reductions to individual projects, largely due to the lack of before and after meter data at the building level for most of this period.

2.1- Baseline Carbon Footprint, FY09: Measured according to WRI's GHG Protocol, this is the carbon footprint calculated by the UPenn Carbon Calculator and reported both internally and externally. The FY09 footprint largely exists unchanged from how it was calculated in that year. The one exception is for the carbon attributed to air travel, which was under reported in this year. To account for the current improved reporting of air travel, the FY09 level is held constant with the FY17 level, when reporting stabilized.

2.2- Campus Growth: This section represents how much the carbon footprint should have increased from FY09 to FY19 if it were proportional to increases in campus population and square footage of the Penn campus. This was estimated to be 7.6% during this time period.

2.3- Steam Chiller Added: The effect of summer steam chiller usage is uncertain and emissions factors for the summer vs remainder of the year are still being determined. Until a new value is decided on, the old 0.0498 MTCDE/mmBtu annul emissions factor is being used. This results in a new category of emissions being added when the steam driven chillers started to be used, which is represented by this category. This addition was accompanied by an assumed reduction in electrical consumption at the chiller, which is described in section 2.5.

2.4- Change in Electric & Steam Supply Emissions Factor: During this time period there were substantial reductions in the emissions factors associated with both the electricity purchased from the grid and the steam purchased from Veolia. The electric emissions factor dropped by nearly 31% and the steam emissions factor dropped by more than 22%. As a result, the two largest portions of the carbon footprint reduced significantly without any action required.

2.5- Reductions to Date: It was not possible to exactly calculate the impacts of the various initiative undertaken during this time period, but it is possible to deduce what they must have been. Given the starting point of the FY09 Baseline, the ending point of the Projected FY19 Footprint, and the calculated impacts of growth, changing emissions factors, and summer steam, then the reduction can be calculated as the difference between the Baseline and FY19 and the sum of the other three factors (growth, EFs, and summer steam). This was calculated for all 4 major categories of emissions.

[ex: Calculated Reduction = (FY19 – FY09) + Growth + Summer Steam – EF Reductions]

2.6- Carbon Footprint, FY19: This is the most recently completed carbon footprint. indicates that the carbon footprint will have reduced by nearly 28.9% between FY09 and FY19. Roughly two-thirds of this reduction is due to the reduced carbon content of our energy supply while the remainder can be attributed to reduced energy consumption and other actions directly taken to mitigate emissions. Roughly one third of the total reductions were mitigated by increases due to campus growth and the switch to summer steam, however, the summer steam was offset through a registered carbon offset program.

3- Fiscal Years 2019-2024

This section represents the time period that will be covered by the upcoming 5 year plan (CAP3 / CLASP). It begins with the FY19 Footprint and ends with the FY24 projected footprint. Unlike the previous section, which was largely based on historical data, the elements of this section are less certain and are reliant on the specific form the actions will take. The reductions associated with specific actions are drawn from comparable past projects and regional benchmarks for building performance.

3.1- Campus Growth: An annual growth rate of 1.5% has been observed across many metrics (square footage, campus personnel, student population) over the last ten years. This rate was applied to all categories compounded across 5 years.

3.2- Change in Electric Supply Emissions Factor: The electrical grid has decarbonized at an average annual rate of 3.5% over the last 10 years. This is assumed to continue and is compounded across 5 years.

3.3- Renovation of 30% of Campus: This is a continuation of an initiative begun in CAP2 whereby it was stated that the 30% of the campus with the greatest potential for energy reductions (based on EUI vs regional benchmarks for each building type) would be substantially renovated by 2042. This work is assumed to be spread evenly across the 30 year span since it was begin and the total anticipated energy savings anticipated from this effort is assumed to be accrued evenly across that time. Thus this portion represents roughly 5% of the campus being renovated to a performance level equal to the best performing quartile of buildings of that type.

3.4- Continuous Recommissioning: Recommissioning is the process of analyzing a buildings systems and then restoring them to optimal performance levels. It is assumed that over time all buildings will drift from

this optimal performance level as equipment degrades or fails and as the building itself ages. The continuous recommissioning project is an accelerated schedule of recommissioning campus buildings so that the average level of drift from the optimal performance levels is minimized. This minimizes the number of years that a building will be operating inefficiently over the lifetime of the building.

3.5- Enhanced Recommissioning: Is a new, aggressive form of recommissioning involving detailed energy and engineering analyses. It is currently being applied to some of the largest consumer buildings on campus and achieving HVAC energy reductions on the order of 30%. While more expensive and time consuming than traditional recommissioning, the impacts are similarly more impressive.

3.6- Purchase Renewable Electricity: This category assumes that the University will make a renewable energy purchase in an amount equal to 75% the current level of electrical consumption and that this energy will be carbon free, such as from solar or wind. While no specific commitment has been made to a renewable power purchase, it is being seriously considered at this level for the near future.

3.7- Projected Carbon Footprint, FY24: This is the projected FY24 Carbon Footprint based on the FY19 Footprint and the sum of the impacts of the items described within this section. It is estimated to be nearly 56% below FY09, nearly doubling the decrease from the previous 10 year period in 5 years, but a more than half of the decrease is only realized if the renewable power purchase is followed through. Growth and reductions in the emissions factor for electricity nearly cancel out. At this point, nearly 2/3 of the total remaining carbon is from steam and air travel, with the impact of electricity being greatly reduced due to the renewable energy purchase.

4- Fiscal Years 2024-2042

This section is the most uncertain and least complete. While it is possible significant events could change the projections for FY24, it is taken for granted that the projection for FY42 does not include all of the actions that will impact carbon emissions in this time period. This projection only includes the impact of actions that have already been committed to by the University, thus there is no category for enhanced recommissioning or additional renewable power purchases. Additionally, all projections regarding changes due to growth and decreasing emissions factors are ceased after 5 years as it become impossible to accurate predict these trends beyond this time frame.

4.1- Campus Growth: An annual growth rate of 1.5% has been observed across many metrics (square footage, campus personnel, student population) over the last ten years. This rate was applied to all categories compounded across 5 years.

4.2- Change in Electric Supply Emissions Factor: The electrical grid has decarbonized at an average annual rate of 3.5% over the last 10 years. This is assumed to continue and is compounded across 5 years.

4.3- Renovation of 30% of Campus: This is a continuation of the initiative begun in CAP2 and continued in CAP3 / CLASP whereby it was stated that the 30% of the campus with the greatest potential for energy reductions (based on EUI vs regional benchmarks for each building type) would be substantially renovated

by 2042. This work is assumed to be spread evenly across the 30 year span since it was begin and the total anticipated energy savings anticipated from this effort is assumed to be accrued evenly across that time. Thus this portion represents roughly 18% of the campus being renovated to a performance level equal to the best performing quartile of buildings of that type.

4.4- *Continuous Recommissioning:* This is a continuation of the initiative begun in CAP2 and continued in CAP3 / CLASP. Recommissioning is the process of analyzing a buildings systems and then restoring them to optimal performance levels. It is assumed that over time all buildings will drift from this optimal performance level as equipment degrades or fails and as the building itself ages. The continuous recommissioning project is an accelerated schedule of recommissioning campus buildings so that the average level of drift from the optimal performance levels is minimized. This minimizes the number of years that a building will be operating inefficiently over the lifetime of the building.

4.5- *Operational Changes:* This is a catch all category that includes all of the energy saving / emission reducing strategies employed by the University such as: power down challenges, education & awareness campaigns, conversion to electric vehicles, use of occupancy sensors, etc. In absence of better data, this reduction was assumed to be 5% across the board by 2042.

4.6- *Projected Carbon Footprint, FY42:* This is the projected remaining carbon once all the projected increases and decreases that can *CURRENTLY BE ANTICIPATED AND ESTIMATED* have been added or subtracted from the last measured footprint (FY18 / FY19 Projected). At this juncture, it is estimated that current efforts will serve to negate slightly more than half of the FY09 carbon footprint. The current efforts are believed to be sufficient to nearly negate all emissions from electric consumption and to significantly reduce the emissions from steam use, substantial emissions still remain unaccounted for from steam and air travel which will make up more that 80% of the FY42 footprint. This indicates that future 5 year plans will need to think outside of the box to find plans to eliminate or offset this carbon, as current initiatives are unable to eliminate it.

Faculty Senate Executive Committee Actions
Wednesday, January 22, 2020

Chair's Report. Faculty Senate Chair-Elect Kathleen Hall Jamieson presided over the meeting in the absence of Faculty Senate Chair Steven Kimbrough. Prof. Jamieson reported on the work of the Senate's two recently established ad hoc committees. The Ad Hoc Committee on Scholarly Communication is completing a knowledge-gathering process and is expected to continue its work into the next academic year. The Ad Hoc Committee on the Institutional Response to the Climate Emergency ("CIRCE") plans to divide into three working subcommittees (Education & Research; Operations of the University; and Community, Internal & External) and is inviting suggestions for topics the committee should investigate. Both committees will report on their work to SEC later this spring.

Past Chair's Report. No report was offered.

Update from the Office of the President. President Amy Gutmann reported on Penn's innovations in higher education during her term as president. There are now 23 Penn Integrates Knowledge Professors, the faculty has grown measurably more diverse in its inclusion of women and underrepresented minorities, the Sachs Program for Arts Innovation has given nearly 50 grants toward using arts to make positive social impact, faculty and students are working hard on getting people out to vote in elections, the Environmental Innovations Initiative is identifying ways to reduce Penn's carbon footprint, and the AlgoWatch Team at Penn Engineering and other Penn schools is monitoring technological algorithms to ensure that fairness, ethics, and privacy are taken into consideration. The Paideia Program has launched four courses, open to all Penn undergraduates, which aims to educate "the whole person" on the topics of citizenship, dialogue across divides, service, and learning to thrive as a person in society. President Gutmann then addressed questions posed by SEC members, including discussing models for and obstacles to considering civic engagement by faculty in promotion and tenure review.

Moderated Discussion. SEC members held a robust discussion about whether and how faculty civic engagement should be considered in promotion and tenure review. The ideas generated will be organized and shared with SEC members for distribution to their constituencies. A standing committee of the Senate may also take up the issue during the next academic year.

Faculty Senate Executive Committee Actions
Wednesday, February 12, 2020

Chair's Report. Faculty Senate Chair Steven Kimbrough reported that the Vice Provost for Education welcomes comments on the proposed 2022-2023 academic calendar, which was shared with SEC members. Comments may be submitted to jcanose@upenn.edu through March 18, 2020.

2020 Senate Committee on Committees. The roster for the 2020 Senate Committee on Committees was discussed and additional new members were identified.

Past Chair's Report. Faculty Senate Past Chair Jennifer Pinto-Martin offered an update on the 2019 Your Big Idea Wellness program. Three initiatives were funded and have been launched. The Penn Food and Wellness Collaborative is leading the creation of the "Penn Park Farm," Penn's first campus urban farm. Construction of a garden and greenhouse is in progress at the farm. The farm will be host to a wide variety of programming including class visits, internships, workshops, volunteer opportunities, and events, with an emphasis on promoting wellness on campus. NatureRx at Penn, based on a successful model at Cornell University, engages Penn students, faculty, and staff to spend time in nature in order to reduce stress and anxiety, increase energy, and have protected, restorative time. A "prescription pad" and app directs users to one of 12 green spaces in walking distance from the central campus. In addition, ongoing themed wellness walks welcome from 10 to 50 participants each week. Any community member may register to host a wellness walk.

The theme of wellness has infused the campus community. The Office of Student Conduct's Restorative Practices at Penn emphasize a shift in resolving violations of the Code of Student Conduct away from punitive measures and toward health-and-wellness-focused measures of resolving conflicts in productive ways. Stickers and flyers with information about accessing behavioral wellness resources were distributed to all, courtesy of the Department of Public Safety and the Office of the Vice Provost for Education.

Update from the Office of the Provost. Provost Wendell Pritchett continued the discussion on civically engaged scholarship that the SEC began with President Gutmann in January 2020. Provost Pritchett reminded SEC that the matter of civically engaged scholarship is a longstanding personal passion of his, as evidenced by his Graduate Academic Engagement Fellowship Program. Although University rules require excellence in research, teaching, and service, tenure standards in each of these areas are set at the department or school level rather than at the University level. Because "cultural" change in which activities are considered excellent and merit tenure largely originates at the grassroots level, Provost Pritchett urged SEC members to initiate conversations on this matter at the departmental level. He stated a willingness to start a discussion with the Deans and a willingness to consider whether development of school-level conversation starting points for use by Deans would be beneficial.

Moderated Discussion. Prof. Kimbrough encouraged SEC members to begin dialogues on the role of public engagement in promotion and tenure with constituents in their departments. A short-term goal might be to ask departments or schools (as appropriate) to add a question to

annual faculty activity reports: "Did you engage in any other activity that you believe shows evidence of excellence and does not readily fit into the categories of research, teaching, or service?" SEC members concurred that "innovation" should be included in this fourth category, and that the term "broader impacts" should be used rather than "engagement" to minimize language having potential political connotations. SEC members also encouraged that a similar question be added to the Vice Provost for Faculty's next climate survey.

Faculty Senate Executive Committee Actions
Wednesday, March 18, 2020

Chair's Report. Faculty Senate Chair Steven Kimbrough reported that the work of all the Senate Committees is continuing apace. In particular, the Senate's two ad hoc committees – the Committee on the institutional Response to the Climate Emergency and the Committee on Scholarly Communication – are invited to provide verbal interim reports to SEC at its next meeting.

Past Chair's Report. No report was offered.

Get Out the Vote. SEC member and Professor of Communication, Psychology, and Marketing Emily Falk, together with representatives of the Netter Center for Community Partnerships (Associate Director Cory Bowman and Emerson Fellow Benjamin Oh), presented a non-partisan proposal to advance voter registration, education, and voting across Penn students, staff, and faculty through faculty-student-staff partnerships. Helping students become better and more informed citizens is key to Penn's educational mission, a key component of which is becoming an informed voter. However, voter turnout among Penn community members remains lower than ideal, based on available data. The proposed non-partisan effort would be managed in coordination with the student group "Penn Leads the Vote," which has laid groundwork by encouraging peers to be engaged and educated voters. To date, the student effort has focused on student registration; institutional support could enhance students' registration, educational, and voter turnout efforts. Peer institutions including Northwestern and Stanford have successfully launched efforts similar to this proposal. In the future, this partnership could help expand the work currently being done in partnership with the West Philadelphia community, particularly local schools.

SEC members unanimously endorsed a non-partisan proposal to request institutional action by Fall 2020 on the following matters:

- For implementation during Spring 2020: (1) launch a stand-alone Canvas module for all students that would include links to the Penn Leads the Vote website (pennvotes.org) and a COVID-19-specific voter guide; (2) request a University Notification from the President and Provost on primary registration and voting, beginning with one that would address voting challenges posed by the ongoing pandemic response.

- For implementation by Fall 2020: (1) continue the stand-alone Canvas module for all students that would include links to the Penn Leads the Vote website (pennvotes.org) and voter guide; (2) integrate voter registration (either locally or at the student's permanent home address) with course registration; (3) integrate pennvotes.org materials into Study Abroad orientation to support students in voting while abroad; (4) offer students the option to receive voter engagement communications via email as part of student onboarding, and face-to-face voter registration as part of New Student Orientation; (5) train Resident Assistants and Graduate Assistants to participate in voter engagement efforts within the College House system; (6) integrate registration and voting into the College House system; (7) improve business processes that would provide voter registration materials to all new faculty and staff during onboarding; (8) improve the Penn Mail system to expedite voting-related mail; and (9) continue University Notification from the President and Provost on registration and voting.

Actions that could be taken at the school and departmental levels were discussed. Professor Falk also encouraged action at the individual faculty level, including: listing key voting dates and Penn Leads the Vote resources on all course syllabi and on Canvas; considering the use of some class time to discuss voter engagement efforts; and considering involvement with a cross-university voter engagement group that would meet semesterly to coordinate efforts.

All members of the University community are invited to contact Emily Falk (emily.falk@asc.upenn.edu), Benjamin Oh (benoh@sas.upenn.edu), or Cory Bowman (bowman@upenn.edu) to get involved in the voter engagement effort.

Proposed Statement on Impacts to Faculty Travel by the COVID-19 Outbreak. SEC members reviewed a proposed statement urging departmental tenure and promotion review committees to consider papers accepted at scholarly conferences the same credit in the tenure and promotion process that they would have received had the paper actually been delivered. SEC members supported the content of the statement but expressed by consensus that the statement could be broadened. The statement will be revised and circulated by email for consideration prior to the next SEC meeting.

Coping with Changes to Penn's Operations Resulting from the COVID-19 Outbreak. SEC members discussed three issues arising from changes to Penn's operations during Spring 2020: campus housing for students wishing to remain on campus; approaching grading policies and practices amid the shift to online-based instruction; and policies and expectations for recording lectures and discussions convened online.

Chair's Report. Faculty Senate Chair Steven Kimbrough informed SEC of the establishment of the Faculty Senate Ad Hoc Committee on Planning for Post-Pandemic Penn (PPPP). Professor Kimbrough provided a rationale for the establishment of PPPP and enumerated its initial membership roster.

"The ongoing pandemic immediately puts universities, Penn not excepted, into difficult circumstances. Beyond the exigencies of the moment, we can expect deep uncertainty, difficult tradeoffs, and the risk of wrenching consequences in both the near- and longer-term future. For these reasons, now is the time to bring our faculty's intellectual resources to discussions, planning, and decisions for the near- and longer-term future of post-pandemic Penn.

"In consequence, the Faculty Senate will create an ad hoc committee on Planning for Post-Pandemic Penn. Initial core members of PPPP, all of whom have agreed to serve, have had significant faculty leadership roles. This affords legitimacy and draws upon a wide scope of pertinent experience. The committee will begin exploratory discussions immediately and ramp up its work over the summer and fall. In doing so, the committee will—as the main part of its mission—reach out across Penn to the faculty, and indeed to all of Penn, searching for ideas, insights, information, and knowledge from all available perspectives.

"I would anticipate that the committee will follow the successful example of CIRCE [Senate Ad Hoc Committee on the Institutional Response to the Climate Emergency], expanding its membership and forming subcommittees that can work in parallel. Everyone who has been invited to serve on PPPP has accepted the invitation. I imagine that hundreds of Penn faculty would be willing and eager to serve, and would have invaluable contributions to make. We must all acknowledge that this presents a formidable management problem. At the top of PPPP's agenda will be to develop approaches for soliciting ideas from the larger community.

"We have informed President Gutmann and Provost Pritchett of this plan. I believe that they see this as we see it: activating the PPPP committee is a profoundly constructive and uniting event. May SEC's goal of fostering exemplary deliberations be reaffirmed and taken to an even higher level of excellence."

The initial membership roster of PPPP includes:
- Jennifer Pinto-Martin, Viola MacInnes/Independence Professor of Nursing, *CHAIR*
- Anita Allen, Henry R. Silverman Professor of Law and Professor of Philosophy
- William Braham, Professor of Architecture
- Peter Cappelli, George W. Taylor Professor and Professor of Management
- Chenoa Flippen, Associate Professor of Sociology
- Kathleen Hall Jamieson, Elizabeth Ware Packard Professor of Communication
- Steven Kimbrough, Professor of Operations, Information and Decisions
- Howard Kunreuther, James G. Dinan Professor Emeritus of Operations, Information and Decisions
- Harvey Rubin, Professor of Medicine
- Santosh Venkatesh, Professor of Electrical and Systems Engineering
- Bethany Wiggin, Associate Professor of German

Past Chair's Report. Faculty Senate Past Chair Jennifer Pinto-Martin, in her capacity as a member of the Faculty Senate Nominating Committee, informed SEC that the Faculty Senate Nominating Committee has appointed William Braham, Professor of Architecture, as Chair-Elect of the Faculty Senate.

Get Out the Vote Update. SEC member and Professor of Communication, Psychology, and Marketing Emily Falk, reported on progress made on the Get Out the Vote initiative since the previous SEC meeting.

Update from the Senate Ad Hoc Committee on the Institutional Response to the Climate Emergency ("CIRCE"). CIRCE Chair and its Subcommittee on Operations Chair William Braham, Chair of CIRCE Subcommittee on Community and Policy Chair Simon Richter, and CIRCE Subcommittee on Research and Education Chair Michael Weisberg each offered interim reports in turn on the work of CIRCE to-date.

Update from the Senate Ad Hoc Committee on Scholarly Communication ("ScholComm"). ScholComm Chair Daniel Raff, along with Associate Vice Provost and Deputy University Librarian Jon Shaw and Associate University Librarian for Collections Brigitte Weinsteiger, each offered interim reports in turn on the work of ScholComm to-date.

Faculty Senate Executive Committee Actions
Wednesday, May 13, 2020

Chair's Report. Faculty Senate Chair Steven Kimbrough reported on recent discussions with university leaders and applauded their embracing the role of faculty in conversations concerning the planning for Penn's future. He also reminded SEC members of an important resource offered by Penn Libraries: Upon request, Library staff are able to procure e-books for access by students who are enrolled in Penn classes.

Past Chair's Report. Faculty Senate Past Chair Jennifer Pinto-Martin reported that the Senate Ad Hoc Committee on Planning for Post-Pandemic Penn (P4) will hold its first meeting on May 19.

Get Out the Vote Update. SEC member and Professor of Communication, Psychology, and Marketing, Emily Falk, reported on progress made on the Get Out the Vote initiative since the previous SEC meeting. A university-wide email was distributed to all faculty on May 13 with information about registering to vote.

Issues Requiring a Vote. SEC members voted to endorse a "Resolution on the Individual and Institutional Responses of Faculty in the University of Pennsylvania to the Global Climate Emergency." The resolution is published in full in this issue of *Almanac*. SEC members also ratified the slate of four faculty representatives on the 2020-2021 University Council Steering Committee.

Update from the Office of the Vice Provost for Research. Vice Provost for Research Dawn Bonnell reported on two research-related matters. First, Vice Provost Bonnell discussed national security concerns related to Penn faculty collaborations with international research partners following on cases in which U.S.-funded intellectual property has been obtained by some international entities in inappropriate ways. A resource hub launched in partnership with Penn Global can be located on the Vice Provost for Research website: https://research.upenn.edu/resources/international-partners/. Second, Vice Provost Bonnell shared a Research Resumption Strategy Master Plan with SEC members, which consists of three phases that gradually increase research on campus with structures that ensure social distancing and safety. The plan and additional resources can also be located on the Vice Provost for Research website: https://research.upenn.edu/resources/resumption/.

Senate Committee Reports. SEC heard and briefly discussed reports given by the chairs of the Senate's standing committees. Reports from all of the Senate's committees, including interim reports from its ad hoc committees, will be published as a supplement of the May 26, 2020 issue of *Almanac.*

Passing the Torch. Dr. Kimbrough recognized Dr. Pinto-Martin for her three years of service as a Tri-Chair to the Faculty Senate and introduced Dr. William Braham as 2020-21 Chair-Elect of the Senate. He also recognized the service of the chairs of the Senate's Standing Committees: Peter Cappelli, Jorge Gálvez, Carol Muller, and Ani Nenkova. Dr. Kimbrough yielded the floor to Dr. Kathleen Hall Jamieson, and SEC members welcomed her as Chair of the Faculty Senate for the 2020-21 year.