

From: [Karen Olmstead](#)
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Subject: Academic Affairs First Monday Update for March, 2022
Date: Monday, March 7, 2022 2:53:46 PM

Greetings: It's difficult to comprehend all that has happened in Ukraine in just the past two weeks and the near- and long-term impacts this will have across Europe and more globally. One way we can respond to this crisis is to continue to educate our students to be well-informed and engaged global citizens. The Fulton School of Liberal Arts will be hosting a panel and discussion on *The Global Significance of the Russian Invasion of Ukraine* on Tuesday, March 8th at 7 p.m. (see email from the FSLA on 3/4/22). At 4 p.m. on March 11, the SU Women's Forum will host an event (open to the entire campus community) in honor of International Women's Day and Women's History Month. The theme is "Keeping Hope Alive" and the event will include a reflection for people of Ukraine, a compilation video of stories from SU faculty, staff, and students who identify as female on coping with the past year, and an open discussion (look for an invite on the morning of 3/11/22 which will include the Zoom link and passcode).

Enrollment: Just a quick THANK YOU! to all who supported Scholars Day and Admitted Students Day this weekend and who contribute to recruitment efforts more broadly (including for our graduate and satellite programs). We've got a big hill to climb (half of our current undergraduate students are juniors and seniors) and your commitment to student recruitment and retention is critical.

Required Training: My thanks to all of you who have completed annual training in **Cybersecurity** and **FERPA** (both in KnowBe4 in the Employee Links box in Gullnet) and **Diversity** (required of all employees when hired, see Diversity Training in External Links box in Gullnet). If you haven't completed these training modules, please take time to do so. Each of these areas is required and important (can't overstate the importance of Cybersecurity training and best practices given the current global conflict).

Good news to share:

- SU was again named a **Top Producer of Fulbright Students** by the U.S. Department of State for a fifth consecutive year! Adding to our pride and demonstrated achievement in this area, we were also designated a **Top Producer of Fulbright Scholars**. SU is one of only five campuses in the country to win both designations in the same year. Congratulations to student applicants and winners, Kristen Walton and the [SNCFO](#) faculty advisors and mentors, and Brian Polkinghorn and others who serve as liaisons for the Fulbright Scholars program. Incredible!
- The Office of Sponsored Projects (OSP) reported that in FY21 (last fiscal year), we **set a new record for funds spent on research** (>\$10M in external and internal funds). My thanks to all of you who seek external funding, to our funding sources (whether external agency, investment of indirect or other funds, or support through the SU Foundation), and to the outstanding staff in the OSP who support faculty in pre- and post-award processes, compliance, and several other ways
- Our tremendous colleague **Candace Henry** (Director, Disability Resource Center) was recently named among **Maryland's 2022 Black History Month Leadership and Service Award** winners. Candace and family members were commended for continuing to build upon their families' legacies through the Water's Edge Museum in Oxford, MD.
- The Georgetown University Center on Education and the Workforce recently launched a [database of return of investment](#) of 4,500 U.S. higher education institutions. SU ranked in the top 15% and well among many of our peer institutions.
- Congratulations to the Department of Early & Elementary Education and the Department of

Literacy Studies for the recent **national recognition of SU's Elementary Education and Master's in Reading programs** by the International Literacy Association.

- Hats off as well to **SU's Ethics Bowl Team** for ranking 12th out of 36 competing teams in the Intercollegiate Ethics Bowl (sponsored by the Association for Practical & Professional Ethics). The team includes students from a variety of majors, is coached and supported by the Department of Philosophy with help from several faculty volunteers, and tackles cases ripped right from the headlines. Congratulations to head coach, Grace Clement, for helping the team secure its highest placement ever at nationals.

Training, Opportunities, Resources and Reminders

- Nominations for the [President's Diversity & Inclusion Champion Awards](#) are due on April 1. Please consider nominating a student, staff, or faculty colleague to recognize those who make our campus a place where everyone feels welcomed and supported.
- On two separate occasions this academic year, SU virtual programming has been disrupted by racist and sexually explicit **zoom bombings**. It goes without saying that these incidents are not a reflection of our community. We must all do our part to minimize future risks to our courses and programming and to protect our values and sensibilities by following [best practices](#) that ensure the most secure virtual experience.
- In April 2020, a repository for **COVID-related artifacts** was established as part of the SU Archives in the Nabb Center. We encourage you to participate in this project by donating any materials that document your experiences during the pandemic, from March 2020 to the present. Materials can include anything relevant to your experience during the pandemic, for example, journal entries, tweets, photographs, drawings, short videos, audio recordings, photo essays, interviews with family members, etc. You can find more information about it, including how to contribute [here](#).
- All SU faculty and staff are invited to participate in the self-paced Lumen Learning pilot *Exploration of Belonging for Educators: Creating a Sense of Belonging to Support Student Success and Well-Being*. The modules are designed to help participants foster a sense of belonging so that students feel valued and respected. The modules invite participants to examine their own personal journey with DEIB by exploring identity, bias, power, and how these factors come into the educational environment. Applications are accepted on a rolling basis and modules will be open until June 30, 2022. To learn more and apply please visit [this website](#) or see the 3/4/22 email from facultydev@salisbury.edu for more information.
- Last chance to register for [National Center for Faculty Development and Diversity \(NCFDD\)'s](#) 14-day writing challenge March 14 – March 27. **Registration closes March 9th, 2022** and can be found [here](#). (Please see the 1/31/22 email from facultydev@salisbury.edu for more information).

COVID-19: We are continuing to trend in the right direction! At the end of the week of 2/28/22, the weekly positivity rate was less than 0.5% (N=1,297). In the past week, no Academic Affairs employees were reported as Not Cleared for a medical reason.

- The University Health Team has modified mask policy as follows: Effective 3 p.m. Friday, 3/4/22, KN95/N95/KF94 masks will now only be required in instructional settings during instruction (except of instructors/ presenters who are at least 6 feet from others), on SU transportation, and in Campus and Student Health. Masks may be required during certain events (e.g., densely populated activities at which appropriate physical distancing may not be possible).
- We encourage good mask etiquette of all (e.g., if others ask you to wear a mask, please do).

- KN95 masks continue to be available at the GSU information desk.
- We are communicating with the USM regarding what public health policies and infrastructure will be in place next academic year.
- We live in stressful times. Please encourage your students to seek any help they may need through [SU's Counseling Center](#) which offers 24/7 telehealth support through [timelycare](#). Employee support is available through the USM's Employee Assistance Program [ComPsych](#). If you haven't already done so, consider setting-up an account to learn about services available. When you register, our Organization Web ID is *USMEAP*.
- Please continue monitoring your SU email account and the [SU COVID-19 webpage](#) for the most up-to-date information regarding campus operations. Stay Informed updates are issued on Tuesdays and Thursdays at 4:30 p.m. as necessary.

As always, we'll get there together,
Karen

Upcoming Dates of Interest (bold indicates events added this month). For more detailed information regarding instruction-related dates of interest, please consult the [Registrar's Calendars](#). For information about Faculty Senate meetings, please consult their [webpage](#). If you want to share information about events/activities of interest to faculty across campus, please send them to provost@salisbury.edu at least three days before the first Monday of each month.

3/11	SUWF Keeping Hope Alive Event (4 p.m.)
3/15	Promotion recommendation (Round 2) from department chair to dean (in CHHS, from school director to dean) Sabbatical applications for Spring 2023 due to department chair/CHHS school director Intent to Submit deadline for 2022 SUSRC
3/21-25	Spring Break Recess
3/30	Promotion recommendation (Round 2) from dean to University Promotions Committee
3/31	Distinguished Faculty Award final nominations due
4/1	Diversity & Inclusion Champion Award Nomination due
4/5	Giving Day
4/8	Department chairs/CHHS school directors send endorsements for Spring 2023 sabbatical applications to dean Faculty Friday!
4/9	Admitted Students Day
4/22	SU Student Research Conference (SUSRC)
4/22	Promotion (Round 2) recommendation from University Promotions Committee to Provost
5/1	Deans send endorsements for Spring 2023 sabbaticals to Provost
5/2	Promotion (Round 2) recommendation from Provost to President
5/12	AY21-22 Retiring Faculty Celebration 3:30 pm (Worcester Room)
5/16	Notification of promotion (Round 2) outcome to applicant by President
5/20-21	Grad Walks at the Civic Center
6/1-3	Chesapeake Studies Conference Registration link
6/20	Juneteenth Holiday (observed)
8/26-28	National Folk Festival
8/31	Deadline for final approval by President for Spring 2023 sabbaticals

Major events on the horizon	
July 2022	We are SU Campaign tentatively ends
Fall 2022	Identify workgroups for Middle States re-accreditation self-study
S23 thru AY23-24	Work on Middle States self-study
Summer '23	Anticipated launch of Workday for Financials and HR
July 2023	Begin review of planning for new Student Information System (currently Gullnet)
Fall 24	New General Education Curriculum begins
AY24-25	SU Centennial Celebrations begin
AY24-25	2020-2025 Strategic Plan ends
AY24-25	Middle States reaccreditation (site visit likely in the spring semester)

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Please note, I send emails when I can. Please do not feel obligated to respond outside of your normal working hours.