

**From:** [Karen Olmstead](#)  
**To:** [Karen Olmstead](#)  
**Subject:** December 7, 2020 First Monday Update from the Provost  
**Date:** Monday, December 7, 2020 8:56:55 PM  
**Attachments:** [Spring 2020 GESC Summary Report.pdf](#)  
[image001.png](#)

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Dear Colleagues,

At our Fall 2020 Welcome meeting, I closed my remarks with a quote from Robert Frost - 'The best way out is always through.' We aren't through yet, but I am tremendously proud and truly inspired by all of the efforts to keep us moving through this semester. Maintaining instruction across our programs and many on-campus activities has allowed us to not only keep our students moving forward academically, but has provided them a sense of normalcy in a most unusual year. Your ingenuity, commitment, expertise, and fortitude this semester have been critical to our students' success. From the bottom of my heart, thank you!

**General Education (GE):** Despite the impacts of the pandemic, other important work continues. The Faculty Senate (FS) is being briefed on a GE model proposed by the General Education Steering Committee or GESC (see attached). Updated [Student Learning Goals and Outcomes](#) have already been approved and are available in the SU Catalog. Per the process established in 2018 for approval of a new GE model, the FS will vote on the viability of a proposed model and, if endorsed, will recommend consideration by the full faculty. The FS will then request the Membership & Elections Committee to conduct an electronic poll of the entire Faculty asking each Faculty member to choose between the existing GE and the proposed model. At least 50% of the Faculty must participate in the poll to constitute a quorum and the poll shall remain open one week to allow for full participation. If at least 60% of the Faculty participating in the poll choose one option, then that choice will be considered the Faculty choice. If a faculty quorum is not met, the FS will vote on adopting the proposed model or retaining the current GE curriculum. FS President Randy Cone and GESC Chair Tom Cawthern are working on a proposed timeline for this process

**The 2020 Virtual Commencement** will be held on Dec. 19<sup>th</sup> for all graduates (May, August, and December). Videos for both the graduate and undergraduate ceremonies will launch at 10:30 a.m. and graduates have been invited to submit photos for their personal graduation page. The ceremonies will be available through the SU website, Facebook and YouTube. Please consider sending messages to graduates through our [Kudoboard](#) (information on how to do this will be sent this week). Each graduate will receive a *Best is Yet to Come* graduation gift box as well.

**Diversifying the Faculty:** My office has undertaken a project to examine how contributions in the areas of diversity and inclusion are recognized and rewarded in the tenure and promotion (T&P) process. We reviewed T&P guidelines from all departments and programs as well as University guidelines and noted significant variation in the how contributions in the areas of

equity, diversity, and inclusion are considered as well as how to prepare for T&P. We intend to address these variations and, as much as possible, recommend consistency across departments. This effort is part of a larger project to build a more diverse faculty that begins with the position requisition and continues through ad development, search process, etc. We will be working with several advisory committees and constituencies on this project. For example, we consulted with the FS leadership who recommended that we take our review of T&P guidelines to the Academic, Freedom & Tenure Committee and University Promotions Committee for their consideration and input. We plan to do this early in the Spring semester. Also underway is the [Mosaic Mentoring](#) program developed by the PROMISE Faculty Learning Community and we are working on a more robust onboarding process with Human Resources.

### **Good news to share:**

- Congratulations to the student authors, artists, photographers, and poets and thanks to the faculty mentors and reviewers for the terrific Volume II of [Laridae](#), SU's Undergraduate Research journal. Special thanks to Rhy Bemis, Director of the Office of Undergraduate Research & Creative Activity (OURCA), and Maggie Giggey, Editor-in-Chief, for their perseverance in getting out this tremendous volume.
- Typically we would celebrate our **USM Regents Faculty Excellence Awards nominees** at our annual holiday gathering (winners are typically announced in May). Since that cannot happen this year, I'd like congratulate the following faculty members on their nominations and outstanding contributions. My thanks to Katherine Miller and other members of the Faculty Awards & Recognition Committee for their work with the nominees.
  - Scholarship: Céline Carayon (History, Fulton School of Liberal Arts)
  - Mentoring: Ani Mathers (Economics & Finance, Perdue School of Business)
  - Mentoring: Kristen Walton (Nationally Competitive Fellowships Office and History, Fulton School of Liberal Arts);
  - Public Service: Amit Poddar (Management & Marketing, Perdue School of Business)
- SU's **Eastern Shore Regional GIS Cooperative**, established in 2004, has won more than \$10M in funding for project ranging from a comprehensive data repository and visualization tool for the Delmarva Peninsula to support of climate change adaption planning to COVID-related visualizations including our own testing dashboard. Please join me in congratulating Mike Scott, Lauren McDermott and the entire ESRGC team on their continued success and good work.
- **Mary DiBartolo** was one of 230 inductees into the American Academy of Nursing's 2020 Class of Fellows for their extraordinary contributions to the nursing profession. In addition to her many publications and presentations on aging-related topics and educational strategies, Mary continues her research, teaching and advocacy for patients and families dealing with Alzheimer's and Parkinson's diseases. She also produced more than 300 programs for the School of Nursing-sponsored Focus on Health on PAC 14. Congratulations, Mary!
- The **Campus Brand Project** is well underway with the research and discovery phase largely completed. This project will allow us to authentically share what makes SU unique to support our enrollment, faculty and staff recruitment, and other communications efforts. Information about the project, timeline and steering committee is available at the [project website](#). The Steering Committee includes representatives of shared governance, Admissions, Marketing & Communications, Publications, Strategic Planning, IT, and the Budget Office.

### **Training, Resources, and Reminders**

- Information regarding Grading will be forthcoming this week. The grade submission deadline is 12/20 so that student status can be determined and communicated. We expect a greater number of Incompletes than usual this semester due to student

illness/quarantine. Prior to awarding a grade of I, it's helpful to communicate in writing (e.g., email) what the student needs to do to complete the course and the timeframe.

**COVID-19 Information** on the [COVID-19 website](#) is constantly being updated, so please regularly check that.

- New this month, your **On-Campus Clearance status and record of test results** is available in the Employee tab of your GullNet account. Students have this same information available in their GullNet accounts.
- Following guidance from the Maryland Department of Health and Wicomico County Health Department, the University Health Planning Team has **NOT modified our timeframes** for quarantine (exposed persons - 14 days) and isolation (people who have tested positive - 10 days)
- As described in the 12/4/20 email from Stay Informed, back-to-campus **post-Thanksgiving testing** was conducted last week (additional dates in December are still open). Campus positivity rates remain less than 2%. Although this is positive news, it should be noted that many students have not returned to campus (estimated about 40% of on-campus residents not returning). Contingencies for students who have not been tested but who need to come to campus are being communicated to them via emails from Campus Health.
- In order to reduce the number of students who are not able to take in-person final examinations/assessments due to not having test results, the University Health Planning Team has approved their use of a **one-day visitor pass** which includes in-person screening. This approval was made with the knowledge that we have no evidence of coronavirus spread within classrooms and other instructional spaces. The visitor sticker includes name and date and is intended for limited access to campus (one-day). The Campus Operations Team is working out details of building access and communications for this. Faculty who need infrequent (e.g., once a month) access to campus may also get visitor stickers.
- Plans are being developed for Winter Term and Spring Semester testing regimes.
- Campus community members who are considered at high-risk or who live with those who are should feel free to contact Campus Health at [campushealth@salisbury.edu](mailto:campushealth@salisbury.edu) or 410-677-0006 for assistance with parking or scheduling a testing time reserved for high-risk individuals.

In 2021, we hold **Academic Affairs Town Halls** every Second Thursday at 4:00 p.m. via Zoom. We plan to continue using the same format with deans or others reading questions from the chat or calling on attendees to ask questions/make comments. If you would like to submit a question or comment (anonymously or not), you can do so through the Questions/Feedback box on the [Academic Affairs webpage](#). Please submit your questions by noon on the day of the Faculty Town Hall. We will share Zoom information in our First Monday email for January. If you want to share information about events/activities of interest to faculty across campus, please send them to [provost@salisbury.edu](mailto:provost@salisbury.edu) at least three days before the first Monday of

each month.

I wish you all the best for your end-of-semester activities and peace, happiness, and rejuvenation over this holiday season.

Karen

**Upcoming dates of interest (new events and deadlines in bold)** – See the [Registrar's Calendar](#) for important dates.

12/7 Registration Re-Opens for Winter Session

12/14 7-week Second Session grades due by noon

**12/17 Faculty Town Hall cancelled**

12/19 Virtual Commencement for May, August and December 2020 graduates (10:30 am)

12/20 Regular Session grades due by 5:00 pm

**1/4 Winter Session Classes begin**

**1/14 Academic Affairs Virtual Town Hall 4:00 pm**

**1/15 DEADLINE: Submission of transitional terminal leave requests for AY21-22**

**1/21 Spring Adjunct Faculty Orientation – 6:00 – 7:30 pm**

**1/22 Spring New Faculty Meeting – 10:00 am – 2:15 pm**

**2/1 Round 1 dossiers submitted to Committee on Promotions via Digital Measures**

**2/11 Academic Affairs Virtual Town Hall 4:00 pm**

**2/15 DEADLINE: Submission of promotion file by faculty to department promotions committee (Round 2)**

**2/19 Faculty Teaching & Learning Conference – see 11/5/20 email from Erin Stutelberg**

**3/1 DEADLINE: Deadline for Departmental Promotions Committee to submit promotion recommendations to Department Chair (Round 2)**

**3/1 DEADLINE: Deadline for Committee on Promotions to submit recommendations for promotions to Provost and notification, in writing, to the applicant faculty (Round 1)**

**3/11 Academic Affairs Virtual Town Hall 4:00 pm**

**3/15 DEADLINE: Deadline for Department Chairs to submit report on promotions to Deans (Round 2)**

**3/22 DEADLINE: Provost submits promotion recommendations to President (Round 1)**

**3/30 DEADLINE: Deans to submit promotions recommendations to Committee on Promotions (Round 2)**

**4/8 Academic Affairs Virtual Town Hall 4:00 pm**

**4/15 DEADLINE: President to notify Faculty of promotion decisions (Round 1)**

**4/22 DEADLINE: Committee on Promotions submits recommendations to Provost (Round 2)**

**5/1 DEADLINE: Provost notifies President of promotion recommendations (Round 2)**

**5/13 Academic Affairs Virtual Town Hall 4:00 pm**

**5/14 Graduate Commencement Exercises**

**5/15 Undergraduate Commencement Exercises**

**5/15 DEADLINE: for President to notify faculty of promotion decision (Round 2)**

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