

**Subject:** First Monday December 2023

**Date:** Monday, December 4, 2023 at 9:19:17 PM Eastern Standard Time

**From:** The Center for the Advancement of Faculty Excellence  
<CAFE@salisbury.edu>



## Hello, December!

Dear Colleagues,

It's hard to believe we're almost at the finish line of another semester! The days ahead will be filled with the final push of exams, grading, and other professional deadlines, but I encourage you to take some time to reflect on all that has been accomplished.



## Good News and Appreciation to Share

- Please join me in congratulating **Dr. Karen Olmstead**, Provost Emerita, **Dr. Tom Calo**, Professor of Management, and **Dr. Vicki Root**, Professor of Social Work, on their well-deserved retirement at the end of the fall semester. Congratulations, Karen,

Tom and Vicki, and thank you for your impressive contributions to SU and our students!

- On November 27th, SU hosted the [Inaugural Interprofessional Symposium on Transgender Care and Experience](#), which brought together faculty, staff, students, and community members to foster learning, support, and inclusivity for the transgender community. The event was made possible by the CHHS Interprofessional Education Fellowship granted to **Alison Sutton-Ryan** (Social Work), who is also the project lead of the SU Transgender Interprofessional Care Team (TICT). Many thanks to TICT members including **Dan Green** (Social work), **Jeffrey Willey** (Nursing), **Michèle Schlehofer** (Psychology), **Kim Van Vulpen** (Social Work), **Kathy Carpenter Brown** (Transliance founder), and **Dakota Linton** (Social Work). Sincere thanks to all those who organized and participated in this inaugural event and helped advance its mission.
- Congratulations to senior **Ashlynn Burrows** who recently represented SU as a finalist for the prestigious Rhodes Scholarship program. Though not selected, Ashlynn is sure to go far! Many thanks to **Kristen Walton** (History and Director, SU's Nationally Competitive Fellowships Office) and all faculty, staff, and students who supported Ashlynn as she prepared for this opportunity.
- The Maryland Higher Education Commission recently recognized faculty from the School of Nursing for their dedication to preparing future nurses. Huge congratulations to **Tina Reid** who earned the prestigious Nurse Faculty Annual Recognition Award for demonstrating excellence and impact. In addition, **Brooke Mills, Mia Waldron, Stephanie Howard, and Annette Manson** received the New Nurse Faculty Fellowship Award. Congratulations to these outstanding nurses educating the next generation!
- On November 13th, **President Lepre** held her second [State of the University address](#), where she highlighted significant achievements and future plans for SU. These include the establishment of a graduate school, new academic programs in engineering, music therapy, and public communication, and expanded study abroad initiatives. The address also covered campus climate, mental health initiatives, and recent successes such as the new general education curriculum and a record-setting first-year class. Thanks to all of the faculty and staff working diligently on these efforts!
- Also at the State of the University address, **President Lepre** announced the initial recipients of funding from SU's [Strategic Innovation funds](#). These projects aim to increase innovation and student success and include funding for 1) faculty certification

in effective teaching practices, 2) establishment of the First Gen Sea Gull Scholars program, 3) establishment of a campus secondhand shop, 4) examining how to best help students transition off of academic probation, and 5) expansion of donor participation in flash fundraising. Congratulations to the project sponsors including **Vanice Antrum** (Multicultural Affairs), **Jessica Clark** (Academic Affairs, Biology), **Margaret Sebastian** (TRIO), **Rachael Faust** (Facilities), **Wendy Jin** (Academic Advising), and **Michelle Pryor** (Advancement). To learn more about the initiatives funded, please see the [State of the University address](#).

- Congratulations to **Ethel Barja Cuyutupa** (Modern Languages and Intercultural Studies) who recently received the Bronze Medal in the Juan Felipe Herrera Best Poetry Book in English category for her work, *Hope is Tanning on a Nudist Beach*, at the 25th International Latino Book Awards. Want to congratulate Ethel in person? Attend the Latin American and Latinx Symposium on December 9. More information can be found [here](#).
- Sincere appreciation to those who actively participated in last week's panel discussion on the Middle East conflict. A special acknowledgment goes to coordinator Nancy Talbot (Political Science, Sociology), moderator **Adam Hoffman** (Political Science), and panelists **Emin Lelic** (History), **Eric Rittinger** (Political Science), **Brittany Foutz** (Conflict Analysis and Dispute Resolution), and **Len Robinson** (Political Science).
- **Vinita Agarwal** (Communication) was awarded a Presidential Citation by the National Communication Association for her dedicated service as Chair of the Teaching and Learning Council on the Association's leadership board from 2021-2023. Congrats Vinita!
- The presidential portrait of **Charles Wight**, SU's ninth president, was unveiled last month. **Jinchul Kim** (Art) was commissioned to create this portrait honoring Dr. Wight and his legacy at SU. Please see the impressive portrait and accompanying article spotlighting Dr. Wight's remarkable contributions [here](#).
- Next week, 5 SU students will share their research at the Middle States Commission on Higher Education's (MSCHE) annual conference. Congratulations to these students on being selected from a large pool of applicants. Many thanks to the faculty mentors **Yuki Okubo** (Psychology), **Ryan Weaver** (Interdisciplinary Studies), and **Don Spickler** (Mathematical Sciences) for supporting these students and their work! More details can be found [here](#).
- SU was well represented at the International Leadership Association annual meeting last month. Kudos to the many presenters, including **Carolina Bown** (Communication), **Jean Goblinger** (Communication), **Doug DeWitt** (Education

Leadership), **Memo Diriker** (Marketing), **Sherry Maykrantz** (Public Health), **Ron Siers** (Secondary and Physical Education), **James Fox** (Education Leadership), **Ruth Malone** (Education Leadership), **Chrys Egan** (Communication), and **Christy Harper** (Outdoor Education Leadership).

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## Training, Opportunities, Resources and Reminders

- Join SU's **Teaching with International Students FLC** on December 5th, 3-4pm to discuss selections from the book [Developing Intercultural Competence in Higher Education: International Students' Stories and Self-Reflection](#) which shares international students' experiences and offers suggestions to support them. More information can be found [here](#).
- **Soaring with Online Learning Winter 2024**: Instructional Design and Delivery is currently accepting applications for the next cohort of Soaring with Online Learning (Soaring) to be held January 1- February 9, 2024. Program details and the Soaring application can be accessed from the [Soaring with Online Learning webpage](#). The applications will be accepted until the cohort is full.
- The **Lambda Society**, SU's GLBTQ+ Faculty and Staff Association, invite you to join them for their annual ugly sweater party at Hopper's on Thursday, December 7 at 4:30pm. All are welcome to share in the festive cheer! More details can be found [here](#).
- **Instructional Design & Delivery** is hosting the following professional development opportunities in December (see the [Faculty Development Calendar](#) for details and registration):
  - 12/8/23 from 1-2pm: Using New Quizzes: Creating and Migrating Assessments in MyClasses
  - 12/8/23 from 10-11am: Inclusive Pedagogy workshop
- **NCUR 2024**: The deadline for student abstract submission is 12/8/23. More information can be found on the [NCUR site through OURCA](#).
- SU's annual [Teaching & Learning Conference](#) will be held on 2/16/24. [Call for proposals is currently open](#) with a deadline of 12/12/23.
- Applications for [FDC Travel Grants](#) for Spring Travel are due on 12/15/23.

- **Instructional Design & Delivery** is extending their hours of operation to assist faculty with end-of-the-semester and start of the Winter session needs. Hours of operation will be weekdays 7am-6pm from December 4-20. Faculty are invited to call (410) 677-6585, visit in-person in Academic Commons 220, or schedule a [virtual appointment](#).
- **Grades for the Fall 2023 semester are due by 4 pm on 12/21/23.** A grade of Incomplete (“I”) should only be given if the faculty member has been in communication with the student regarding expectations for coursework that needs to be completed. Please note that if grades are not submitted by mid-term the following semester, Incompletes turn into grades of F.
- All SU Faculty and Staff (Assistant Director-level and above) are encouraged to apply for the Spring 2024 **Professional Development Grants** available from the SU Foundation. Applications are due by 1/11/24. More information and forms can be found on the [SUF Forms and Grants Website](#).
- The [President’s Advisory Team](#) meeting was held on Wednesday, November 15. More information on the agenda and information shared can be found [here](#).
- Take advantage of [SU Today](#) for a wealth of information on upcoming events, exciting opportunities, and essential campus communications. Bookmark the [Faculty SU Today](#) site for easy access.

I hope to see all of you at the winter employee reception on the 11th (3-4:30 p.m. or 6-7 p.m., Academic Commons, Assembly Hall) and at Commencement on the 20th (10:30 a.m., Wicomico Civic Center)!

Jessica Clark, Ph.D.

*Assistant Provost for Faculty Success and Associate Professor of Biological Sciences*

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## Upcoming Dates of Interest

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**. The **Faculty Development Calendar** includes many opportunities for professional development. If you want to share information about events/activities of interest to faculty across campus, please send them to [CAFE@salisbury.edu](mailto:CAFE@salisbury.edu) at least three days before the first Monday of each month. (Bold indicates events added this month).

Date	Event
12/11/2023	<b>Employee Recognition &amp; Winter Reception (3-4:30 p.m. or 6-7 p.m., Academic Commons Assembly Hall)</b>
12/12/2023	Reading Day
12/15/2023	<b>FDC Travel Awards Proposals due</b>
12/15/2023	Provost submits tenure recommendations to President
12/20/2023	Commencement at Wicomico Civic Center
12/21/2023	Fall 2023 Regular Session grades due by 4 pm
1/4/2024	Winter 2024 session begins
1/11/2024	SU Foundation Professional Grant Proposals due
1/15/2024	Dr. Martin Luther King, Jr. Holiday observed – campus closed
1/15/2024	President sends written notification of tenure decisions
1/22/2024	Chairs and Directors Spring Event
1/25/2024	Last day of winter session
1/25/2024	New Faculty Spring Event
1/29/2024	Winter 2024 grades due by noon
1/29/2024	Spring 2024 session begins
2/1/2024	<b>Promotion application (Round 1, combined T&amp;P) to University Promotions Committee</b>
2/9/2024	Anti-Racism Summit
2/15/2024	<b>Submission of promotion application (Round 2, promotion only) by faculty to department promotions committee (or CHHS school committee)</b>
2/16/2024	Annual SU Teaching & Learning Conference
2/17/2024	Admissions Open House
2/21/2024	Safe Spaces workshop
3/1/2024	<b>Promotion recommendation (Round 1) from University Promotions Committee to Provost</b>
3/1/2024	<b>Recommendation by department promotions (Round 2) committee to department chair (in CHHS, school committee to school director)</b>
3/2/2024	Scholars' Day
3/9/2024	Admitted Student Day #1
3/15/2024	<b>Promotion recommendation (Round 2) from department chair to dean (in CHHS, from school director to dean)</b>
3/15/2024	<b>Sabbatical applications for Spring 2025 due to department chair/CHHS school director</b>
3/22/2024	<b>Promotion recommendation (Round 1) from Provost to President</b>
3/30/2024	<b>Promotion recommendation (Round 2) from dean to University Promotions Committee</b>
4/6/2024	Admitted Student Day #2
4/8/2024	<b>Department chairs/CHHS school directors send endorsements for Spring 2025 sabbatical applications to dean</b>
4/15/2024	<b>Notification of promotion (Round 1) outcome to applicant by President</b>
4/22/2024	<b>Promotion (Round 2) recommendation from University Promotions Committee to Provost</b>
4/20/2024	Admissions Open House
4/25/2024	Safe Spaces workshop
5/1/2024	<b>Deans send endorsements for Spring 2025 sabbaticals to Provost</b>
5/1/2024	<b>Promotion (Round 2) recommendation from Provost to President</b>
5/15/2024	<b>Notification of promotion (Round 2) outcome to applicant by President</b>
8/31/2024	<b>Deadline for final approval by President for Spring 2025 sabbaticals</b>
Fall 2024	New Gen Ed begins
FY25	Middle States re-accreditation site team visit (likely Spring 2025)
FY25	SU Centennial



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SU is an Equal Opportunity/AA/Title IX university and provides reasonable accommodation given sufficient notice to the University office or staff sponsoring the event or program. For more information regarding SU's policies and procedures, please visit [www.salisbury.edu/equity](http://www.salisbury.edu/equity).

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