

**Provost's Announcements to the Faculty Senate**  
**February 23, 2021**

- 1. Faculty Development Center planning, continued:** As mentioned at the last FS meeting, a faculty development center (FDC) is an important objective of our Strategic Plan. I will be initiating a needs assessment for and initial services of an FDC under the direction of an Assistant Provost for Faculty Success (or similar title). I have asked Dr. Jessica Clark (Biological Sciences) to serve in this role in a two-year appointment starting on July 1. Dr. Clark has well documented experience mentoring students and faculty (including as co-director of OURCA); leading and participating in faculty development groups; serving on a national council related to high-impact practices (Council on Undergraduate Research); and serving as co-PI on a NSF-funded collaboration across five USM institutions to diversify biosciences faculty. **Action requested of the FS: Any further discussion is welcome.**
- 2. Faculty Diversification and Success Planning, continued:** At the last FS meeting, I presented a draft plan intended to support the diversification and success of our faculty. One of the actions in this plan was a review of Tenure & Promotion guidelines across all departments/programs/CHHS schools. Attached is a summary of the findings of this review. In brief, Diversity, Equity, and Inclusion efforts do not appear to be criteria for tenure and/or promotion in any academic programs at Salisbury University. This is likely because the Faculty Handbook provides very limited guidance on these efforts as University-wide criteria for tenure and promotion. **Action requested of the FS: Request approval to either: 1) Convene a summer work group to examine current University-wide criteria and research best practices/challenges in order to make any recommendations to the FS next September (work groups members on 10-month contracts would be compensated); or 2) Personnel in the Office of the Provost conduct this work over the summer.**
- 3. NameCoach:** The University is in the process of acquiring a campus-wide license for [NameCoach](#) which allows students and other members of the campus community to record their names in an audio file which can then be accessed by others to learn name pronunciation. User info (for both recording and listening to audio files) is forthcoming. In addition to this functionality being loaded into MyClasses, audiofiles can also be added to emails and other communications. Thanks to IT, Student Affairs, and ID&D for their partnership on this and to Jenn Jewell (Director, School of Social Work) for the recommendation. **Action requested of the FS: None, informational.**
- 4. Captioning in Zoom:** Captioning is now available for Zoom meetings (see Captioning button on bottom of the Zoom screen). The captioning is viewable to the users clicking on the button, but not to all users. For captioning for courses, please follow the process described at this [site](#). Please note, the captioning service (Rev.com) is indicated in the upper-left corner (can be confused with meeting recording indicator). Our thanks to IT for acquiring this service, more information will be made available in our March 1<sup>st</sup> Monday email. **Action requested of the FS: None, informational.**

- 5. COVID 19-related considerations for the Spring 2021 semester:** As described in the 2/18/21 email from Human Resources, the COVID-19 testing regime will change effective March 1 in order to increase surveillance efforts. Students who come to campus for study, work, dining, etc. will be required to be tested weekly and University employees who come to campus more than twice a month will be required to be tested every 14 days. A [new calendar system](#) is in place that allows test scheduling through May. Also, please consider completing a consent form which will allow us to determine the level of COVID-19 vaccination on our campus. (See the email from HR for more detailed information and a link to the consent form). **Action requested of the FS: None, informational.**