

**Provost's Announcements to the Faculty Senate  
September 14, 2021**

- 1. Faculty Handbook Revision and New Platform:** We are excited to be migrating the Faculty Handbook to the Acalog platform which should increase usability and communication of procedures, policies, and expectations. The following table lists chapters that have already been updated and approved by the Faculty Senate and those to be reviewed:

<b>Revised and Approved by the FS</b>	<b>To be Reviewed and Approved by the FS</b>
Chapter 1: Administration	Chapter 2: Appointment, Tenure & Promotion (additional edits)
Chapter 2: Appointment, Tenure & Promotion	Chapter 6 and 10: Academic Integrity and The Classroom combined to Teaching & Learning (new Chapter 6)
Chapter 3: Faculty Leave	Chapter 10: (new) Adjunct Faculty
Chapter 4: Personnel Policies	Chapter 11: Curriculum
Chapter 5: Travel	Chapter 12: Academic Affairs
Chapter 7: Research	
Chapter 8: Graduate Policies	
Chapter 9: Student Advising & Registration	

We plan to have all chapters posted in the new platform by mid-October with pending approval as appropriate. **FS Action Requested: Review, feedback and approval on Chapters 2, 6, 10, 11, and 12 and approval of presentation on new platform. Also, request guidance on process for approval of final document. My hope is that we can complete recommended updates as indicated with a deeper review of policies and procedures as an on-going process (would like to routinize updating the Faculty Handbook on an annual basis to keep up with USM, FS, and other policy changes).**

- 2. Grad Walks to be held on December 18<sup>th</sup>:** Given the public health concerns related to large events like traditional commencement exercises and given the smashing success of the Grad Walks last May, we will be holding Grad Walks for each of the schools and the CHHS (Clarke Honors College grads will participate with the school or college of their major). These events will be held on December 18<sup>th</sup> on campus (GAC first floor and Perdue Hall Atrium) and faculty will be invited to participate. This concept was brought to the President's Cabinet which has representation from all governance groups and was enthusiastically supported. **FS Action Requested: Happy to take any questions or feedback.**
- 3. Major upcoming events to be added to First Monday emails:** In order to communicate major University events upcoming over the next few years, I'll add these to our running First Monday Calendar including the following tentative timeframes:
- July 2022: We are SU Campaign tentatively ends
  - Fall 2022: Identify workgroups for Middle States re-accreditation self-study
  - Spring 23 through AY23-24: Work on Middle States self-study.

- Summer 2023: Anticipated launch of Workday for Financials and HR
- Fall 23 or Fall 24: New General Education Curriculum begins
- AY24-25: SU Centennial, 2020-2025 Strategic Plan ends, Middle States re-accreditation visit

**FS Action Requested:** Happy to take any questions or feedback.

**4. Diversity, Equity, & Inclusion and the Tenure & Promotion Process (DEI in T&P) Work**

**Group Report:** The work group established in May, 2021 to examine DEI in T&P has completed their report and recommendations which will be transmitted to the Faculty Senate this week. **FS Action Requested:** Request an invitation to present the report at a FS meeting and determination of next steps by the FS.

**5. Enrollment and Budget:** The final data for the fall 2021 semester is not yet available, but we expect to be down ~550 undergraduate and ~50 graduate students for a total loss of ~630 FTEs relative to Fall 2020 (which was down ~440 relative to Fall 2019). These enrollment losses have significant budgetary implications. As noted at the Provost's Welcome on 8/25, this decline in enrollment is coupled with an increase in costs, particularly people costs. For example, we have ~200 more PIN positions on campus than we did the last time we were at projected SCH level for this academic year. We will need to take a hard look several things including: i) barriers to recruitment and retention and strategies to mitigate these; ii) increasing academic efficiencies by whether through reducing small or underfilled sections or other mechanisms; iii) determining what we are missing from our portfolio of programs, what programs may need to be launched or re-energized; iv) evaluating what programs are under-performing and why; and v) identifying savings, if any, associated with program elimination. Through the examination of these enrollment and budget patterns and using external benchmarks, we will also need to determine if a large enough percentage of the University's budget is directed toward our academic mission.

**6. COVID Questions & Answers:** Vaccination percentages improve each week. As of 9/7/21, 90% of all employees were vaccinated and all employees in Academic Affairs who need access to campus were vaccinated or received exemptions. As of 9/7/21, 82% of all students were vaccinated (online and satellite students as well those with exemptions are considered in the denominator). 96% of students submitting consent approval were fully or partially vaccinated by 9/7/21. As noted in a communication from Stay Informed on 9/9/21, fully vaccinated, asymptomatic members of our campus community may pick-up free, take-home COVID-19 test kits at Campus Health (see email for days and hours). **FS Action Requested:** Happy to take any questions or feedback.