

Provost's Announcements to the Faculty Senate February 8, 2022

- 1. Faculty Handbook:** The Faculty Handbook (FH) is available for review in Acalog by Faculty Senators or FS committee members. The target date for the FH to go 'live' is 2/14/22 as part of the University Catalog but we can make edits as necessary. Updates are provided in a summary page.

FS Action Requested:

1. Assignment of chapters for review by AFT, FWC, APC, Promotions, or other committees.
2. Determination of timeline for feedback to be received (recommend 3/22 for 3/29 FS meeting).
3. Recommendations regarding edits to/development of policies:
 - a. Chapter 2: Makes sense to develop FT-NTT faculty section. If so, should my office draft this and then take feedback from FWC or should this be assigned to a particular committee or working group?
 - b. Chapter 3: Added section on Fulbright and other Competitive Awards (see below). My thanks to Dean Pereboom for drafting this.
 - c. Chapter 3: Added this regarding sabbaticals: *Faculty planning on residencies at other institutions during their sabbatical leave are encourage to include a letter of support from the hosting institution or organization.*
 - d. Chapter 11: Technology Fluency needs an overhaul! Is there a standing FS committee that could tackle or this or should we establish an ad hoc committee?

Happy to take any feedback or questions.

- 2. May Commencement:** We are planning to hold Grad Walks by school and college (Clarke Honors College graduates walking with the school/college of their major) at the Civic Center on May 20 and 21. My thanks to the Commencement Committee and faculty marshals for their input and how to make the event even more engaging. We will be conducting a survey of recent alumni to get their feedback on Grad Walks as we consider permanent changes to our commencement exercises going forward. **FS Action Requested: None; happy to take any feedback or questions.**

- 3. Information provided to the FFOC:** My thanks to University, Analysis, Reporting and Assessment (UARA) and the Budget Office for their support in meeting the request of the FFOC. To date, we have been able to provide the following:
 - University's Budget Report – new in FY22.
 - Occupational data and new hire history with explanations of what falls under management positions.
 - Employees by VP Area which included the number of PIN and contractual positions within each VP area over the last 5 years.

- Data reported to US News & World Report (as a result of discussion of class size impact on our rankings).
- Instructional expenditures compared to our funding peers/other USM institutions.
- FY18-FY22 budget allocations by division and school/college.
- Historical enrollment and other data (similar to what was shared with FS).

FS Action Requested: None; happy to take any feedback or questions.

COVID Questions & Answers: Trending in the right direction. At the end of the week of 1/31/22, the weekly positivity rate was less than 1% (for the last month, just over 2%).

- The University Health Team will consider modifying the current mask policy as soon as it is safe to do so.
- During the week of 1/31/22, there were 11 faculty and Academic Affairs employees who were not medically cleared (out of ~1000 Academic Affair employees).
- KN95 masks are available at the GSU information desk.

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

Chapter 3: Fulbright and other Competitive Awards

The President may grant professional and/or research leaves to faculty members including library faculty. The primary purpose of such leave is to provide an opportunity for faculty members to conduct scholarly or creative work that helps implement the mission of the University and enhances their standing in their disciplines or professions. These leaves may include Fulbright fellowships and/or similar leaves.

The University recognizes the value of research and travel fellowships in support of tenured/tenure-track faculty development, and specifically to achieve the outcomes we expect of colleagues with respect to publications and creative work. Deadlines for application and notices of awards vary greatly, but faculty members are expected to pursue these opportunities in close communication with their department chair or CHHS school director to ensure that disruptions to the unit's operations are minimized and that the positive benefits these opportunities offer are maximized. Faculty are encouraged to work with the Office of Sponsored Projects on their application to better understand University policies, funding allocation, etc.

The awardee must request leave associated with fellowships immediately upon notice of award (and decision to accept). The President grants (or denies) leave, based on recommendations from the chair/CHHS school director, dean, and Provost. Under normal circumstances, the requests for leave should originate no later than May 1 for fall leave, or December 1 for spring leave.

The award notice should specify the amount of the stipend associated with the fellowship which will displace that amount of the faculty member's salary with the goal of no detrimental impact on overall salary and benefits. Travel fellowships (e.g., Fulbright) include amounts for travel, housing and other expenses that do not displace salary. The stipend amount will be credited to the department's budget and must support, first and foremost, any replacement instruction the department may need. Normally the University will not provide additional funding for replacement instruction.

In recognition of the potential value of these experiences in building a strong professional record for tenure and promotion, faculty members may hold these awards prior to being eligible to apply for tenure and promotion or eligible for sabbatical. One semester of leave per award may be counted as service toward sabbatical eligibility. Faculty members may also pursue awards as a means of offsetting the reduced income associated with a full-year sabbatical. As is the case for approval of sabbatical leaves, leaves for competitive fellowships should not negatively impact unit operations and are contingent upon adequate financial resources.

In alignment with the requirements of the fellowship program, awardees must share with the University evidence of outcomes achieved within three months of return to campus. As with sabbatical, awardees must agree to return to fulltime service for a minimum of one year.