

Provost's Announcements to the Faculty Senate February 22, 2022

- 1. Commencements/Honors Convocation:** As noted at the last regular FS meeting, we will be seeking input on potential permanent changes to our commencement exercises. This creates an opportunity to reconceptualize Honors Convocation, perhaps as a school/college-level event that could be connected to Commencement or other activities. This year, Honors Convocation will take place in the form of unit-level celebrations or recognition of students at Grad Walks. **FS Action Requested: None at this point, just wanted to give an update on conversations on-going discussions.**
- 2. University's FY22 Budget Report** is now available [online](#). The report, developed by SU's Budget Office, reflects SU's planned budget at the start of the fiscal year (July 1, 2021). It does not include January/February salary adjustments. The goal of this report was to create a transparent record of how SU allocates its fiscal resources to its mission. **FS Action Requested: None; happy to take any feedback or questions.**
- 3. Timing of 10-month faculty salary adjustments (COLA, Merit, and Bonuses):** I have been asked to comment on the timing of the compensation adjustments for 10-month faculty. The 1% COLA and 2.5% merit increases will be added to the base salary for 10-month faculty effective February 23, 2022 (see attached salary guidance sent from HR on 1/21/22). Faculty can check their compensation histories in Gullnet (COLA and merit adjustments will show as COLA-Mass Change). Merit increases were available based prior year evaluations indicating merit eligibility (e.g., meets expectations or above). A one-time \$1,500 bonus should have been paid on 2/16/22 to tenured and tenure track faculty (2/23/22 for FTNTT contingent faculty) who were actively employed on the payroll as of December 31, 2021. The difference in the dates that these increases are made to 10- and 12-month employees has to do with the start date of annual pay cycles (e.g., July 1 or closest Weds. for 12-month employees and around the second Wed. in August 10 for full-time faculty). **FS Action Requested: None; happy to take any feedback or questions.**
- 4. Faculty Handbook Missing Topics:** As we identify topics that are not covered in the Faculty Handbook (e.g., international travel policies and parameters), the Provost will bring them forward as either 1) draft sections for review by the appropriate FS committee(s); or 2) requests for development of sections by the appropriate FS committee(s). Sections in need of development and their status will be noted in the Updates section of the Faculty Handbook. **FS Action Requested: None; happy to take any feedback or questions.**
- 5. DEI and T&P:** I want to thank the DEI in T&P Work Group for their recommendations regarding increased equity in faculty careers and members of the FS Committees that reviewed these recommendations. Undoubtedly there will be much to discuss regarding the recommendations themselves, the implementation of any changes in our T&P process, and the impact on current and future faculty. It's my hope that Faculty Senators feel free to

ask questions or bring-up alternative approaches for discussion without fear of others assuming that they are opposed to increasing equity in faculty careers and diversifying our faculty. Indeed, if we are going to move forward on these important issues, we need to have a well-developed plan with goals, benchmarks and transparency of operational impacts of implementation. Developing such a plan, benchmarks, and operation understanding will require a thorough and thoughtful examination of the proposal. **FS Action Requested: None; happy to take any feedback or questions.**

COVID Questions & Answers: Continuing to trend in the right direction! At the end of the week of 2/14/22, the weekly positivity rate was less than 2%. Please note that the positivity rate may be drifting up as our testing is now largely of individuals with symptoms or those who are unvaccinated with exemptions (so not a representative sample).

- The University Health Team has modified mask policy as follows: Effective 3 p.m. Friday, 2/18/22, face masks will no longer will be required during normal operations in the following spaces:
 - Faculty and staff offices (masks must still be worn in common areas, such as hallways)
 - Meeting and conference rooms
 - East Campus facilities (including athletics complexes)
 - SU Downtown
 - Dining Commons
 - Guerrieri Student Union
 - Residence halls
- Face masks continue to be required in instructional settings (except of instructors/presenters who are at least 6 feet from others) and may be required during certain events (e.g., densely-populated activities at which appropriate physical distancing may not be possible).
- As of this writing (2/19/22), there are 2 faculty/Academic Affairs employees who are not medically cleared (out of ~1000 total employees).
- KN95 masks continue to be 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.