

**Provost's Announcements to the Faculty Senate  
(Provost unable to attend due to Middle States Site Team Visit)  
March 8, 2022**

- 1. Provost's Response to FS Recommendation Regarding COVID Impact on Tenure & Promotion.** Recommendation to extend T&P timeframe for assistant professors impacted by the pandemic was accepted. **FS Action Requested: None.**
  
- 2. Provost's Response to FS Recommendation Regarding SU Joining ECAR:** Given developing scenarios and numbers of refugees (e.g., recent crisis in Ukraine), I request time at the next FS meeting to discuss various options before us. So, I will not respond to the recommendation to join [ECAR](#) at this time. I can provide an overview from Dr. Brian Stiegler on recent refugee/asylee outreach efforts (see below). **FS Action Requested: None at this meeting; hope to have time for some discussion of these issues at 3/29/22 FS meeting. Different resources would be required to host refugee families vs. college students and scholars (e.g., refugees whose university studies/academic careers were disrupted by war or natural disasters).**
  
- 3. DEI in T&P Work Group:** These recommendations are part of a comprehensive plan for faculty success and diversification that was presented the FS on 2/9/2021. This plan is being continuously updated to indicate steps completed, in progress, etc. A graphic representation of this plan is attached. **FS Action Requested: No discussion requested at this time; but happy to take any feedback.**
  
- 4. Recommended action regarding unit-level promotions criteria:** The Chair of the University Promotions Committee asked if we could make department/unit criteria more easily accessible to them. At least two possible solutions exist for this. One is to add unit criteria to Digital Measures/Faculty Success so they are in the platform and easily accessible. The other is to include these in the Faculty Handbook as an appendix so that current faculty could easily access. Availability on the Faculty Handbook website also would provide information to prospective faculty. **FS Action Requested: Approval to add section to the Faculty Handbook that would serve as a repository of unit criteria for evaluation, tenure and/or promotion.**
  
- 5. Graduation Celebration:** In consultation with the President's Cabinet (which includes leaders of all shared governance groups) and with the University Commencement Committee (which includes faculty marshals), we planned Grad Walks for to celebrate our May 2022 graduates in lieu of traditional ceremonies. These plans were not only made in the context of public health, but as a result of the very positive responses we received to our May and December 2021 Grad Walks. In February, we received a few requests to hold traditional ceremonies instead of Grad Walks. We decided to take input directly from graduating students and sent a survey out in late February which closed on March 4. The

results indicated a preference for Grad Walks (more than 60%). The schedule for Grad Walks will be available on the [Commencement website](#) this week. **FS Action Requested: None.**

- 6. COVID Questions & Answers:** Continuing to trend in the right direction! At the end of the week of 2/28/22, the weekly positivity rate was less than 0.5% (N=1,297). Please note that the positivity rate is now largely of individuals with symptoms or exemptions (so not a representative sample).
- In the past week, no Academic Affairs employees were reported as Not Cleared for a medical reason.
  - The University Health Team has modified mask policy as follows: Effective 3 p.m. Friday, 3/4/22, KN95/N95/KF94 masks will now only be required in instructional settings during instruction (except of instructors/ presenters who are at least 6 feet from others), on SU transportation, and in Campus and Student Health. Masks may be required during certain events (e.g., densely-populated activities at which appropriate physical distancing may not be possible).
  - We encourage good mask etiquette of all (e.g., if others ask you to wear a mask, please do).
  - KN95 masks continue to be available at the GSU information desk.
  - We are communicating with the USM regarding what public health policies and infrastructure will be in place next academic year.

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

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**Update to the Faculty Senate from the Center for International Education  
on SU Support Activities for Refugees and Asylees  
March 1, 2022**

We have been aware since the late summer that members of the faculty are keenly interested in the University's response to the plight of refugees and asylees. Brian Stiegler, Assistant Provost for International Education, has been actively exploring opportunities for the SU to engage in this area and has been reporting regularly to the Provost. We have made the following progress:

- Multiple meetings with Dr. Diya Abdo, Founder and Director of ECAR; ECAR has a membership status called "interested campuses" for universities not ready yet to host refugees but continuing to explore possibilities (SU is currently on that list);
- Meeting with Mr. Myat Lin, Director of the Maryland Office of Refugees and Asylees (MORA). MORA is the State agency responsible for placing refugees in Maryland in collaboration with the US Department of State;
  - Federal regulations allow nine NGO's to coordinate refugee resettlement nationwide. NGO's work with each state's Office of Refugee Resettlement (ORR), and with a network of local 501c3 organizations to funnel federal resources to the local communities that host resettled refugees;

- Federal regulations disallow the placement of refugees through the state ORR's to any community located more than 100 miles from the offices of the closest of the nine authorized NGO's or the 501c3 organizations authorized by the federal government to assist in the refugee resettlement process. Currently, MORA has not approved any 501c3 organizations on the Eastern Shore to support refugee resettlement and is therefore unable to resettle refugees in Maryland outside a 100-mile radius of Baltimore or Silver Spring;
- Meetings with the authorized national refugee resettlement agency, HIAS, based in Silver Spring, the office of Salisbury City Mayor Jake Day, and the local immigrant and asylee 501c3 organization Haitian Development Center of Delmarva to advocate to MORA and the US Department of State to approve a refugee resettlement program based in the city of Salisbury to serve the Eastern Shore.

Dr. Stiegler has additional meetings scheduled in the coming weeks and months with local and State leaders in government, faith-based groups and community organizations in an effort to actively partner with our community to welcome refugees and asylees to Salisbury but there is much more work to do. Dr. Stiegler welcomes the nominations by the Faculty Senate of faculty interested in collaborating on this work. SU faculty can be a strong resource to help Maryland better respond to the needs of refugees and asylees in our own backyard.