

Provost's Announcements to the Faculty Senate

March 29, 2022

- 1. Provost's Response to FS Recommendation for SU to Join ECAR:** There are developing scenarios regarding support for refugees as well as constraints associated with accessing federal financial support (see summary from Dr. Stiegler in 3/8/22 Provost's Announcements). Additionally, membership in [ECAR](#) requires that campuses house and support families in collaboration with approved refugee resettlement agencies. There are currently no designated resettlement agencies servicing our area. However, there may be opportunities to focus on college students displaced by war, natural disaster, etc. Thus, I am returning the FS ECAR Recommendation for reconsideration, perhaps with input from Brian Stiegler (Assistant Provost for International Education) and the International Education Committee on alternative actions the University can take at this time. **FS Action Requested: Further consideration of how the campus might support refugees and asylees.**
- 2. Merit raises and required training:** It is anticipated that State employees will receive a 2.5% Merit increase effective for FY23 as well as a 3% COLA. The FS has an established position that Merit raises should be equally allocated across all faculty who receive 'Eligible for Merit' on their annual evaluations. I assume that the FS position on allocation of Merit remains the same, but I ask that the FS consider allocation of full Merit raises only to faculty who have completed mandatory training by May 31, 2022 (Cyber, FERPA, and three diversity modules). This training is mandatory, thus, those who have not completed it have not met expectations. By connecting full Merit raises to completion of required training, the FS would demonstrate its endorsement of this training in these critical areas. If the FS does not support connecting required AY21-22 training to calendar year 2021 evaluations, I ask that we develop a mechanism to ensure that faculty who do not complete required training are ineligible for full Merit increases in the future. **FS Action Requested: Consideration of Provost's recommendation or other mechanisms to increase compliance with mandatory training.**
- 3. DEI in T&P Deliberations:** While I appreciate the thorough and thoughtful approach that the FS is taking on consideration the recommendations from the DEI in T&P Work Group, I am hopeful that we can demonstrate some action on this before October, 2022 (more than a year after the recommendations were received by the FS). One great suggestion from the FS officers is for the four endowed schools and the CHHS to hold Town Halls to review the recommendations and make clear what would be expected of faculty. For example, for teaching effectiveness, faculty would be expected to demonstrate this through any of several means including equal representation of diverse people in cases studies, presentations, etc; participation in teaching workshops to promote DEI in the classroom; or incorporating a diversity/inclusion section in syllabi to ensure that an inclusive culture of your classroom is clear and respected). **FS Action Requested: Develop a plan to continue forward movement on DEI in T&P processes.**

- 4. From 3/8: 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: 1) Add unit criteria to Digital Measures/Faculty Success so they are in the platform and easily accessible; or 2) Include unit criteria to an appendix in the Faculty Handbook so that current and prospective faculty could easily access them. **FS Action Requested: Approval to add section Faculty Success platform or to the Faculty Handbook that would serve as a repository of unit criteria for evaluation, tenure and/or promotion.**
- 5. COVID Questions & Answers:** Continuing to trend in the right direction! For the week ending on 3/21/22 (Tuesday to Monday), the weekly positivity rate was less than 0.1% (N=1,094). Please note that the positivity rate is now largely of individuals with symptoms or exemptions (so not a representative sample).
- No Academic Affairs employees are currently reported as Not Cleared for a medical reason.
 - 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.
- FS Action Requested: Happy to take any questions or feedback.**