

## Provost's Announcements to the Faculty Senate

### March 14, 2023

1. **March 16, 2020 FS Agenda:** In reviewing FS meeting documents, I found the agenda from 3/16/20 emergency meeting of the FS and Provost (see pages 2-3 of this document). Just wanted to take the opportunity to thank the FS for their leadership and guidance from the start on how to keep our campus safe while achieving our mission. **FS Action Requested: Consider how far we have come given what we didn't know on March 16, 2020.**
2. **Inclusive Language Guidance:** Students brought forward concerns about the use of derogatory and racially-loaded language in the classroom/assigned texts because reading or saying such words causes pain and shuts-down their learning. Students most negatively impacted by the use of these words are often from communities that have suffered systematic racism, prejudice, and/or oppression. We know that closely examining texts that contain charged language may allow for connecting their meaning to larger contexts and that these are important conversations that drive learning. While this is true, the use of offensive language in the classroom should be considered in terms of its impact on learning, students' perceptions of their own safety, and the power differential in the classroom. **FS Action Requested: Consider value of the developing of Inclusive Language Guidelines for the campus and/or recommending other strategies to address these concerns.**
3. **Middle States Self-Study:** Our [Middle States Re-Accreditation](#) process is well underway. Kara Raab (AVP for Planning & Assessment) and Jessica Clark (Assistant Provost for Faculty Success and Associate Professor of Biological Sciences) have worked with the [Steering Committee](#) on a draft self-study design plan. Dr. Sean McKitrick, our Middle States liaison, will be on campus on March 28 and will hold an open session for the campus about the accreditation process. Faculty, students and staff will serve on each of the five [Working Groups](#). The [self-study timeline](#) culminates in a site visit by an external team in Spring, 2025. **FS Action Requested: Continue to encourage engagement with this important project.**
4. **Faculty Handbook:** The FH is updated and available on the [website](#). We recommend that we post updates/additions/edits in Updates section of the Faculty Handbook, note in the specific chapter to see Updates, and then embed the updates in the appropriate chapter of the next version of FH once a year (e.g., in March in conjunction with the updating of the Academic Catalog). These documents are archived annually. **FS Action Requested: Discuss process for including updating FH in a regular and sustainable way.**
5. **Free COVID test kits:** Available from Campus Health next week. See 3/9/23 email from Stay Informed for details. **FS Action Requested: None. Information item.**

**Faculty Senate Meeting with the Provost re: COVID-19 Impacts  
March 16, 2020**

**1) Current situation (see [www.salisbury.edu/coronavirus](http://www.salisbury.edu/coronavirus) for updates):**

- Effective 3/12, all State buildings closed to public; teleworking encouraged for all for whom this is possible.
- As a State university, SU following guidance and mandates from federal, State, and local authorities. Also monitoring guidance from accrediting bodies and professional organizations.
- Given differences across disciplines in pedagogy and accreditation requirements, Provost's Office is working with deans on several issues (e.g., continuity of research, clinical placements).
- Travel: Work-related domestic and international travel suspended until further noticed. Personal travel strongly discouraged.
- Study Abroad/International Students: Brian Stiegler is working with students to bring them home. Status of international students is TBD.
- Continuity of student support services (CSA, Tutoring, Counseling Center, Disability Resource Center, etc.) moving to online service delivery.
- University Housing closed until 4/4/20 with current exceptions for international and homeless students. At this time, not allowing other exceptions to limit exposure risk.

**2) Possible scenarios going forward:**

- University buildings as well as many businesses/services closed.
- Need to teach online for rest of semester.
- Unable to hold/need to postpone large gatherings like trainings/Honors Convocation/Induction Ceremonies/Commencement.
- Reoccurrence of COVID-19 outbreak next fall.
- Significant numbers of students, faculty and staff seriously ill/distressed or need to care for sick family members.
- Significant disruptions in daily life unrelated to University operations.
- Significant economic impact.

**3) Need to continue to work together to plan for contingencies in several areas**

- Need to develop an Academic Affairs Continuity of Operations Plan (COOP) ([note U. Oregon as potential model](#)).
- Impacts on students if not all learning outcomes are able to be delivered:
  - Impact on student success in subsequent courses?
  - Could content be delivered in an extended semester or late next summer/Fall mini-semester to students earning an Incomplete?
  - Is awarding a grade of P/F workable or only for some students (graduating students) or specific courses?
  - Emergency grades (U. Oregon may be good resource)
- Continuity of Research Plan – draft developed by Henson School/compliance guidance
- Continuity of Clinicals/Internships/Field Placements Plans – draft developed for CHHS and Seidel

- Process to monitor student attendance and need to record instructional time
- Academic misconduct concerns
- Student/faculty/staff access to technology
- Process to monitor absenteeism among faculty and staff
- Academic Freedom and Intellectual Property of Faculty
- Annual evaluations/Tenure & Promotion process
- Deadlines for various Academic Affairs and HR functions
- Continuity of Shared Governance