

TO: Faculty Senate

FROM: Jeff Gingerich  
Provost and Senior Vice President for Academic Affairs

DATE: February 9, 2021

RE: Faculty Senate Report

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### **Spring Semester**

Ready, set go! As you know, we are following a revised calendar for the spring semester (<https://www.scranton.edu/academics/registrar/academic-calendars/academic-calendar.shtml>). This semester we will have a similar mix of class modalities as we did last semester. Thank you to everyone who has adapted their classes (again) to meet the accommodations and adjustments required to keep us safe this semester.

As if the spring 2021 semester was not going to be challenging enough, we were “blessed” with two snow days on our first two days of classes. As announced earlier, after considerable deliberation about the policy for “snow days” this semester, we have decided that all classes (whether in-person or remote) will be cancelled when we have to make a decision to cancel classes due to weather. Faculty teaching in-person or hybrid classes should not expect to take their classes online when we call a weather delay or cancellation. The only exception to this policy will be the graduate online “special term” classes, which have always traditionally continued to meet even when snow days are announced. These classes will continue to meet unless the faculty member chooses to cancel.

Similar to last semester, I will continue the practice of updating faculty through email and online forums on important issues and topics. I will also meet regularly with Faculty Senate and FAC leadership to consult and update them on the important decisions that will help us make the spring semester successful. Please feel free to reach out to my office, to the dean’s office or to your faculty leadership with any concerns or questions that you might have.

### **Royal Safe Together**

The Royal Safe Together Plan has been updated, and we ask all faculty to please read through the plan again to familiarize yourself with its important campus protocols. Also, please continue to review the Monday Health and Safety updates from me and my colleagues.

Testing: <https://www.scranton.edu/royals-safe-together/tracking-and-reporting.shtml>: We have a new testing provider (CIC Health), but our process for testing will be similar to the fall. We resumed testing this week for those individuals who are coming to campus. Through this new provider, individual test results will be available within 48-72 hours of sample collection with

users able to learn of negative results through an online application. Anyone testing positive will be phoned individually by a medical professional.

The University expects to collect 1,000 samples to be tested each week, meaning that students and employees on campus will be tested as many as three or four times during the spring semester. Administration of the test will be different this semester: sampling for the tests will be conducted via an anterior nasal self-swab, supervised by licensed healthcare providers.

As in the fall semester, please watch for an email, which will identify the testing appointment for the coming week. Surveillance testing will take place Monday and Tuesday of each week from 8 a.m. to 4 p.m.

Vaccine: The [Pennsylvania Department of Health website on vaccination](#) includes the most up-to-date information available on the distribution of the vaccine across the Commonwealth. At this time, Pennsylvania remains in phase 1A of distribution. Education workers are in phase 1B. We were fortunate to provide access to vaccinations to a number of 1A employees and are continuing to identify more options for vaccines.

### **Notification of students missing class due to testing, quarantine, or isolation**

I want to acknowledge the challenges that we had in the fall semester in communicating to faculty the student absences due to quarantine or isolation. We have worked hard to develop a new system for communication that we hope will be much more effective for the spring semester. For the health and safety of students and the campus community, it will again be necessary for students to isolate or quarantine in the spring when testing positive or being identified as a close contact of someone testing positive, respectively. We learned much through the fall semester about the challenges of contact tracing and notifying faculty about students who cannot attend class. Based on your clear feedback, we are working to improve and increase this communication.

As I finalize this report, we are preparing to send an email about our new system for notification. Please read through this email and let me know if you have any questions.

As faculty did so well in the fall, we ask that you continue to support those students who are required to not come to class. The CTLE will continue to be a resource to help you with this. Students enrolled in fully remote classes will be instructed to continue in the class even when they are quarantined or isolated. If a student is too sick to participate in a remote class, they should notify the faculty.

### **Diversity and Inclusion Initiatives**

As we continue to battle the COVID-19 pandemic, I am particularly grateful to those who continue to fight against the deep American illness and shame of racism and exclusivity. A number of important conversations and educational opportunities continue to take place on campus. It is still one of my top priorities to seek an anti-racist strategy for our campus community, as well as to support other important diversity and inclusion programs.

I am appreciative of the newly-formed Black Student Union for continuing to give me and others feedback on their experience as students of color on campus. They and other students (including student government) are pushing us all to continue to do more to build a campus community that is more inclusive and welcoming, and that overcomes many of the institutional forms of bias and exclusion that impacts our great university.

A number of initiatives continue to move forward, including:

- The departments of History, Theology/Religious Studies, English, and Psychology received approval to run searches this year that were designed to increase the diversity of our faculty and curriculum. Our hope is that these faculty will work with current faculty to propose a new Black Studies program on campus.
- One of the primary supports for these searches was the working group on hiring for faculty diversity, which met frequently through the fall semester to discuss our strategy of hiring for all of our faculty searches. The group is finalizing a guide for hiring that will be helpful for us as we seek to create larger and more diverse pools of candidates.
- The Council on Diversity and Inclusion continues to meet. The Council provided important recommendations to the President's Office and it is my hope that they will continue to provide important strategic and practical recommendations as we move forward. They have completed a survey of the campus community regarding diversity and inclusion questions. Once the survey results are received and digested they will be strategizing next steps for this data and to continue to hear more voices on campus.
- One of the five goals of the new university Strategic Plan (passed by the Board of Trustees in September) addresses a "shared commitment to diversity and inclusion". One of the primary objectives for this goal is the development of a comprehensive, University-wide plan for diversity and inclusion, which will be developed through other objectives in the Strategic Plan, the related findings of our Middle States Self-Study, and the recent recommendations from the Council for Diversity and Inclusions, this work will inform the new Diversity and Inclusion plan. Leading this work, a Diversity and Inclusion Planning Team is bringing together the momentum and insights of two groups: the University Planning Committee and the Council for Diversity and Inclusion. In addition to presenting a draft plan, the Team will form recommendations for sustaining diversity and inclusion planning as ongoing area of practice. In its first phase of work, the Team will gather information and data across four broad areas:
  - Diversity and Inclusion in Student Life: Activities, Initiatives, and Programming
  - Diversity and Inclusion: Faculty and Staff Experience
  - Diversity and Inclusion in Academic Life: Curriculum, Learning, and Research
  - Diversity and Inclusion: Alumni and Community Experience
- Additionally, I want to recognize the multiple collaborative programs throughout the Fall and continuing in the Spring involving: Community Relations, colleges/school, Library, the Jesuit Center, OED, the Provost's Office, the Slattery Center for the Humanities, the Office of Community Based Learning, the Multicultural Center and many others. While

these were too numerous to name in this report, I know that a lot of intentionality and effort went into these events which led to many productive discussions. Folks are working to add an events page to the University's DEI website off of the University's main page to highlight University sponsored diversity and inclusion programs taking place this Spring.

While we do continue to make progress toward becoming a more diverse and inclusive campus, we still have a long journey ahead of us. I invite your comments, questions and ideas for how we can do better in order to become the strong and just community that we strive to be.

### **Associate Provost Search**

We will commence with the search to fill the permanent position of Associate Provost this month. I will contact the faculty members who were elected in the Fall to see if they are still able to serve on the search committee. We will not be securing a firm for this search, but it will be a national search. A big thank you to David Marx for filling the interim Associate Provost role this year.

### **Rankings**

The *Princeton Review* listed the Kania School of Management among the nation's "Best Business Schools" in its 2021 ranking of just 224 in the country. This is the 16<sup>th</sup> consecutive year we have been included in the listing of the nation's most elite business colleges.

*U.S. News* ranked the Finance Program at (No. 30), its Entrepreneurship Program at (No. 36), and its Accounting Program at (No. 44) in the country. They also ranked us among America's "Best Undergraduate Business Programs" (No. 201), and among the nation's "Best Undergraduate Engineering Programs" (No. 141 among U.S. schools where a doctorate is not offered.) In its overall ranking for colleges we ranked (No.6) among the "Best Regional Universities in the North," marking the 27<sup>th</sup> consecutive year that we ranked in the top 10 of its category.

*U.S. News* also ranked Scranton (No. 67) in the country for "Best Online MBA Programs for Veterans."

The *U.S. News & World Report's* 2020 "Best Online Graduate Programs" ranked The University of Scranton's online master's degree programs in business (excluding MBA) at (No. 48) and its online MBA program at (No. 111) in the nation.

### **Rank & Tenure**

The Board on Rank and Tenure committee held formal meetings on January 8, 9, 15 and 16 to review the applications of twenty-one candidates. The President received the recommendations from the Board, the candidate's department, the deans, and the Provost and has made his decision. I am meeting with candidates this week to notify them of the decision. Official campus notification of the candidates will take place only after the 30-day appeal window closes; and the appeals, if any are submitted and resolved.

### **Fulbright Scholarships**

I am delighted to report that seven remarkable seniors submitted applications for Fulbright

Scholarships this Fall to spend the 2021-2022 academic year overseas following their graduation.

The National Screening Committee of the Institute for International Education completed their review of the 11,728 applications they received this year. They will be notifying those recommended for National Semi-Finalist status in the coming weeks and forwarding their applications to the host countries, where the final decisions will be made in late Spring.

I want to take this opportunity to express my thanks to the members of the Campus Fulbright Committee for their assistance in interviewing and evaluating the seven applicants. I am also grateful to those faculty members who prepared language reports and wrote letters of recommendation on behalf of our students.

<u>Name</u>	<u>Application Field</u>	<u>Country</u>	<u>Major(s)</u>
Abigail Guziewicz	Teaching ESL	North Macedonia	Psychology; Philosophy
Jesse Hart	Biology	Switzerland	Neuroscience
Dagny Rippon	Business	Finland	International Business
Michael Samulevich	Chemistry	Poland	BCMB; Philosophy
Rachel Weber	Teaching ESL	Colombia	Hispanic Studies; Criminal Justice
Cara Webster	Biology	Germany	Neuroscience; Philosophy
Casey Welby	Teaching ESL	Czech Republic	Classical Languages; History

### **Faculty Development**

A call for Clavius Interdisciplinary Fund proposals was sent to faculty February 1, 2021. Applications should be submitted electronically to [provost@scranton.edu](mailto:provost@scranton.edu) or by campus mail to the Assistant Provost's Office no later than March 2, 2021.

A call for Summer Grants applications was also sent out to faculty on February 2, 2021. Please submit your application electronically to [provost@scranton.edu](mailto:provost@scranton.edu) or by campus mail to the Associate Provost's Office no later than March 05, 2021.

### **Sabbaticals**

The Faculty Research Committee approved the following sabbaticals for 2021-2022.

#### **Fall 2021**

John Deak  
Josephine Dunn  
Christopher Gillett (pre-tenure)

#### **Spring 2022**

Michael Allison  
Howard Fisher  
Mary Jane Hanson

Joan Grossman  
 John Kilker (pre-tenure)  
 Richard Klonski  
 Richard Larsen  
 Nathan Lefler  
 Yibai Li  
 Masood Otarod  
 Krzysztof Plotka  
 James Roberts  
 Robert Shaffern  
 Terrence Sweeney

Isil Ozgur  
 Peter Leininger  
 Meghan Rich  
 Maria Squire  
 Daniel West  
 Hank Willenbrink

**Academic Year 2021-2022**

Andrew LaZella  
 Jessica Nolan  
 Patrick Orr  
 Yamile Silva  
 Nicholas Sizemore

<b>Curriculum Approvals</b>	<b>Date Posted</b>
CSD 100: Exploring the Communication Sciences	11/9/20
CSD 103: Introduction to Phonetics	11/9/20
CSD 200: Foundations of Speech & Language Development & Psycholinguistics	11/9/20
CSD 203: Introduction to Developmental Speech & Language Disorders	11/9/20
CSD 303: Principles of Audiology	11/9/20
CSD 406: Introduction to SLP-Audiology in the Schools	11/9/20
FIN 5XXA: Body of Knowledge Part A	9/14/20
FIN 5XXB: Body of Knowledge Part B	9/14/20
FIN 5XX: Body of Knowledge	9/14/20
CSD 300: Scientific and Professional Writing in CSD	12/15/20
CSD 400: Anatomy and Physiology of the Speech and Hearing Mechanism	12/15/20
CSD 403: Introduction to Speech and Language Disorders in Healthcare	12/15/20
CSD 409: Speech & Hearing Science	12/15/20
CSD 412: Introduction to Research Methods in CSD	12/15/20
CSD 415: Foundations in Clinical Practice and Interprofessional Collaboration	12/15/20
ABA 590: Capstone	11/20/20
ABA 599: Thesis	11/20/20
T/RS 543: Jews, Christians and the Bible	12/9/20
ABA 545: Basic Behavior Analysis	1/20/21
ABA 572: Clinical Behavior Analysis	1/20/21
ABA 573: Introduction to Behavioral Pediatrics in Primary Care	1/20/21
ABA 580: Supervised Fieldwork Experience	1/20/21

**Course Change**

MATH 410: Introduction to Stochastic Processes	10/30/21
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**New Program**

MS in Health Informatics Data Analytics Specialization	12/2/20
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**Program Change**

Mathematics, BS	11/9/20
Masters in Finance	8/25/20
Theology/RS Major	11/30/20

**Program Deletion**

LPN-BSN Program	11/16/20
RN-BSN Program	11/16/20
Applied Mathematics, BS	10/30/20
Mathematics, BA	10/30/20
Biomathematics, BS	11/30/20

**Other Updates**

- Eighteen members of the 2024 class were selected to participate in our four-year Business Honors Program. Students complete honors study in areas such as accounting, analytics, economics, finance, international business, management, marketing, and operations. Another component promotes personal and professional development through Jesuit-inspired co-curricular and extra-curricular activities that emphasize experiential learning and service.
- PCPS received a \$25,000 gift from Mr. Lee Giaquinto with a \$5000 match from Medtronic for the Giaquinto Laboratory in Leahy Hall.
- PCPS received \$20,000 from Moses Taylor Foundation for the Speech and Language Laboratory in Leahy Hall.
- The Nursing Department was among two programs in the country presented with a 2020 Assessment and Impact Award for Nursing Education. The award recognizes colleges that have successfully used data to analyze and make changes to better their undergraduate nursing programs.
- The department was recognized for “high performance in satisfaction with instruction,” demonstrating how a nursing education program “can improve the student experience and support their accreditation efforts through strategically using data.” An analysis of the program highlighted the value of faculty efforts to build strong relationships with students and the impact of instructional changes that increased hands-on experiences in the curriculum.
- The Nursing Departments pass rate for the National Council Licensure Examination for first-time test takers for graduates with a bachelor’s degree, according to the latest figures available, was 98.72%. The national average was 91.22% according to the National Council of State Board of Nursing website.

- Ten incoming freshmen began the Magis Honors Program in STEM, which offers talented students a more intense, interdisciplinary experience of research in science, technology, engineering, and mathematics. It combines the development of STEM knowledge and research techniques with programing to further the students' understanding of the impact science has on society. The Magis Honors Program in STEM is the University's fifth honors program.
- The Library awarded two Affordable Learning Implementation Grants for Spring 2021. The grants help faculty to reduce the financial burden on students by eliminating expensive for-cost textbooks and course materials and replacing them with no-cost or low-cost educational resources.
- The Library received a donation of books that belonged to Louis Mitchell, Ph.D., a former professor in our English department. The collection contains about 100 rare books, mostly 18<sup>th</sup> century literature, and a small collection of books and documenting African-American history and periodicals for African-American scholars.