TO: The Faculty Senate

FROM: Harold W. Baillie, Ph.D.
Provost and Vice President for Academic Affairs

DATE: April 16, 2010

SUBJECT: Provost’s Report for April 2010

CLARIFICATION OF PREVIOUS REPORT
In February, the FSCC presented to the Senate its approval of the Women’s Studies major. My March report did not include notification that I approved the new major. Let the record state that I did approve it.

BOARD OF TRUSTEES
The Board of Trustees will be meeting on May 5, 2010. I will bring the language revisions and additions regarding family and medical leave, irregular loads for faculty specialists, sabbatical application deadlines, the role of faculty in the search for tenure-faculty, and the annual reappointment and non-reappointment of the non-tenure tenure-track faculty.

ADMINISTRATIVE SEARCH
Dr. Brian Conniff has been appointed Dean of the College of Arts and Sciences effective July 1, 2010. The announcement was circulated April 6th, and it is also posted on the Provost’s Blog.

FACULTY SEARCHES
Various DEPARTMENTS are still in the midst of faculty searches. We have currently filled twelve positions. The new hires for 2010-2011 are listed below.

Yi Ren
Assistant Professor
Accounting

Michael Allocca
Lecturer
Mathematics

Patrick Clark
Assistant Professor
Theology/RS

Gina Kucinski
Lecturer
Mathematics

Gregory Bradley
Assistant Professor
Theology/RS

Andrew LaZella
Assistant Professor
Philosophy

Kathryn Meier
Instructor
History

Matthew Meyer
Assistant Professor
Philosophy
Marc Seid  
Assistant Professor  
Biology

Jennifer Cutsforth  
Assistant Professor  
Education

Michelle McHugh  
Assistant Professor  
Library

Sehba Mahmood  
Assistant Professor  
Education

FACULTY DEVELOPMENT
Provost Enhancement Awards

Dr. Kevin Wilkerson  
Excellence in the Scholarship of Teaching and Learning

Dr. Rob McKeage  
Excellence in the Scholarship of Teaching and Learning

Dr. Abhijit Roy  
Excellence in Scholarly Publication

Dr. Ann Pang-White  
Excellence in Advancing Global Learning

Prof. David Hair  
Excellence in Advancing Interdisciplinary Study

Dr. Lori Bruch  
Excellence for University Service and Leadership

Dr. Gerald Biberman  
Excellence in Integrating Mission and Justice into the Curriculum

Dr. Robert Spalletta  
Excellence in Integrating Sustainability into the Curriculum

Dr. Argyrios Varonides  
Excellence in Integrating Sustainability into the Curriculum

Fr. Ronald McKinney, S.J.  
Excellence in Adapting Classic Principles of Jesuit Pedagogy into the Curriculum: The Magis Award

Case Professor of the Year

Dr. William Rowe was presented a certificate as our Case Professor of the Year 2009.
Dr. Josephine Dunn was named as our nominee for the Case Professor of the Year 2010.

Summer Grants

Dr. Declan Mulhall  
A Statistical test for missing levels in quantum spectra based on the $\Delta_3$ statistic.

Dr. Marc B. Shapiro  
Changing the Immutable: How Orthodox Judaism Rewrites Its History

Dr. Terrence E. Sweeney  
Development and Pedagogical Use of a mechanical Model of the Cardiovascular System

Dr. AC Varonides  
Quantum Photovoltaics: the case of High Efficiency Solar Cells A Theoretical study

Dr. Habib Zanzana  
Domestic Violence in Contemporary Cinema in Spain and Latin America: A Portfolio Analytic Model of Social Responsibility

Clavius Awards

Dr. Stephen Whittaker  
Faith & Reason

RANK AND TENURE
The following is a list of faculty members who have been promoted and/or received tenure effective in the fall of 2010:
Professor
Dr. Josephine Dunn  History
Dr. Ann Pang-White  Philosophy

Associate Professor
Dr. Dona Bauman  Education
Dr. Rebecca Dalgin  Counseling/HS

Assistant Professor
Dr. Kim Subasic  Nursing

Associate/Tenure
Dr. Stacey Muir  Math
Dr. Declan Mulhall  Physics

Tenure
Dr. Thomas Shimkus  Math
Dr. Kevin Wilkerson  Counseling/HS
Dr. Vanessa Silla-Zaleski  Education
Dr. Joseph Kraus  English & Theatre
Prof. Bonnie Oldham  Library
Dr. Abhijit Roy  Management/Marketing
Dr. Steven Szydlowski  HA/HR

UNIVERSITY CATALOGS
We are considering not publishing the traditional glossy graduate or undergraduate catalogs this summer. The reasons for this include the recognition that they are not as useful as they once were for recruitment; students are more inclined to look online for these materials; there is a large cost tied to this publication; and we have moved to software that will allow more effective and reliable creation of the catalog. This software will also allow establishing a final product for each year and to archive each year’s catalog. Printed versions of the catalog (albeit less fancy) will still be available for anyone who would like one. If you have concerns or comments feel free to send them to me.

RENTAL TEXTBOOKS
Follett and the university have entered into an arrangement in which students may rent a textbook for a given semester at a substantial savings off the cost of a new or used textbook. Faculty members would order the textbook as they do now (although Follett would like the orders in the spring semester as they do prefer even now), and Follett would provide students with the option to rent. Students may highlight or write in their text as if they owned it and simply return it at the end of the semester.

UNIVERSITY OF SCRANTON PRESS and THE CPTD
For budgetary reasons, the University of Scranton Press and the Center for Professional Training and Development will be phased out beginning May 31, 2010.

INSTRUCTIONAL TECHNOLOGY
It is strongly considering moving e-mail off campus either to Google or to Microsoft. If you have concerns or comments, please send them to Jerry DeSanto.
GOLDWATER SCHOLARSHIPS:
Maria Gubbiotti, a junior BCMB major, was named a Goldwater Scholar. This year 278 scholarships were awarded out of 1,111 nominees. As special thanks to Mary Engel, Director of Fellowships and Scholarships, and the students’ recommenders, for a great job in supporting all our candidates.

FULBRIGHT SCHOLARS:
As of this writing, three students have won Fulbright Scholarship. Makenzie Lind has been awarded a Fulbright to Finland where she will do neuroscience research and graduate course work at the University of Helsinki. Mary Elise Lynch is going to Kenya to study biochemistry. Finally (for now), Mary Martin will be teaching English as a Second Language in Indonesia. This year we had a total of seven finalists for Fulbright Scholarships, and there are two still in the running.

OTHER STUDENT ACCOMPLISHMENTS:
At the Institute for Public Policy and Economic Development’s 3rd Annual Northeastern Pennsylvania Faculty Symposium, the Best Faculty-Student Research Award was awarded to one of our students, Benjamin Redan, a junior from Tunkhannock. A product of research with Dr. Spalletta and Dr. Varonides his presentation was titled, “A Low-Cost Passive Solar Array Reflector Project Proposal.” Presentations were evaluated on the basis of their organization and expression, scholarship, and potential for improving the quality of life in Northeastern Pennsylvania.

A team of five KSOM students placed second at the Investment Research Challenge competition sponsored the CFA Society of Philadelphia. The competition challenged teams from top business schools to write an equity research report on a publicly traded company and present it to a distinguished panel of experts. A team from The University of Pennsylvania placed first. Members of The University of Scranton’s team are, standing from left, Blaise Schultheis of Clarks Summit; Fred Fuchs of Whitehouse Station, N.J.; John Walker of Waverly; Tom Prokop of Lansdale; and Mike Dwier of Voorhees, N.J. The other teams making up the five finalists represented Millersville University, St. Joseph’s University and Villanova University.

Three outstanding KSOM students were selected to attend The Scholars Institute at Monmouth University in New Jersey; Christopher Sullivan and Ryan Nolan, who are completing their junior year this semester, and Christian Dugan who is completing his senior year.

FACULTY BOOK DISCUSSION AND DINNER
At least twenty-three faculty are participating in this year’s faculty book discussion. The book that has been chosen for this year’s discussion is The Marketplace of Ideas by Louis Menand. It is a humorous and insightful discussion of general education and the liberal arts. The event will be held on May 12, 2010 at 6:00 pm in The DeNaples Center Room 406. More are welcome.

COMMITTEES
The Faculty Handbook Committee continues to work on revising language concerning the voting rights of lecturers, faculty specialists and visiting professors, date of renewal of contracts for 2nd year faculty, and faculty/staff distinction. The Academic Policy Committee and the Deans’ Group continue their review of our advising activities and how we assess them.

CHAIRPERSON ELECTIONS
The following Departments elected a new chairperson:

<table>
<thead>
<tr>
<th>Department</th>
<th>Chairperson</th>
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<tbody>
<tr>
<td>Chemistry</td>
<td>Dr. David Marx</td>
</tr>
<tr>
<td>Philosophy</td>
<td>Dr. Ann Pang-White</td>
</tr>
<tr>
<td>Sociology/CJ</td>
<td>Dr. Harry Dammer</td>
</tr>
<tr>
<td>Education</td>
<td>Dr. Gloria Wenze</td>
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<tr>
<td>Exercise Science &amp; Sports</td>
<td>Prof. David Hair</td>
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</table>
The Department of Economics/Finance's election resulted in a tie. We are following the procedure outlined in the Faculty Handbook to resolve the situation.

**CURRICULUM APPROVALS**

**New Courses:**
LIT 220E/220F Fairytales  
posted 3/26/2010

**Program Change:**
Reduction in Credits for Biology Major and Cognate  
posted 2/9/2010

**CIVIC ENGAGEMENT**
The Sustainability Task Force has partnered with the City of Scranton and area businesses to organize several activities for Earth Week.

- **Sunday, April 18**  
  Street Sweep

- **Monday, April 19**  
  Concert by Monty Are I

- **Tuesday, April 20**  
  Education for Justice Teach-In
  Earth Fair
  Movie -- Food, Inc.

- **Wednesday, April 21**  
  Lecture by Dr. Don Winkelmann

- **Thursday, April 22**  
  Green Scranton Walk

- **Friday, April 23**  
  Fair Trade Fair
Family and Medical Leave

13.1 Short-Term Illness or Disability (STD)

**Current Language:**

An employee unable to meet usual and normal faculty responsibilities must notify the chair of the department, or the appropriate authority. The chair will consult with the employee, when possible, and recommend to the Dean a plan for covering vacated responsibilities. Ordinarily, during the first two weeks of STD, department members are called upon to cover the classes with no additional compensation. Beginning the third week of coverage, faculty covering classes will be compensated on the basis of a pro-rated overload.

**Revised Language:**

A faculty member unable to meet usual and normal faculty responsibilities must notify the chair of the department, or the appropriate authority. The chair will consult with the faculty member, when possible, and recommend to the Dean a plan for covering vacated responsibilities. Ordinarily, under STD leave, during the equivalent of two weeks of regular semester class meetings, department members are called upon to cover the classes with no additional compensation. Beginning with the third week of coverage within a semester by a particular faculty member, he or she will be compensated on the basis of a pro-rated overload. In exigent circumstances (for example, when no department member is able or available to cover a particular course), the Dean, in consultation with the Provost/VPAA, may elect to hire an adjunct faculty member to cover any or all of the vacated responsibilities, until such time as the faculty member returns from STD leave.

13.2 Pregnancy and Childbirth

**Current Language:**

The usual pregnancy and childbirth leave allows for four paid weeks before the expected due date and six paid weeks after delivery. When necessary, medical documentation will allow for an expanded pregnancy and childbirth leave. See 21.3 C about the extension of the probationary period for tenure because of childbirth or adoption.

**Revised Language:**

13.2 Maternity and Parental Leave

The usual maternity leave entitles a faculty member to eight contiguous weeks of paid disability leave before and/or after childbirth. The faculty member must consult with the department chair and dean as soon as possible, before the birth, to assist in the development of plans to cover the faculty member’s responsibilities. If additional time is
needed in the form of paid or unpaid leave, the provisions of 13.1 Short-Term Illness or Disability (STD) and 13.5 Family and Medical Leave will apply.

In addition, the University will provide two weeks of paid parental leave within six months after delivery to any faculty member who becomes a parent because of the birth of a child. When taken in conjunction with maternity leave, the two weeks of parental leave must be contiguous with the maternity leave.

Ordinarily, during the equivalent of two weeks of regular semester class meetings, department members are called upon to cover the classes of a faculty member on maternity and/or parental leave with no additional compensation. Beginning the third week of coverage, faculty covering classes will be compensated on the basis of a pro-rated overload.

See 21.3 C about the extension of the probationary period for tenure because of childbirth or adoption.

13.3 Family and Medical Leave

New Section:

A faculty member who chooses to take unpaid leave under the Family and Medical Leave Act (FMLA) must notify the department chair. After consultation with the faculty member, the chair will recommend to the Dean a plan for covering vacated responsibilities. Ordinarily, under FMLA leave, during the equivalent of two weeks of regular semester class meetings, department members are called upon to cover the classes with no additional compensation. Beginning with the third week of coverage within a semester by a particular faculty member, he or she will be compensated on the basis of a pro-rated overload. In exigent circumstances (for example, when no department member is able or available to cover a particular course), the Dean, in consultation with the Provost/VPAA, may elect to hire an adjunct faculty member to cover any or all of the vacated responsibilities, until such time as the faculty member returns from FMLA leave.

13.4 STD and Family and Medical Leave Act (FMLA) Transition formerly 13.3

Current Language:

The nature of teaching and the structure of the semester do not always present convenient transitions between classroom work and STD. (Examples of possible inconvenient transitions: an employee is ready to return to work mid-semester; an employee will have to leave work at mid-semester.) In the case of an inconvenient STD transition faculty members will be expected to accept reasonable work assignments specified by the appropriate Dean in consultation with the faculty member and the department chair. Such assignments must be consistent with the normal faculty responsibilities set forth in section 5 of this Handbook. Faculty working under these conditions will receive full pay and benefits. Faculty not offered the opportunity to work under these conditions will also receive full pay and benefits.

Faculty who anticipate an inconvenient STD transition or who are in the process of returning from an STD are expected to discuss the transition with their Dean and inform the Chairperson of FAC, in writing, that consultation with the Dean has occurred.
The University will inform the Chairperson of FAC of all cases processed under this provision of the Handbook. The notification will include the individual's name and work assignment.

**Revised Language:**

The nature of teaching and the structure of the semester do not always present convenient transitions between classroom work and STD or Family and Medical leave. (Examples of possible inconvenient transitions: a faculty member is ready to return to work mid-semester; a faculty member will have to leave work at mid-semester.) In the case of an inconvenient STD or FMLA transition, faculty members will be expected to accept reasonable work assignments specified by the appropriate Dean in consultation with the faculty member and the department chair. Such assignments must be consistent with the normal faculty responsibilities set forth in section 5 of this Handbook. Faculty working under these conditions will receive full pay and benefits. Faculty not offered the opportunity to work under these conditions will also receive full pay and benefits.

Faculty who anticipate an inconvenient STD or FMLA transition or who are in the process of returning from an STD or Family and Medical leave are expected to discuss the transition with their Dean and inform the Chairperson of FAC, in writing, that consultation with the Dean has occurred.

The University will inform the Chairperson of FAC of all cases processed under this provision of the Handbook. The notification will include the individual's name and work assignment.

**13.5 Continuity of Service formerly 13.4:**

**Current language:**

For consideration of promotion in rank or advancement to tenure, time spent on disability is not to be included in a calculation of continuous service.

**Revised Language:**

Ordinarily, in the calculation of continuous service for promotion in rank or advancement to tenure, any combination of disability and/or Family and Medical leave totaling less than six months will be included, while any combination of disability and/or Family and Medical leave totaling six months or more will not be included. A faculty member seeking an exception to this rule may petition the Provost/VPAA (no later than November 1 of the year of any scheduled rank and/or tenure review), who will consult with the faculty member's home dean before rendering a decision.
5.5 Normal Teaching Load

Current Language:

A. The normal teaching load for full-time faculty for the Fall and Spring semesters will be twenty-one credit hours, with no more than twelve credit hours per semester. In the College of Arts and Sciences and the Kania School of Management, alternate distributions of the twenty-one credit hours for the academic year must have the agreement of the faculty member and the concurrence of FAC. Such alternate distributions cannot exceed one course per semester. FPC will inform FAC of any variances of section 5.5A that occur within the Panuska College of Professional Studies.

Revised Language:

A. The normal teaching load for full-time faculty for the Fall and Spring semesters will be twenty-one credit hours **(twenty-four credit hours for faculty specialists)**, with no more than twelve credit hours per semester. In the College of Arts and Sciences and the Kania School of Management, alternate distributions of the normal teaching load for the academic year must have the agreement of the faculty member and the concurrence of FAC. Such alternate distributions cannot exceed one course per semester. FPC will inform FAC of any variances of section 5.5.A that occur within the Panuska College of Professional Studies.

Sabbatical Leave

12.2 Approval Process

Current Language:

The application is submitted to the faculty member’s department chair, who will make a recommendation on the proposal and the department’s ability to cover courses during the sabbatical, then forward it to the appropriate Dean. The Dean will make a recommendation regarding the proposal, then forward it to the Faculty Research Committee. Recommendations of the chair, Dean and committee will be submitted to the Provost/VPAA, who will decide to grant or refuse the request for sabbatical leave. The Provost/VPAA may defer a sabbatical leave for programmatic and/or financial reasons. In such an instance, the faculty member will become eligible for a subsequent sabbatical early, by the same number of years that the previous sabbatical was deferred.

Revised Language:

The application is submitted to the faculty member’s department chair, who will make a recommendation on the proposal and the department’s ability to cover courses during the sabbatical, then forward it to the appropriate Dean **by September 22**. The Dean will make a recommendation regarding the proposal, then forward it to the Faculty Research Committee. Recommendations of the chair, Dean and committee will be submitted to the Provost/VPAA, who will decide to grant or refuse the request for sabbatical leave. The Provost/VPAA may
defer a sabbatical leave for programmatic and/or financial reasons. In such an instance, the faculty member will become eligible for a subsequent sabbatical early, by the same number of years that the previous sabbatical was deferred.

Faculty Role in the Search for Tenure-Track Faculty

Appendix V:

New Section:

M. With regard to the search for non-tenure-track faculty (lecturers and faculty specialists), the procedures outlined in this appendix should ordinarily be followed. In exigent circumstances, such as the sudden loss of a full-time faculty member, the home dean (ordinarily in consultation with the department chair) may modify or abbreviate these procedures, but all eligible department members must be notified of the opportunity to participate in the hiring process.

Annual Reappointment and Non-Reappointment of Non-Tenured Tenure-Track Faculty

Appendix VI:

Current Language:

B. Candidate's Review of Recommendations

At least ten calendar days prior to the date specified for forwarding the recommendations to the Dean, the chair will send the candidate a copy of each recommendation. These recommendations and all subsequent communications with the candidate shall be sent to the campus address unless the candidate has specified in writing to the Provost/VPAA an alternative address. Candidates shall have the right to review these recommendations and send written responses for inclusion in their evaluation files within the specified period. The chair shall forward all recommendations to the Dean in accordance with the timetable.

Revised Language:

B. Candidate's Review of Recommendations

At least ten calendar days prior to the date specified for forwarding the recommendations to the Dean, the chair will send the candidate a copy of each recommendation. These recommendations and all subsequent communications with the candidate shall be sent to the campus address unless the candidate has specified in writing to the Provost/VPAA an alternative address. The chair shall forward all recommendations to the Dean in accordance with the timetable. Candidates shall have the right to review these recommendations and send written responses to the Dean (and, at the candidate's discretion, to the department chair) prior to the date specified for forwarding the recommendations to the Dean.
Appendix VI:

Current Language:

C. Dean's Review

The Dean shall review all recommendations that have been received and may consult with other appropriate deans. The Dean’s reasons for supporting or not supporting the recommendations of the department shall be stated in writing. The Dean shall forward this statement, along with copies of any written recommendations from other appropriate deans, to the candidate and the chairperson who shall provide tenured members of the department with assess to these recommendations. The Dean shall also forward all recommendations to the Provost/VPAA.

Revised Language:

C. Dean's Review

After the date specified for forwarding recommendations to the Dean, the Dean shall review all recommendations and responses that have been received and may consult with other appropriate deans. The Dean's reasons for supporting or not supporting the recommendations of the department shall be stated in writing. The Dean shall forward this statement, along with copies of any written recommendations from other appropriate deans, to the candidate and the chairperson who shall provide tenured members of the department with access to these recommendations. The Dean shall also forward all recommendations and responses to the Provost/VPAA for inclusion in the evaluation file.