TO: Faculty Senate
FROM: Harold W. Baillie, Ph.D.
       Provost and Vice President for Academic Affairs
DATE: September 17, 2010
RE: Provost Report

FACULTY HIRING:
We hired thirty-nine new faculty members for 2010-2011, thirteen on tenure track, twelve
assistant professors, one instructor, nine lecturers, fifteen faculty specialists and one
visiting associate professor, and one visiting assistant professor (cf. Appendix 1). Since
many of the faculty specialists and some lecturers are rehires (the two positions are based
on one year contracts), there are a total 21 new faculty on campus.

New faculty orientation again includes two sessions, one in the summer and one in the
spring. The first orientation sessions covered issues on classroom management, students
with disabilities, CTLE services, and safety issues, support services that are available for
students and faculty, and our Ignatian identity. In February, faculty research and research
policies, and the rank and tenure process will be the central topics of concern.

We received twenty-four requests for new and replacement faculty hires for 2011-2012
and five requests for staff hires. Discussions with the deans and departments are
continuing and approvals, if not already done, will be done by the beginning of next
week.

ADMINISTRATIVE SEARCHES:
There will be one academic administrative search this year, for associate provost for
academic affairs. The search committee consists of four faculty members, elected by the
faculty according to the procedures of the Faculty Senate, one administrator appointed by
the President, and two members of the professional staff, appointed by the
Provost/VPAA. The committee members are:

   Faculty:
      Gerald Biberman   Marketing/Management
      Marion Farrell    Nursing
      George Gomez      Biology
      Jean Harris       Political Science
Administrator:
  Brian Conniff
Professional Staff:
  Anne Marie Stamford
  Mark Murphy

ACADEMIC PLANNING:
We are working to add details and assessment strategies to the tactical (three year) plan to support the vision of the new strategic plan. A presentation will be made at the Board retreat in October and draft material will be made available to the Faculty Senate for its October meeting.

CURRICULUM PROPOSAL
I have attached a formal proposal for the curriculum reforms I proposed last year. I have also attached an excel spread sheet that details my thoughts on the issues raised by the Faculty Senate subcommittee on April 16 of last spring.

There are nine pilots of the freshmen seminar in place this fall, enrolling 120 students. The faculty members teaching those pilots have met and we have stayed in touch to monitor how the seminar is going. Responses from the faculty have been positive and creative. I look to having something more formal later in the semester as experience with the pilots is gained. I have attached to this report a statement of learning outcomes for the seminar and a brief narrative that I shared with the pilot faculty over the summer.

I will put all these documents on the Provost’s website under a heading “Curriculum Proposal” at the top of the left hand navigation bar and I will sent an e-mail to all faculty to alert them to this posting.

There are several suggestions in the Faculty Senate report that call for the development of additional student support in a variety of skill: public speaking and writing (*eloquentia perfecta*), timely computer software training, and wellness. I am in the midst of discussions with deans, the CTLE, Student Affairs and the Exercise Science and Sport department about establishing co-curricular means to address these concerns. Further, I ask the Faculty Senate to create a set of committees to address these concerns. I note that the *eloquentia perfecta* suggestion is a very good one and raises significant curricular opportunities and challenges. I look forward to the Senate’s creativity and commitment on that idea.

What jumped out at me in the senate report last April was the concern with foreign languages and more generally a concern with second majors. My suggestion is that the fifteen free electives, which are excluded from use by a student’s first major, be open to use by a second major, including of course foreign languages.

I look forward to a thorough exploration of the work done so far and hope to develop and implement the proposal in conjunction with the Faculty Senate and other faculty and student bodies as appropriate. I would like to stay with the proposed original timeline of
implementation in the fall of 2011. To that end I also request that the Faculty Senate do what it can to expedite the discussion of this proposal and to encourage faculty to consider developing and teaching a freshmen seminar now so they are prepared for the fall. I also recognize that there are inevitably “loose ends” that will make the full implementation of this proposal the task of two to three years.

DEADLINES AND PROVOST EVENTS:
- **Intersession Grants Proposals**: the deadline for submission of Intersession Grant Proposals is October 4, 2010.

- **Rank and Tenure**:
The timeline for application for rank or tenure has been distributed and is available on the Provost’s website. The public meeting to review the process of applying for rank or tenure will be held Thursday, September 16th. Wednesday, September 29th is the deadline for faculty members to inform my office of her or his intent to apply.

- **Brown Bag Lunches**:
Brown Bag Lunches have been scheduled for October 21st, November 11th, February 10th, March 10th, April 14th, and May 12th. They are scheduled from 11:45 a.m. to 12:45 p.m. in the Provost Conference. A light lunch is provided. My office sends out a notice to full-time faculty announcing the topic of each luncheon and a reminder of the date. Suggestions for topics are welcome.

TASK FORCE ON ON-LINE AND WEB-BASED COURSES
I have received the report of the Task Force dated August 26, 2010 and look forward to working with the Faculty Senate on its recommendations.

FULBRIGHT SCHOLARS AND VISITING FACULTY:
We have three visiting scholars, four Fulbright foreign language teaching assistants and have appointed an affiliated senior fellow.

Ayad Haboubi, has been appointed by the University of Scranton as an Affiliated Senior Fellow of Rehabilitation Sciences to our programs of study. He completed his doctoral work from Strathclyde University, Glasgow, UK in Bioengineering 1983. Dr. Haboubi recently retired from Allied Services Rehabilitation Hospital, PA as Director of Rehabilitation Technology and Radiology (1989 - 2010).

Dr. Jinghuai She, Visiting Professor comes to Scranton from a position as Associate Professor of Electronic Commerce and Corporate Finance at our partner university Capital University of Economics and Business, China for the fall 2010 semester. He earned his Bachelor’s degree in International Economics from Jinan University, China and his Ph.D. in Industrial Economics from Xi’an Jiaotong University, China.

Yique Zhao, Visiting Professor of World Languages and Cultures, comes to Scranton from a position as Instructor of Chinese Language at Henan College of Education. He has
his M.A. in Chinese Language and Literature from Guangxi University and a B.A. degree in Chinese Language and Literature from Henan College of Education.

Xiaojing (Irene) Wang, Visiting Professor of World Languages and Cultures, also comes to Scranton from a position as Instructor of Chinese Language at Henan College of Education. She has a B.A. degree in English Education from Henan Normal University and is currently completing her M.A. in Foreign Language Studies and Applied Language Studies at the University of International Business and Economics in Beijing.

The Fulbright foreign language teaching assistances are taking courses and teaching their native languages.

Ms. Cécilia Launat, France
Mr. Ennio Navarta, Argentina
Mr. Kouji Kimura, Japan
Ms. Wen Guan, China

Junior Faculty Seminar:
A Junior Faculty Seminar was conducted in August under the guidance of Fr. Ronald McKinney, S.J., regarding the Nature of a Catholic and Jesuit University in the Twenty-First Century. The purpose of the seminar was to explore the roots of the Catholic intellectual tradition and how those roots support our institution and a centuries-old network of colleges and universities. Ten faculty members participated in this year’s seminar making a total of fifty-eight faculty who have completed the program over the last four years.

Sabbaticals:
The following faculty will be taking sabbaticals during the 2010-2011 academic year:

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<tr>
<td>Brigid Frein</td>
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<td>Marlene Morgan</td>
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<td>Thomas Shimkus</td>
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<td>Anthony Ferzola</td>
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<td>Renee Hakim</td>
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<td>Robert Smith</td>
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FACULTY DEVELOPMENT:
All faculty development occurs within the context of the Faculty Research Advancement Plan. The aim of the FRAP “is to formalize and systematize long-standing University practices of tenured faculty review and development into a more comprehensive and systematic structure, to provide additional opportunities for recognition of faculty improvement and/or excellence, and to address workload distribution in a fair and equitable manner. Every three years, tenured faculty must submit an advancement plan to their deans, which will be used only for the following purposes: 1) to assist faculty in identifying necessary resources needed to enhance their teaching, scholarship, and/or service; 2) to assist administrators in planning for faculty development initiatives and resources, release time and sabbaticals; 3) to assist administrators in allocating development resources to faculty members; 4) to enhance communication between faculty and administrators on needs relating to academic programs and mission-related goals and objectives; 5) to provide deans and faculty with a regular formative evaluation that encourages, recognizes, and supports faculty excellence."

Faculty Grants:
During the 2009-2010 academic year the following grants were awarded to our faculty:
Seven Intersession Grants; Six Summer Grants; One Clavius Grants; and Five University of Scranton/Marywood Cooperative Grants

Internal Research Funding:
Thirteen faculty research awards, for a total of $29,843.00, were made in spring 2010 for scholarly activities to be developed in summer 2010 and during the 2010-11 academic year. Funds from other sources to complement the internal allocations are $7,500.

Marywood Cooperative Grants:
Five University faculty are recipients of a University of Scranton-Marywood Cooperative grant. The grants involve teams of faculty from both institutions and support work through the 2010-11 academic year. The University faculty and their projects are: Professor Annie Hounskou: A Course in the Aesthetics of African Art: Form and Philosophy; Dr. Riaz Hussain: Positive Psychology and Career Decision-Making of Ethnic Adolescents; Prof. Richard Larsen: The Adventures of Tom Sawyer adapted by Laura Eason; Prof. Patricia Wright: Developing Community Support for Bereaved Mothers; Dr. Joe Vinson: The Use of LCMS to Detect, Identify and Quantify Telomerase-Bound Polyphenols in vitro.

Faculty Travel:
Faculty Travel funds supported 163 faculty traveling to conferences in 2009-2010.

Summer Presidential Scholars:
Six summer Presidential Fellowships (Summer Research Grants for faculty-mentored students) were awarded. The student-faculty awardees are listed below:
Christine Bennett-Jessica Nolan, Psychology; Michael Coco-Joe Vinson, Chemistry; Maria Gubbiotti-Timothy Foley, Chemistry; Koanna Klimaski-Daniel P. Haggerty, Philosophy; Caitlin McCarthy-John Deak, Chemistry; Brandon Kujawski –Robert Waldeck, Biology.

**TCMC Adjunct Appointments:**
Fourteen research faculty in The Commonwealth Medical College were provided status as adjunct faculty at The University of Scranton. The appointments reflect the close relationship of The Commonwealth Medical College and The University of Scranton and they are intended to promote that relationship with the goal of continuing and enhancing, where possible and desirable, collaborative projects in teaching, scholarship and service. Adjunct status also recognizes the mentoring role that the Medical College faculty have provided to some University students – a role which complements nicely that tradition which exists among University of Scranton faculty.

**Spring Student Research Day:**
Over thirty students provided presentations of their research activities during the annual Student Research Day held on Tuesday, 27 April.

**New Policies for Sponsored Research:**
The Office of Research and Sponsored Projects (Dr. Tabbi Miller-Scandle) collaborated with the Finance Office (Ms. Therese Kurilla) to draft a document of policies to ensure that University proposals submitted for external support of research and other sponsored projects comply with all University and government financial and other policies. The document will be reviewed by the administration and faculty groups during the fall 2010.

**EDUCATION FOR JUSTICE:**
The Education for Justice Program will have its theme for 2010-2011 “Peace and Reconciliation.” In part, this will support the Year of Rwanda, but its concerns will stretch beyond that country.

**SUSTAINABILITY:**
**Sustainability Task Force Workshop:**
In May 2010, the sixth sustainability workshop was conducted with eight faculty participating. The purpose of the workshop is to enhance teaching and engagement with sustainability issues by infusing sustainability into the curriculum at the University of Scranton. To date, fifty-seven faculty have participated in the workshop across many disciplines.

**ASIAN STUDIES AND THE CONFUCIUS INSTITUTE:**
As noted above, we have two Chinese scholars visiting us this year. Mr. Yique Zhao will be teaching Mandarin in our World Languages Department. Ms. Xiaojing (Irene) Wang will be teaching in the Abington Heights School District as part of our cooperative efforts with the local community. At present, we are awaiting the final decisions by the Chinese
government and their New York Consulate as to whether we are awarded a Chinese Institute or a Chinese Classroom (the basic difference is the amount of support we would get from the Chinese government). This year our visiting scholars are supported by the Henan College of Education and the Henan Provincial government.

The Asian Studies Concentration is in full operation this fall. Its curriculum has been approved and is in the catalog and academic schedule. As part of its program, Asian Studies will be offering a program of co-curricular activities based on different Southeast Asian countries. The following is the line-up followed by monthly organizers noted in parentheses.

- September 2010: Taiwan (Ann Pang-White)
- October 2010: Japan and Korea (Shuhua Fan)
- November 2010: Thailand, Indonesia, etc. (Mike Simons and Steve Jones)
- February 2011: China (Susan Trussler and David Black)
- March 2011: India (Abhijit Roy)
- April 2011: The Philippines (George Gomez)

A BRIEF REVIEW OF IMPORTANT CURRENT ACADEMIC ACTIVITIES:
College of Arts and Sciences:

- The Department of Physics and Electrical Engineering and SCHOTT specialty glass manufacturer, have received $2.8 million in federal funding to create one of the world’s most powerful lasers. This project has potential implications not only for the manufacturing of specialized glass but also for the exploration of fundamental process in chemistry, biochemistry, materials science and physics.

- The Computer Science Department has completed its self-study for reaccreditation by the Computing Accreditation Commission of ABET (formerly the Accreditation Board for Engineering and Technology). Preparations are now being competed for an ABET site visit in October.

- A University of Scranton team placed second out of 34 teams at the Garden State Undergraduate Mathematics Competition. In individual competition, Scranton placed two students in the top four.

- The University hosted the eighth triennial Conference on the History of Women Religious. With a theme of “Confronting Challenges: Women Religious Respond to Change,” the Conference featured more than 100 scholars and topics including “Women Religious and Health Care,” “Vatican II and Beyond,” and “Women Religious and Foreign Policy.”

- An Associate Press story on the Trivium, a course in the Special Jesuit Liberal Arts Honors Program taught by Professor Stephen Whittaker, appeared in more than 100 publications, including the Boston Globe, the Washington Post, the Times of India, and the Philadelphia Inquirer.
Kania School of Management

➢ The Women’s Business Center opened with six undergraduate interns and twenty-eight women clients. Working in conjunction with the Small Business Development Center, students were given a course and tutoring in entrepreneurship, and then each took a client for the summer.

Panuska College of Professional Studies

➢ PCPS is in the midst of conducting a SWOT analysis that will lay the groundwork for the College’s strategic plan 2011-2016.

➢ On July 22, 2010, The University of Scranton and The Commonwealth Medical College signed a Memorandum of Understanding to offer a dual degree program in Medicine and Health Administration (MD-MHA) beginning in the summer of 2011. This partnership will ensure that NEPA is positioned to meet the rapidly aging population, the shortage of internists, and the unfolding requirements of the Healthcare Reform Act – 2010.

➢ PCPS freshmen are required to attend a lecture given by Fr. Timothy Cadigan, S. J. on “Jesuit Education” and the “Helping Professions.” Graduate students in CHS will be directing the small group discussion after the lecture and freshmen will be required to write a 500 word reflection paper on the meaning of service learning and the impact on helping professions.

➢ The 9th Annual disAbility Conference “Celebrate the Evolution of ADA” will be on October 6, 2010.

➢ Fifty-five people attended the Leadership and Planning Conference, held on August 10, 2010. It was a meaningful day where we discussed, “Where we were,” “Where we are,” and “Where we would like to be.”

➢ Leahy Community Health and Family Center continues to grow: learning laboratory (from 1 program to 17 programs). Center offers ‘FREE’ clinics in sub-acute medicine, PT, nutrition, and counseling. All PCPS departments utilize the Leahy Center.

➢ Under the HPTEG Grant obtained by Dr. Daniel West and the Department of Health Administration and Human Resources two grant writing workshops were held this summer and one is schedule in January. Marybeth McDonough, Interim Assistant Dean of PCPS led the workshops which were attended by fifteen PCPS faculty. The goal is to submit 15 grants ($50K each) for a total of $750,000.

➢ PCPS students totaled 14,713 academic hours in service and social engagement last year. PCPS offers 37 service learning courses along with 15 freshmen seminar courses.

➢ Admissions in Exercise Sciences and Sport became the second largest undergraduate major at the University-70 incoming freshmen.
YEAR OF RWANDA:
With a tumultuous recent past, including the genocide of 1994 and a recent UN report suggesting a second subsequent genocide, and a present that includes remarkable economic growth and a creative effort at social reconciliation, Rwanda is a fascinating study of the complexities of post-colonial Africa. As part of an effort led by the President’s Office, the academic side will support the Year of Rwanda by hosting a variety of speakers on Rwanda’s court system, its economic development, and its effort at reconciliation and social development. We will also likely be sending a faculty led student group to Rwanda in January and several more later in the year. A schedule will be presented at a fall Board meeting.

ADDENDUM

Office of Research Services and Sponsored Programs (ORSP)
Dr. Miller-Scandle, Director of ORSP and IMBM, and Ms. Therese Kurrilla, Grant Accountant, in response to more rigorous federal oversight of grant recipients, have developed a draft document: University of Scranton Sponsored Project Policies. The document is intended to draw University policies into compliance with federal regulations. Following a review in the offices of the Provost and the Vice-President for Finance, the document will be moved to the Faculty Research Committee for review, then to the Faculty Senate, likely in early spring 2011.

The 2009-10 edition of Faculty Scholarly Activities is posted on the ORSP website. A limited number of hard copies will be distributed to academic departments.

Academic Program Development Based on Assessment of Student Learning Outcomes
A draft concept plan for a systemic program to use learning outcomes assessment for improvement of academic programs is being developed by the Associate Provost for Academic Affairs. The project is a response to the expectation voiced by the Middle States Commission on Higher Education (MSCHE) during the University’s most recent ten-year reaccreditation cycle. The University submitted an MSCHE-required Progress Report in Sept 2009. The Report was accepted in November 2009 with the request for the University to submit a second Progress Report by 1 April 2011 documenting (1) continued implementation of a comprehensive, organized and sustained process to assess student learning outcomes in all programs, and (2) progress in using assessment results, including direct evidence of student achievement of learning outcomes, to improve teaching and learning in all programs (Standard 14). The draft concept plan will be multifaceted and will require the formation of a working group to collect existing University-wide student outcomes from University foundation documents, and develop these as deems necessary, and a University oversight committee for learning outcomes assessment. We look to present the draft to the Faculty Senate in early Spring 2011.
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