

TO: Faculty Senate

FROM: Jeff Gingerich, Ph.D.  
Provost and Senior Vice President for Academic Affairs

DATE: September 10, 2019

SUBJECT: Academic Affairs Report for September 2019

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## 1. Welcome Back

I want to start by welcoming everyone back to the 2019-2020 academic year. I know that a lot of teaching, scholarship, service and other activity took place over the summer, but I hope that you also had a chance for rejuvenation and reflection.

## 2. Strategic Enrollment Planning Process

For those who are new to campus, the Strategic Enrollment Planning (SEP) process is a major university initiative that was launched in Fall 2018 to create a data-informed, five-year strategic enrollment plan that will address the University's pressing challenges by generating strategies for predictable long-term enrollment and fiscal health. We have secured the outside firm, Ruffalo Noel Levitz, to facilitate this discussion. A collaborative group of faculty, staff and administrators was compiled to serve as the SEP Council, ensuring that we keep on task throughout the year and set reasonable goals for our long-term strategic progress. In order to achieve sufficient input from across campus and to encourage specific discussion on enrollment in important areas, five working groups were created, each co-chaired by members of the Council.

Some very positive work happened over the summer. In June we held a significant prioritization summit that included a careful review of 17 action plans with the SEP council, cabinet members, and each plan leader. As a result of the prioritization summit, we clustered plans into four categories: academic program development; retention and student success; branding, marketing research, and outreach; and a miscellaneous collection.

- 1) The academic program development cluster included proposals for three new undergraduate programs, two new graduate programs, and a significant increase to some existing undergraduate programs. The University needs new program development and the proposed set represent a solid start toward that goal. As a result of this visit, three undergraduate programs and one graduate program were encouraged to move forward with the curriculum review process. Other programs were also discussed and will continue to be processed as alternatives.
- 2) The retention and student success cluster included five action plans pitched at the prioritization summit. Retention has historically served as a differentiating point of pride at The University of Scranton. A slight and slow decline in the past few years has appropriately led us to focus additional attention on efforts to improve retention and graduation rates. While some of the related action plans require additional conversation and development, the SEP council endorsed two items for immediate implementation: a

new position to focus on retention and another to develop and implement a student financing success plan.

- 3) The branding, marketing research, and outreach cluster included four highly intertwined action plans with three identified as time-critical priorities: comprehensive market research, web and digital marketing assessment, and a refresh of undergraduate and graduate branding and recruiting resources.
- 4) The miscellaneous category includes transfer, international, and expansion of undergraduate research and high-impact practices. The SEP Council's understanding and active endorsement of the transfer initiative reflects a significant and positive culture shift for The University of Scranton.

I am pleased to report that Fr. Pilarz and Cabinet have already approved prompt action on several of the prioritized strategic initiatives that we identified through this process. In particular, we will move immediately on four initiatives, including two new staff positions:

- 1) A new position to lead student success efforts to address opportunities to improve retention and graduation rates.
- 2) A new position to develop a student financing success program.
- 3) Three time-critical priorities related to branding, marketing research and outreach: market research, web and digital marketing assessment, and branding and recruiting resource refresh.
- 4) Increasing a half-time position in the CTLE to full-time. This position works specifically with students with disabilities, a growing population in our student body. Increasing this position will also allow the CTLE to expand their hours to serve students.

In addition, a Graduate Council group will be formed under the Provost's Office to help support and grow key aspects of graduate programs at the University.

I will continue to provide updates as we finalize the SEP plan this fall. Completing the plan will not however be the end of the process. We have immense opportunities for innovation, and it is vital that we sustain our SEP conversations to strengthen our enrollment efforts into the future.

### **3. Faculty Hiring**

Please join me in welcoming to the University 22 new faculty 11 Assistant Professors, 1 Instructor, 6 Faculty Specialist and 4 Lecturers. A new faculty orientation session was conducted on August 20<sup>th</sup> in conjunction with the CTLE. Faculty responsibilities, evaluation process, assessment, Title IX, CTLE resources and the mentor-mentee programs were all on the agenda. For a list of new faculty see Attachment 1.

In addition 34 faculty specialists' contracts were renewed.

### **4. Fulbright Scholars and Visiting Faculty**

We are excited to have 5 Fulbright foreign language teaching assistants taking courses and teaching their native languages:

- Lukas Rackow, Germany
- Khadiga AboBakr, Egypt

- Sarah Romero Avella, Colombia
- Clara Fabbri, France
- Alessandra Abate, Italy

We welcome back two former Fulbright teaching assistants, now Graduate teaching assistants

- Vianey Florentino Perez, Mexico
- Minori Koga, Japan

We also welcome one incoming faculty member through our arrangement with the Taiwan Ministry of Education: Hsiang Ling Wang, Taiwan

## 5. CAS Dean Search Update

We have officially launched the search for our next dean for the College of Arts and Sciences. I am copying here the campus update from the chair of the search committee, Charles Kratz:

*Greetings Scranton Community,*

*We are happy to report the search for the next Dean of the College of Arts and Sciences is under way. The Search Committee met in early August to launch the process. Prior to launch, the University reviewed five proposals from search firms, and is delighted to be working with Isaacson, Miller, a national executive search with extensive experience in academic leadership.*

*We have an ambitious timeline. The Search Committee hopes to interview semi-finalists in November and invite finalist candidates to campus in December. To meet these goals, an August start was necessary. Our search consultants, Jackie Mildner and Robin Dougherty, came to campus in August to meet with the Search Committee, begin learning about the position, the College of Arts and Sciences, and the Scranton community. As a result of our efforts so far, we have completed a position description and have started the outreach process and posted ads on appropriate web sites.*

*The position description is available at <https://www.imsearch.com/search-detail/S7-205>. We ask you to distribute the document to your contacts and encourage anyone in your networks who might be interested in the position to contact IM. Nominations and applications can be submitted to [www.imsearch.com/7205](http://www.imsearch.com/7205).*

*The IM team will be back on campus **September 23 and 24** to meet with as many members of the Scranton community as possible. We hope you are able to speak with them. Details about opportunities to meet with the consultants will be available shortly.*

*We will keep you updated as the search progresses.*

*Thank you*

### **CAS Dean's Search Committee**

**Charles Kratz**, Dean of the Library, Chair

**Christine Falbo**, CAS Academic Advisor

**Timothy Foley**, Ph.D., Professor, Department of Chemistry

**Brian Kilner**, Undergraduate student in CAS

**Thomas MacKinnon**, Vice-President for University Advancement

**Jessica Nolan**, Ph.D., Associate Professor, Department of Psychology

**Stephen Whittaker**, Ph.D., Professor, Department of English and Theatre

## 6. Faculty Development

### Faculty Grants

During the 2018-2019 academic year the following grants were awarded to our faculty: 11 Intersession Grants, 6 Summer Grants, and 4 Clavius Grants were awarded to 13 faculty members. The Office of Research and Sponsored Programs awarded 11 President's Fellowships for Summer Research in 2019.

### Faculty Travel

Faculty travel funds supported 171 faculty traveling to 217 conferences in 2018-2019.

### Sabbaticals

#### **Fall**

Karen Brady  
Robert Giambatista  
Jakub Jasinski  
Lawrence Kennedy  
Daniel Mahoney  
Adam Pratt  
Patrick Tully  
Loreen Wolfer

#### **Spring**

Barbara Buxton  
Steven Dougherty  
Michael Fennie  
Daniel Haggerty  
John Norcross  
Christos Pargianas  
David Salerno  
Robert Spalletta

#### **Academic Year**

Jennifer Kaschak  
Virginia Picchietti  
Satyanarayan Prattipati  
Jill Warker

## 7. Rankings

US News has ranked Scranton No. 6 "Best Regional Universities in the North" marking the 26<sup>th</sup> consecutive year we have been in the top 10. We also ranked No.5 in the north in a listing of the nation's "Most Innovative Schools" (recognizes colleges that are making "innovative improvements in terms of curriculum, faculty, students, campus life, technology and facilities" and No. 12 in the north for "Best Undergraduate Teaching" (listing of the top colleges in the nation expressing "a strong commitment to undergraduate teaching").

Scranton ranked No. 18 among the "Best Catholic Colleges in America" in a 2020 Niche.com list publish recently online. Niche.com also placed Scranton No. 223 among the "Best Colleges in America" in its ranking of 1,626 four-year colleges.

College Consensus ranked Scranton No. 10 among the "Best Catholic Colleges and Universities" in the nation.

*Forbes* ranked the University No. 251 among "America's Top Colleges" for value in the 2019 listing of 650 schools.

*Money* magazine ranked Scranton at No. 296 among its selection of the 744 "best performing colleges" in America. *Money* based its ranking of the nation's best values for a college education on its analysis of 26 data factors to determine the schools' educational quality, affordability and alumni success

The Princeton Review selected The University of Scranton among "The Best 385 Colleges" in the country and also ranked Scranton among the nation's "Best Science Lab

Facilities” (No. 7), “Best Campus Food” (No. 10) and “Best-Run Colleges (No. 20). The 2020 edition of the annual guidebook published Aug. 6.

The University was also recognized as a “best value” in higher education by *Forbes* in its 2019 listing of “America’s Top Colleges.” *Forbes* ranked the University No. 251 in its listing of just 650 schools, which published online Aug. 12.

## **8. Provost Events Deadlines**

### *Intersession Grant Proposals*

A call for proposals for Intersession 2020 Grants went out on August 27<sup>th</sup>. The deadline for full-time faculty interested in submitting a proposal for an Intersession Grant is October 4, 2019.

### *Rank and Tenure*

The timeline for applications for rank or tenure was distributed the first week of the semester and is available on the Provost’s website. The deadline for faculty members to inform the provost’s office of his or her intent to apply is September 22<sup>nd</sup> and dossiers are due on October 22<sup>nd</sup>. A public meeting designed to inform faculty of the rank and tenure policies and procedures was held on Thursday, September 19<sup>th</sup> at noon in the Provost’s Conference Room.

## **9. Planning & Institutional Effectiveness, Governance, and Accreditation Updates**

University-wide efforts to implement our 2015-2020 *Engaged, Integrated, Global* strategic plan continue. In addition to work underway through divisional, college, and departmental planning, proposals for a third round of strategic initiatives funding were reviewed by the University Planning Committee this past spring. This year’s process was particularly competitive. Seven projects were funded, with awards totaling \$111,000. To read more about these projects, visit the [www.scranton.edu/strategicplan](http://www.scranton.edu/strategicplan) web site. As Fr. Pilarz announced at Fall Convocation, a process to develop our next strategic plan will soon be underway.

Replacing an electronic system first introduced in 2001, a new Annual Reporting tool was launched earlier this summer. The new design addresses needs identified through formal assessments and informal feedback, including enhanced options for sharing and reporting data and information. The Offices of Planning & Institutional Effectiveness and Institutional Reporting and Data Analytics are working together to review the outcomes of the first reporting cycle, and to identify future needs and improvements.

The University’s Middle States Self-Study process officially concluded in late June with the successful reaffirmation of accreditation. As part of its action, the Middle States Commission has requested additional information regarding our educational assessment efforts (Standard 5) as part of regularly-scheduled reporting, documenting our ongoing commitment to improvement in this area. A copy of the Evaluation Team Report has been shared with members of the University community via web portals. In the months ahead, we will establish a process to coordinate our response to recommendations as part of ongoing

accreditation reporting. As our Self-Study Report conclusion notes, an important part of this response will be integrating recommendations in our strategic and other planning processes.

During the past academic year, reviews and updates to the University's Sexual Harassment and Sexual Misconduct policy, and Smoking Policy, were completed. This work engaged all University constituencies through the representative governance process. Both policies are available on the [www.scranton.edu/governance](http://www.scranton.edu/governance) and other web sites.

## 10. Other Updates

- An article by University of Scranton accounting professors has won a prestigious Institute of Management Accountants' Lybrand Gold Medal as the "outstanding article of the year" for 2019, marking the fourth medal, and second gold medal, to be awarded to professors at Scranton in just six years. The manuscript recognized was "Beyond Internal Controls: The Need for Behavioral Assessment and Modification in Fraud Mitigation Efforts," by professors Douglas M. Boyle, D.B.A., James Boyle, D.B.A., and Daniel Mahoney, Ph.D., which was published in the fall 2018 edition of *Management Accounting Quarterly*.
- Ashley L. Stampone, faculty specialist in the Accounting Department at The University of Scranton, received the 2019 Faculty Leadership Award from the Institute of Management Accountants (IMA). IMA selects one faculty member in the nation to receive the annual award, which recognizes a faculty member who has demonstrated significant leadership activities at the national, regional, and/or local levels of IMA and has made additional contributions to IMA.
- The University of Scranton and Penn State Law in University Park have signed a Memorandum of Understanding that will allow Scranton students who meet program requirements to be eligible for admission to the law school after just three years at Scranton. The "3-3 Accelerated Bachelor/JD Program" will allow Scranton students to earn a bachelor's degree from Scranton and a juris doctor (JD) degree from Penn State Law in six rather than seven years. After completion of their junior year at Scranton, the program offers eligible students who are accepted to Penn State Law the ability to apply course credits earned in their first year of law school to their bachelor's degree requirements at Scranton.
- Three bound medieval manuscripts from the Weinberg Library's Rare Book Collection were recently digitized and will be made publically available through the Library's digital collections. Owned by William Walker Scranton, the bound volumes include a 13th-century Franciscan breviary, 14th-century Italian gradual and 15th-century northern antiphonal. The 14th-century gradual will be featured in an exhibit at the Frist Gallery in Nashville, TN in 2020.
- The Library's Heritage Room will present an exhibit on the 25 year history of the Friends of Weinberg Memorial Library featuring activities sponsored by the Friends such as the Royden B. Davis, S.J. Distinguished Author Award and items acquired by the Friends organization for the Library. The exhibit will contain photos, Friends ephemera, books

autographed by Distinguished Authors, and rare books purchased for Special Collections by the Friends. The exhibit will run throughout Autumn 2019 semester.

## Attachment 1

### New Faculty 2019-2020

Sinchul Back	Instructor	Sociology/Criminal Justice	<a href="mailto:sinchul.back@scranton.edu">sinchul.back@scranton.edu</a>
Michael Bermudez	Assistant Professor	Occupational Therapy	<a href="mailto:michael.bermudez@scranton.edu">michael.bermudez@scranton.edu</a>
Deborah Budash	Assistant Professor	Occupational Therapy	<a href="mailto:deborah.budash@scranton.edu">deborah.budash@scranton.edu</a>
Marleen Cloutier	Assistant Professor	Library	<a href="mailto:marleen.cloutier@scranton.edu">marleen.cloutier@scranton.edu</a>
Ovidiu Cocieru	Assistant Professor	Management, Marketing & Entrepreneurship	<a href="mailto:ovidiu.cocieru@scranton.edu">ovidiu.cocieru@scranton.edu</a>
Nicole Ferentino	Lecturer	Biology	<a href="mailto:nicole.ferentino@scranton.edu">nicole.ferentino@scranton.edu</a>
Nathaniel Frissell	Assistant Professor	Physics/Electrical Engineering	<a href="mailto:nathaniel.frissell@scranton.edu">nathaniel.frissell@scranton.edu</a>
Paul Granahan	Lecturer	Philosophy	<a href="mailto:paul.granahan@scranton.edu">paul.granahan@scranton.edu</a>
David Ingber	Faculty Specialists	Biology	<a href="mailto:david.ingber@scranton.edu">david.ingber@scranton.edu</a>
Gail Kemp	Assistant Professor	Psychology	<a href="mailto:gail.kemp@scranton.edu">gail.kemp@scranton.edu</a>
Kaeun Kim	Assistant Professor	Management, Marketing & Entrepreneurship	<a href="mailto:kaeun.kim@scranton.edu">kaeun.kim@scranton.edu</a>
Sonja Lund	Assistant Professor	Counseling and Human Services	<a href="mailto:sonja.lund@scranton.edu">sonja.lund@scranton.edu</a>
Tracy Murray	Faculty Specialist	Nursing	<a href="mailto:tracy.murray@scranton.edu">tracy.murray@scranton.edu</a>
Gregory O'Connell	Faculty Specialist	Management, Marketing & Entrepreneurship	<a href="mailto:gregory.oconnell@scranton.edu">gregory.oconnell@scranton.edu</a>
Ian O'Hara	Assistant Professor	Library	<a href="mailto:ian.ohara@scranton.edu">ian.ohara@scranton.edu</a>
Richard O'Hara	Faculty Specialist	Accounting	<a href="mailto:richard.ohara@scranton.edu">richard.ohara@scranton.edu</a>
Paul Pearson	Faculty Specialist	Physics/Electrical Engineering	<a href="mailto:paul.pearson@scranton.edu">paul.pearson@scranton.edu</a>
Joseph Pellegrino	Assistant Professor	Exercise Science & Sport	<a href="mailto:joseph.pellegrino@scranton.edu">joseph.pellegrino@scranton.edu</a>
Leila Soleimani	Assistant Professor	Management, Marketing & Entrepreneurship	<a href="mailto:leila.soleimani@scranton.edu">leila.soleimani@scranton.edu</a>
Manar Soliman	Lecturer	Biology	<a href="mailto:manar.soliman@scranton.edu">manar.soliman@scranton.edu</a>
Andrew Stranieri	Lecturer	Exercise Science & Sport	<a href="mailto:andrew.stranieri@scranton.edu">andrew.stranieri@scranton.edu</a>
David White	Faculty Specialist	Philosophy	<a href="mailto:david.white@scranton.edu">david.white@scranton.edu</a>