

TO: Faculty Senate

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

DATE: December 6, 2013

RE: Provost's Report for November 2013

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**I. Middle States:**

As we all should know, Middle States has given us a warning regarding our identification and assessment of programmatic student learning outcomes in CAS, and of our institutional learning outcomes. A warning means that we are not compliant with, in this case, Standard 14, and if not corrected, this noncompliance could cost us our accreditation. There have been several communications with the faculty and Scranton community about this. While under warning we remain accredited. We are in touch with all relevant other program accrediting bodies to keep them informed with our progress toward removing the warning. We ask all faculty members to be prepared to contribute their part to maintaining or establishing assessment efforts, especially those in CAS who have only recently developed their expected outcomes and assessment methodologies. We need a unified effort this spring to assemble the evidence necessary to demonstrate our compliance. A report on our collected data and the use of that data is due to Middle States September 1, 2014.

**II. Board of Trustees:**

The Board of Trustees approved two new majors at their December meeting. The B.A. in Mathematics major will provide our students with the opportunity to pursue a broad, liberal education in mathematics. A B.S. in Entrepreneurship – the ability and willingness to creatively combine resources with the purpose of creating a profitable business or enterprise – will provide the student with all of the core skills in the business school (accounting, marketing, finance, operations management, etc.) with a strong “practice-based” emphasis necessary to prepare her or him to start a new business.

**III. Faculty Searches:**

A combined ad has been placed in the November 29<sup>th</sup> edition of the Chronicle of Higher Education announcing perhaps seven tenure track faculty openings in six departments.

**IV. Rank and Tenure:**

The rank and tenure process, as stipulated by the *Faculty Handbook*, is underway. Departments and deans have submitted their evaluations of the candidates during the month of November, and the Board of Rank and Tenure have begun their review of

candidate's files on December 10<sup>th</sup>. The formal meetings of the Board are scheduled for January 10, 11, 17, and 18, 2014. We have 25 candidates this year.

**V. Sabbatical Applications:**

The Provost has approved the following sabbaticals:

<b>FALL 2014</b>	<b><u>SPRING 2015</u></b>
*Harrington, Patricia 70%	*Harrington, Patricia 70%
Olsen, Cyrus	Burnham, Bryan
Plotka, Krzysztof	DeMarzio, Darryl
Schaffer, Carl	Hussain, Riaz
*Voltzow, Janice 70%	Lefler, Nathan
Yarmey, Kristen (Intersession 2015 & Summer 15)	Plumer, Eric
	*Voltzow, Janice

Also, there are currently two approved junior faculty research sabbaticals: Verna Eschenfelter from Exercise Science, and Brad Gregory in Theology.

**VI. Faculty Development:**

The Faculty Development Committee reviewed ten applications from faculty for Intersession grants and awarded five grants to the following faculty members:

Dr. Jeremy Brees	<i>Understanding How People Perceive Accountability</i>
Dr. Maureen Carroll	<i>Finite Geometries</i>
Dr. Arthur Catino	<i>Synthesis of Hexaphenylethane</i>
Dr. Zachary Huard	<i>Cluster Computing</i>
Dr. Michael Jenkins	<i>Collective Bargaining Units and Innovation of Policing</i>
Dr. Erica Lasek-Nesselquist	<i>Examining Keltoplastidic Relationships to Understand the Evolution of Endosymbiosis</i>
Dr. Krzysztof Plotka	<i>Lineability of N-to-One Function Within the Classes of Hamel and Sierpinski-Zygmund Functions.</i>
Dr. Edward Scahill	<i>Is the Fed Printing Money?</i>

**VII. Faculty Handbook:**

The Faculty Handbook Committee, the FPC, and the faculty have agreed on wording for the *Faculty Handbook* regarding Personal Appeals to the President (25.1), General Responsibilities of Full-Time Faculty Members (5.4), Released Time Notification to Department Chairs (5.6), Visiting Professors (5.1, 7.0) and Reduction in Normal Teaching Load (5.6). (cf. Attachment 1)

**VIII. Curriculum:**

<b>Course Changes:</b>	<b>Date Posted</b>
ENTR 480: The entrepreneurial Capstone Internship or Project	3/21/13
ERDG 516: Literacy and Learning Across the Disciplines	8/12/13
ERDG 506: Language Essential for Teachers	8/12/13
THTR 313: Set Design	10/28/13
WRTG 315: Play Writing II	10/28/13
WRTG 215: Play Writing I	10/28/13

**New Courses:**

ENTR 375: Family Business Management	11/5/13
ENTR 374: Entrepreneurial Resource Acquisition & Management	11/5/13
THTR/WRTG 225: Solo Performance	9/25/13
MATH 371: Applied Combinatorics	9/26/13

**New Program:**

Graduate Certificate in Supply Chain Management	10/4/13
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**Program Changes:**

International Studies add PS 334	10/29/13
THTR Major	10/28/13
Asian Studies Concentration Revision	10/9/13
PHIL 225: Asian Philosophy	9/18/13

**IX. Fulbright Fellowships:**

*The Chronicle of Higher Education* recognized Scranton as one of the nation's "Top Producers of U.S. Fulbright Students," marking the ninth consecutive year of national recognition. Scranton is one of just seven Jesuit universities to be included on this year's listing. Once again (!) Susan Trussler and her team have hit it out of the park on behalf of our students. Congratulation and thanks.

**X. Medical School Acceptances:**

For fall 2014 matriculation, currently 10 students have received a total of 11 acceptances to 11 different medical schools and 1 student has been accepted to podiatry school.

**XI. Academic Affairs Updates:**

**College of Arts and Sciences:**

- The College of Arts and Sciences has received a grant from the Council of Independent Colleges' Network for Vocation in Undergraduate Education. The grant will allow us to work with faculty teaching our new first-seminars on incorporating a theological understanding of vocation in their courses.
- This fall's Ignatian Values in Action Lecture, delivered by Kevin Ryan, of Covenant House International, and Tina Kelly, a former reporter who won a Pulitzer Prize, drew an audience of approximately 2,400. We have scheduled a continuing series of events related to the lecture, including a day of service at Covenant House in New York and a program sponsored by the Office of Multicultural Affairs and some of our Jesuits on Tuesday nights.
- The American Catholic Historical Association has selected Roy Domenico as its Distinguished Achievement Award for Teaching for 2014. This award is bestowed annually to a college or university professor who has demonstrated a high commitment to teaching beyond the expected requirements of their position and through their influence and skill have promoted Catholic studies from one generation of scholars to another.

#### **Kania School of Management:**

- The Princeton Review has named The University of Scranton's Kania School of Management to its international list of the "Best 295 Business Schools" for the ninth consecutive year. Published Oct. 9, the 14th edition of the guidebook profiles elite schools the Princeton Review holds in "high regard for their academic programs."

#### **Panuska College of Professional Studies:**

- Nurse Anesthesia received a 100 percent pass rate for licensure for the class of 2013.
- The Doctor of Physical Therapy's most recent 89% first time passing rate is up from last year. The students who did not pass on the first chance (taken in June) have recently retaken the licensing exam and results should be in soon.
- Upcoming Spring visits from ACOTE (Accreditation Council for Occupational Therapy Education) and CACREP ( Council for Accreditation of Counseling and Related Educational Programs)
- Master in Health Administration was reaccredited for 7 years at the Nov. 12, 2013 CAHME (Commission on Accreditation Healthcare Management Education) meeting.
- Assessment: On November 6, 2013, all PCPS program directors (undergraduate and graduate) submitted their program evaluation plan to the Dean. For example, all CC/CMHC syllabi now tie course objectives to specific assessments and course activities. In addition, PCPS programs actively assess student learning outcomes across specific course programs and accreditation standards.
- There are 255 students registered as Occupational Therapy Majors in the BS/MS programs.
- Occupational Therapy Licensure and Certification Results: Beginning in calendar year 2013, graduate performance on NBCOT certification exam will be accessed directly through NBCOT website. Individual institutions will no longer be required

to post certification exam results. Instead, a direct link to NBCOT will be embedded in the institution's website. Beginning with new ACOTE standards, in 2013 certification exam results will reflect the number of graduates who have successfully completed the examination within one year of graduation irrespective of the number of attempts. This standard replaces the previous requirement which reflected the first time passing results of the students. The majority of students graduate from the University in August. We anticipate that those students' pass rates will be reflected in the 6 month reporting period from NBCOT in December 2013.

- There are 306 undergraduate nursing students. The nursing department has an integrated program to prepare students for their licensure exam. The pass rate this academic year was 87%. The national pass rate was 84% and the level of difficulty for the NCLEX RN exam increased in April 2013. The students that did not pass NCLEX on the first try were not students expected to fail and their failures were a result of nonacademic reasons. The department is continuing to evaluate and develop recommendations to address this.
- The Rev. Bernard R. McIlhenny Ballroom was filled to capacity with student, faculty and conference attendees for the performance of Handicap This! Authors Tim Wambach and Mike Benson of "How We Roll" described their relationship. Benson was born with cerebral palsy.
- Dr. Scott Breloff presented a paper at the American Society of Biomechanics in Omaha, Nebraska. *Spine Motion During Activities of Daily Living in Young Adults* (September, 2013).
- Drs. Amy Banner and Paul Datti co-chaired the State Conference of the Pennsylvania Counseling Association in State College, PA on November 8-10, 2013.

**College of Graduate and Continuing Education:**

<b>Online Program</b>				
	<b>Student Headcount Fall 2013 A &amp; B</b>	<b>Student Headcount Fall 2013 A</b>	<b>Student Headcount Fall 2012 A &amp; B</b>	<b>Student Headcount Fall 2012 A</b>
<b>Business</b>	<b>431</b>	<b>370</b>	<b>462</b>	<b>371</b>
<b>ERP Certificate</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>4</b>
<b>Education</b>	<b>410</b>	<b>318</b>	<b>551</b>	<b>431</b>
<b>Human Resources</b>	<b>156</b>	<b>134</b>	<b>159</b>	<b>142</b>
<b>Self-Improvement</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>
<b>Transfer-Credit</b>	<b>30</b>	<b>19</b>	<b>28</b>	<b>28</b>

On-line enrollment has leveled off, except for the continued weakness of the education programs. Our strategic budget talks include pricing, new programs, and

**XII. Office of Research and Sponsored Programs:  
Grant Writing Activity:**

For academic year 2013-14 (starting 1 June 2013) there have been 24 proposals submitted for extramural funding (as of 14 November 2013). Many of the submissions are developed through the collaboration of Institutional Advancement with the ORSP. Total requested funds is \$4.2 M.

**Faculty Scholarly Achievements:**

The Office of Research and Sponsored Programs has published the 2012-2013 Faculty Scholarly Achievements. This publication lists all scholarly activity of faculty for an academic year. Here is a summary of this year's activity: Articles: 157, Books 11, Book Articles: 1, Book Chapters: 27, Book Reviews: 35, Editorships: 26, Fellowships: 6, Grants Awarded: 59, Peer Reviews: 118, Presentations: 323, Proceedings: 29. The complete document is on the ORSP website:

[http://matrix.scranton.edu/academics/provost/research/assets/FacultyScholarlyAch\\_2012\\_Posted021513.pdf](http://matrix.scranton.edu/academics/provost/research/assets/FacultyScholarlyAch_2012_Posted021513.pdf)

**Technology Transfer:**

The ORSP is managing a set of projects that are in various phases of patent application or transfer. These are listed below.

- *Apparatus for Demonstrating the Beneficial Effects of Elastic Arteries*. (T. Sweeney, Biology). Patent application is under review.
- *Cardiovascular System Model* (T. Sweeney, Biology). Patent application is under review.
- Behavioral Thermometer System (H. Hauser, CAS, M. Zalon, Nursing, R. Spalletta, Physics/EE). Provisional Patent application completed.
- Reflective Solar Tracker (J. Loven, Physics/EE, N. Truncale, Physics/EE). Provisional Patent application completed.
- Archimedes Javelin (R. Spalletta, Physics/EE, A. Berger, Physics/EE, et al). US Patents (5) received. Canadian Patent application under review. The device has been submitted to AMTV Research and Analytics Professional Services Firm for evaluation of commercialization pathways.

ORSP is also working the Scranton Chamber of Commerce to publicize the available research space in the IMBM. The work is supported by a grant from the NEPA Tech-Bridge program.

In October a new, internal technology transfer committee was established to support the review and recommendation process for intellectual property, patent pursuit and commercialization review. The committee is composed of: Mr. Steinmetz, Atty. Farrell, Dean Conniff, and Dr. Miller-Scandle, Director of ORSP, and Dr. Dreisbach.

### **XIII. International Programs and Services:**

#### **Study Abroad:**

Seventeen University of Scranton students are studying abroad for the fall 2013 semester, 55 have completed their applications for spring 2014 semester abroad and one student is studying abroad for the entire academic year. In addition, 63 students will be abroad in January 2014. The hosting countries include Australia, Denmark, France, Ireland, Italy, Japan, Korea, South Africa, Spain, Taiwan, and the United Kingdom.

During the January 2014 Intersession, 63 University students will be engaged in international study. This number includes students in four University Faculty-Led-Study Abroad (FLSA) courses. These FLSA courses are listed below.

#### **Faculty-Led Study Abroad Courses Scheduled for January 2014**

<b>Course Title</b>	<b>Instructor</b>	<b>International Site</b>	<b>Enrollment</b>
Christianity in Africa	Dr. C. Pinches, Theology/RS	Uganda (various sites)	9
Health Issues in Africa	Dr. P. Harrington, Nursing	Uganda (various sites)	3
Tropical Biology	Dr. J. Conway, Biology	Costa Rica (various sites)	17
Philosophy and Language in Taiwan	Dr. A. Pang-White, Philosophy	Taipei, Taiwan	7
Contemporary Mexican Culture and Language	Dr. S. Meagher, Philosophy Dr. Y. Silva, World Lang and Culture	Puebla, Mexico	4

#### **International Student and Scholar Services:**

The international student population numbered 109 from 17 countries in fall 2013. Of these, 77 are degree-seeking students and 32 are exchange students.

### **XIV. Senior Fellow for International, Cultural, and Civic Projects:**

This fall has been our most successful semester to date. We now have six world affairs luncheon seminars per semester and attendance has risen considerably—from roughly 35 to 50 attendees to between 70 and 125. On November 14, Fr. Quinn launched the 125th anniversary lecture series with his own lecture under the auspices of the Schemel Forum. We will end the season with a roundtable discussion on terrorism, led by Julie Schumacher Cohen and me, with security expert Michael Greenberger, professor of law at the University of Maryland Law School as resource person, and a luncheon seminar by Scranton native Bill O'Neill on peace keeping around the world.

Looking ahead to October 18, 2014, we will be cosponsoring the Distinguished Author Award dinner event with Friends of the Weinberg Library. The award will be presented to the internationally renowned Colum McCann, winner of the National Book Award in 2010, whose most recent book, *TransAtlantic* has been widely reviewed.

### **XV. Performance Music:**

On Saturday, December 7th The University of Scranton Singers, Chamber Choir, and String Ensemble will present the 44th Annual Noel Night with guest harpist Andre Tarantiles and guest trumpeter Mark Gould

On Sunday, December 15<sup>th</sup> The Scranton Brass Orchestra will present the Empty Stocking Fund Benefit Concert. (Admission: one new child's toy or piece of child's clothing or cash donation. All proceeds benefit local families in need.)

On Sunday, January 5<sup>th</sup> The Scranton Brass Orchestra will be In Concert with Cheryl Y. Boga and Mark Gould, conductors.



## Faculty Handbook Language

### 25.1 Personal Appeals

#### *Current language:*

In terminal cases concerning tenure, the faculty member will have the right of a personal appeal to the President of the University.

#### *Proposed language (add the following):*

If the faculty member makes an appeal based on new evidence (Section 25.0), he or she must request a meeting to make a personal appeal to the President within fourteen (14) days of notification of the outcome of the appeal based on new evidence. If the faculty member chooses not to make an appeal based on new evidence, she or he must request a meeting to make a personal appeal to the President within forty-five (45) days after notification of the President's decision concerning tenure (Section 24.0).

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### Section 5.1 Lecturers

#### *Current Language:*

5.1 Lecturers

#### *Proposed Language:*

Section 5.1 Lecturers **and Visiting Professors (Full-time, non-tenure-track appointments)**

#### **Add the following paragraphs at the end of Section 5.1:**

If a candidate for a full-time non-tenure-track appointment holds a terminal degree in his or her field, that candidate may be appointed, at the discretion of the Provost/VPAA, to the rank of Visiting Assistant Professor. A Visiting Assistant Professor's teaching responsibilities, eligibility for reappointment, maximum appointment, voting rights, and annual evaluation process will be identical to those of a lecturer. Time spent as a Visiting Assistant Professor will be counted as part of the probationary period for tenure if a person holding an appointment as a Visiting Professor is subsequently appointed to a tenure-track position.

An appointment as a Visiting Associate or Visiting Full Professor may ordinarily be made for no more than one year. Reappointment of such a senior Visiting Professor is possible but ordinarily on a one-time basis. If the visitor already holds rank at an academic institution, his or her rank will be that held at the home institution. If the visitor comes from a non-academic position, rank will be assigned by the Provost/VPAA after consultation with the appropriate Dean(s) and with the chairperson and a committee of the department involved. A senior Visiting Professor's teaching responsibilities and voting rights will be identical to those of a lecturer. Senior Visiting Professors will retain the option to participate in an annual evaluation process identical to that of lecturers. In the rare instance that a senior Visiting Professor is untenured,

time spent in that rank will be counted as part of the probationary period for tenure if that faculty member is subsequently appointed to a tenure-track position at the University of Scranton.

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## **7.0 Special Ranks**

### ***Current language:***

Each subdivision in this category applies to persons who may teach at the University under specified conditions, but whose teaching time does not accrue to tenure. Such persons may, moreover, be invited to participate in a non-voting capacity in departmental meetings, unless the meeting concerns personnel decisions, reappointment, or rank and tenure review of full-time faculty.

- A. Visiting Professor. A visiting appointment is made ordinarily for no more than one year. The visitor's rank will be either that held at the home institution or, if the person comes from a non-academic position, rank will be assigned by the Provost/VPAA after consultation with the appropriate Dean(s) and with the chairperson and a committee of the department involved. **(DELETE)**
- B. Adjunct Professor. Adjunct faculty members are those part-time teachers whose credentials match the qualification for one of the five ordinary ranks. They may be designated as adjunct at the appropriate rank and appointed and reappointed on a semester or annual basis.
- C. Professor Emeritus. A professor emeritus is one who has retired and either no longer teaches or teaches part-time. Those who have completed a minimum of ten years of full-time service to the University shall be so designated by the President. Professors emeriti shall be listed in University bulletins, invited to faculty convocations, and accorded library privileges.

### ***Proposed language: (Delete paragraph A above and re-letter Section 7.0 accordingly):***

Each subdivision in this category applies to persons who may teach at the University under specified conditions, but whose teaching time does not accrue to tenure. Such persons may, moreover, be invited to participate in a non-voting capacity in departmental meetings, unless the meeting concerns personnel decisions, reappointment, or rank and tenure review of full-time faculty.

- A. Adjunct Professor. Adjunct faculty members are those part-time teachers whose credentials match the qualification for one of the five ordinary ranks. They may be designated as adjunct at the appropriate rank and appointed and reappointed on a semester or annual basis.
  - B. Professor Emeritus. A professor emeritus is one who has retired and either no longer teaches or teaches part-time. Those who have completed a minimum of ten years of full-time service to the University shall be so designated by the President. Professors emeriti shall be listed in University bulletins, invited to faculty convocations, and accorded library privileges.
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## **5.6 Reduction in Normal Teaching Load**

### ***Current language:***

An exception to the normal teaching load can be granted by the administration for the following reasons:

- A. completing quasi-administrative assignments,
- B. approved leaves,
- C. grants or contracts that reimburse the University for released teaching time,
- D. scholarship and research projects,
- E. experimental or graduate classes,
- F. the number of student credit hours taught by the individual faculty member,
- G. advising workload relief, or
- H. any other factor pertinent to curriculum needs, faculty development, or financial feasibility.

Ordinarily, a faculty member who receives a reduction in normal teaching load may not carry an overload.

*Proposed language:* in bold

Ordinarily, a faculty member who receives a reduction in normal teaching load may not carry an overload. **All reductions in normal teaching load will be reported by the dean to the relevant department chairperson(s) to facilitate the composition of the master schedule. If a faculty member's application for a reduction in teaching load is denied, the dean must provide to the faculty member, upon request and in writing, the reason(s) for the denial.**