June 10, 2020

Dear Faculty,

Greetings—I hope you are all well. This has been a difficult and stressful spring for all of us, and I want to thank you for two things in particular:

1. Your excellent work in making a lightning-quick transition from face-to-face instruction to remote learning so that our students could remain on track academically while practicing the social distancing necessary to forestall a significant viral outbreak in our area. I realize this transition was not easy—we’ve been doing our teaching in pretty much the same setting here at LR for almost 130 years (even longer at LTSS), after all—and that makes the feat you accomplished all the more impressive.

2. Your patience as we have tried to develop plans for ending the spring semester, conducting our summer sessions, and laying the ground work for a safe and successful fall term. To be totally forthright, we are still dealing with a great many unknowns. That does not mean, however, that we can wait until we have complete clarity to make important decisions. We just have to keep in mind that the pandemic continues to evolve, and we will have to be willing to continue adjusting as it does. As we do this, I thank you in advance for your input, your feedback, and your good-faith efforts to make the best of this less-than-ideal situation.

We have been working since the outbreak of Covid-19 with a presidential taskforce charged with making recommendations about how we should respond to the pandemic and prepare for our short- and medium-term futures at LR. This group has done commendable work and will remain operational throughout the summer and into the fall. We have several faculty representatives on the task force, including Devon Fisher, Shaun Williams, Kathryn Tinkelenberg, and Randy Bergman. I have been working with these members as well as other important academic leaders on campus, including the academic deans and the Faculty Status and Hearing Committee to discuss various options. Our recommendations have been supported by the President and we look forward to having students, faculty, and staff return to campus in the fall, but things will certainly look a little different from what we are used to experiencing. Dr. Whitt will be sending out a detailed communication that will cover some of this information as well as other critical information for the fall semester. But, as many of you are eager to know how we plan to conduct classes for Fall semester, I wanted to share this as soon as possible.
Fall, 2020 Academic Calendar

• Classes will begin on August 24, as currently scheduled.
• We will eliminate fall break in order to minimize student travel away from and back to campus for infection control. The staff holiday usually observed during fall break will move to the Wednesday before Thanksgiving.
• The last day of classes will be Friday November 20th. Exams will occur the week after Thanksgiving through remote/on-line formats.
• Final exams, presentations, etc. will take place remotely during the week of November 30-December 3.

Revised 2020 Fall Academic Calendar

<table>
<thead>
<tr>
<th>Activity</th>
<th>Original Calendar</th>
<th>Revised Calendar</th>
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<tbody>
<tr>
<td>Move In</td>
<td>Aug 21 (Friday)</td>
<td>Aug 1-21 (Staggered)</td>
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<tr>
<td>Classes Begin</td>
<td>Aug 24 (Monday)</td>
<td>Aug 24 (Monday)</td>
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<tr>
<td>Homecoming</td>
<td>Oct 10 (Saturday)</td>
<td>Oct 10 (Saturday)</td>
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<tr>
<td>Fall Break</td>
<td>Oct 19-20 (Mon-Tues)</td>
<td>No Fall Break*</td>
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<tr>
<td>Last Day Classes</td>
<td>Dec 4 (Fri)</td>
<td>Nov 20 (Fri)</td>
</tr>
<tr>
<td>Reading Days</td>
<td>Dec 5-6 (Sat-Sun)</td>
<td>Nov 23-24 (Mon-Tues)</td>
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<tr>
<td>Thanksgiving Holiday</td>
<td>Nov 26-27 (Th-F)</td>
<td>Nov 25-27 (W-F)*</td>
</tr>
<tr>
<td>Exams</td>
<td>Dec 7-10 (M-Th)</td>
<td>Nov 30 - Dec 3 (Mon-Thur) On-line</td>
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<tr>
<td>Grades Due</td>
<td>Dec 11-14 (Fri-Mon)</td>
<td>Dec 4-7 (Fri-Mon)</td>
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<tr>
<td>End of Semester</td>
<td>Dec 11 (Fri)</td>
<td>Dec 11 (Fri)</td>
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<tr>
<td>Campus Closed</td>
<td>Dec 18-Jan 3</td>
<td>Dec 18-Jan 3</td>
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<tr>
<td>University Opens</td>
<td>Jan 4 (Monday)</td>
<td>Jan 4 (Monday)</td>
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*LR university holiday on Monday October 19 will be moved to Wednesday November 25

Fall 2020 Course Delivery

We will be adopting a blended approach to course delivery for our traditional face-to-face lecture courses this fall. This means that:

• We will use Canvas (our learning management system) to deliver the bulk of our course content to students asynchronously.
• The time that faculty will spend with students will be altered to reduce the density of students and faculty in our academic buildings and our classrooms. In general, most course sections will be divided in half, with the faculty member meeting once per week with each half for discussion sessions. This will allow us to maintain a synchronous
component to the courses while also adhering to best practices around social distancing.

Our blended approach to course delivery allows for face-to-face meetings in a safer environment. At the same time, a transition to an entirely remote form of delivery would be easy to accomplish should we need to vacate the campus again. In this case, most course content would already be available asynchronously, and the synchronous face-to-face discussion sessions could be moved to Zoom for distancing.

We are modifying the class schedule in such a way as to not require a wholesale "redo" of our current fall schedule while also making sure that we are attentive to the health of our population. As we envision it, a modified class schedule reduces both exposure to the virus (by lowering human density in academic buildings and classrooms as well as by allowing additional time between classes for cleaning) and the potential time of exposure by limiting most face-to-face sections to one hour. Here is the schedule as we now envision it:

<table>
<thead>
<tr>
<th>Modified existing class schedule</th>
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<tbody>
<tr>
<td>Existing MWF &amp; MW classes</td>
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<tr>
<td>8:00-8:50 MWF</td>
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<tr>
<td>9:00-9:50 MWF</td>
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<tr>
<td>10:00-11:50 MWF</td>
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<tr>
<td>11:00-12:50 MWF</td>
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<tr>
<td>1:00-1:50 MWR</td>
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<tr>
<td>2:00-3:15 MW</td>
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<td>3:30-4:45 MW</td>
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With this new approach, it will be very important that we plan well for the asynchronous component of our courses. With that in mind, the Center for Teaching and Learning will be developing and making available for faculty workshops and tutorials throughout the summer and into the fall. More details on these opportunities will follow in the next week.

As we have discussed, the standard faculty load for the 2020-2021 academic year will be 24 course credits rather than 21. We need to reduce our part-time/adjunct budget and do our part as the university is working through a time of unusual uncertainty. President Whitt is focused on managing a complex budget during a very difficult climate and, to the University's credit, we have not reduced salary, laid off any faculty or staff, or furloughed any employees during this time. I know he is committed to doing all he can to support faculty and staff salary adjustments; the savings we generate will help in these efforts. We appreciate your support.

I realize that this message cannot possibly answer all of your questions or respond to all of your concerns. But I do hope that it gives you a clearer sense of what the fall semester will look like at LR. And please be assured that more details will follow. In the meantime, don't hesitate to let me know if you have questions.
A Few Additional Items of Note

Promotions

Due to the disruption that the Covid-19 pandemic has wrought, we have been forced out of our regular routines as an institution. One of the events that was impacted was our spring Board of Trustees meeting. We had to meet virtually, and we pared the session down from its regular two-day format to just a two-hour session. I am pleased to report that the Board did act on our recommendations for faculty promotion. Please note the achievements of these colleagues, and congratulate them when you have the opportunity to do so:

Assistant to Associate Rank:

- Dr. Julie Covington, College of Health Sciences (Dietetic Internship Program)
- Dr. Kim Price, College of Health Sciences (Public Health)

Associate to Full Rank:

- Dr. John Brzorad, College of Arts and Sciences (Biology)
- Dr. Sue Friguglietti, College of Health Sciences (Occupational Therapy)
- Dr. Josh Ring, College of Arts and Sciences (Chemistry)
- Dr. Craig Schreiber, College of Professional and Mathematical Studies (Business)
- Dr. Jonathan Schwiebert, College of Arts and Sciences (Religion)
- Dr. Julie Voss, College of Arts and Sciences (English)

Retirements

Having vacated campus as quickly as we did this spring, we were unable to celebrate properly our faculty members who are retiring. Please note that the following individuals are embarking on a new phase of their lives, and please join me in thanking them for their service to LR:

- Dr. John Cheek (Music)
- Dr. Mary Sue Drier (LTSS)
- Dr. Sandra Keavey (PA)
- Sandy Leach (Columbia Library)
- Dr. Teresa Norris (Occupational Therapy)
- Dr. James Thomas (LTSS)
- Charlotte Williams (Engaged and Global Learning/Human Services)

We will miss you all!
New Arrivals

I'm happy to report that we've been successful in filling a number of critical full-time faculty roles for the 2020-2021 academic year. Come August, we will be welcoming the following new members of the Bear community:

- Amy Arruda (PA)
- Dr. Justin Nickel (LTSS)
- Ben Still (Music)
- Dr. Shameika Stokes (Human Services)
- Dr. Shahin Tashorrofi (Criminal Justice)
- Veronica Timbers (Human Services)
- Patricia Tomsic (Occupational Therapy)
- Dr. Monica Ward (History)
- Dr. Tripp York (Religion)

Annual Reviews

Many of you have already completed your Faculty Annual Review on our new site (Faculty180), and I thank you for that. If you are still working, please note that the due date for locking these down this year is June 15. For those of you in one of our new colleges (Business and Economics, Fine Arts and Communication, Humanities and Social Sciences, or Natural Sciences and Mathematics), the FARs will be reviewed by your new Dean in the late summer/early fall. We've had a lot of change, chaos, and upheaval this year, so we are using this first round with Faculty180 to figure out how the process works, to establish some baselines, and to calibrate among the colleges.

Diversity and Equity

Like you, I was devasted by the murder of George Floyd. It and the demonstrations that it has produced have served as a painful reminder of how much work remains to be done in our march toward a more equitable society. If we, at LR, are to live out our mission of building a sense of community and promoting responsible leadership for service in the world, then effectively addressing the issue of racial equity must be a priority for us. We are fortunate to have Emma Sellers in her role as the Director of Multicultural Affairs, and I know that many individuals and programs have already begun conversations with her about what we can do as an institution to take advantage of the impetus provided by this most unfortunate event and to build on the good work that her office has already done. As Dr. Whitt noted, we are committed at LR to doing more and better in this regard, and I look forward to helping us advance this agenda.