



## News from the Provost By Hugh F. Lena

### Faculty Hiring for Diversity & Excellence

Over the last 12 years, 175 of the current Ordinary faculty (N = 278) have been hired. Of these new faculty, 43% are women and 20% are AHANA. For as long as I can remember, PC encouraged hiring for diversity, but in relatively benign ways. We included the standard EEO/affirmative action language in ads and placed ads in a variety of publications directed toward minority applicant pools.

However, beginning in 2012, and with the assistance of associate vice president Rafael Zapata, we have taken a more active approach to hiring for diversity and excellence. Rafael and I attended a conference on diversity hiring in 2012, and we joined the [Liberal Arts Diversity Officers Organization \(LADO\)](#), [Creating Connections Consortium \(C3\)](#), and the [Consortium on High Achievement & Success \(CHAS\)](#), organizations dedicated to enhancing diversity recruitment and retention. Over the last three years, we have revised the steps in our searches to ensure diversity and enhance excellence in recruiting faculty.

The initiatives we have taken acknowledge that we must go beyond standard practices and adapt our search processes to seek out qualified candidates from underrepresented groups. Thus, Rafael participates in our annual workshops for search

### Grant Improvement Fund (GIF)

Sponsored Research & Programs is piloting a Grant Improvement Fund (GIF) for the 2015-16 academic year. The fund provides awards (ranging from \$250-\$750) to help faculty make their external grant applications more competitive and fundable. This program is supported through the use of indirect cost recovery funds and is intended to help stimulate and support further grant success at PC. Information about the fund and the application and selection process can be found on the [Sponsored Research & Programs website](#).

Below is a list of possible activities for GIF applications:

- Funds to hire an expert to review and critique a proposal prior to submission;
- Funding to participate in grant-writing workshops, webinars, or online courses;
- Travel support to meet with program officers or grant collaborators;
- Funding to attend a writing workshop or retreat to prepare manuscripts for submission and thereby improve one's publication record.

For more information, please contact [Kris Monahan](#).

committees and offers helpful tips on the language in our ads. He meets with search committee chairs to craft appropriate language for advertisements that unequivocally signal PC's commitment to institutional diversity and encourages them to cultivate relationships with scholarly organizations of color and/or women, as well as reach out to alumni, graduate school directors, and others to encourage applications from underrepresented groups. He also offers to sit on search committees. In addition, the school deans are required to review the credentials of the semi-finalists pool for diversity and excellence. For more information, view the following [Steps in Faculty Searches- Ensuring Diversity & Excellence](#).

### Childcare Committee

A joint senate-administration committee has been created and charged to explore options for childcare and eldercare and make recommendations to the Provost and Faculty Senate prior to the end of the 2015-2016 academic year.

Its membership includes: Kara Cebulko (sociology), Cathy Gagne (academic affairs), Mary Harmon (psychology), Gene Robbins (business services), Leila Setayeshgar (mathematics/computer science), Rob Stretter (English), and Elizabeth Walsh (human resources).

### Santander Diversity Scholarships

Eighteen study abroad students (spring semester) have been awarded scholarship funding, totaling \$41,000, from [Santander Universities](#). Diversity scholarships are offered for under-represented students in study abroad, including but not limited to students from under-represented racial or ethnic groups, first-generation college students, and students with physical or learning disabilities.

Congratulations to the following recipients!

- *PC in Rome*: Selena Ainzuaín, Alexandra Harbour, Mattie Matarazzo & Ashlee Robinson
- *Copenhagen, Denmark*: Sydney Pellerin, Nicholas Saldívar, Linh Troung, & Taralynn Vecchio
- *Buenos Aires, Argentina*: Rosa Ramos & Andrea Rojas
- *London, United Kingdom*: Dawn Cooper & Jeannette Torres
- *Amman, Jordan*: Kaitlyn Dalrymple
- *Amsterdam, Netherlands*: Andrew Kerrigan
- *Gaborone, Botswana*: Esther Ssozi
- *Madrid & Seville, Spain*: Maria Munar & Julianna Velez
- *Multi-Country Program (Washington, DC; Delhi, India; Capetown, South Africa; Sao Paulo, Brazil)*: Stephanie Arriaga

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### Important Dates/ Reminders:

- The Planning Committee for the 7th Annual Celebration of Student Scholarship & Creativity is seeking nominations of students who are currently working on an exemplary project under the mentorship of a faculty member, or who have completed such a project within the last year. Nominations are due **March 1, 2016**. Visit the [Celebration website](#) to learn more.
- The mid-semester date for undergraduate courses is **March 9, 2016**; mid-semester grades must be submitted by **March 16, 2016**.
- The President's Spring Faculty & Staff Meeting occurs on **March 16, 2016** at 3:30 p.m. in '64 Hall.
- The Service Recognition Event will be held on **April 5, 2016**. Formal invites to follow.
- Faculty/staff are welcome to participate in [Family Day](#) to meet the class of 2020. This event will be held on **April 16, 2016**. Contact the Office of Admission (x2535) for more details.

## Center for International Studies

### Spring 2016 Study Abroad Enrollment

By February 25, 157 PC students (eight continuing on from the fall semester) will have departed for spring semester study abroad in 22 countries.

### New PC Record for Semester Study Abroad

The AY 2015-16 semester study abroad enrollment of 311 surpasses the previous record of 293 students during AY 2013-14. PC ranked #10 among Master's Colleges & Universities for AY 2013-14 for semester-long study abroad (the last academic year for which data are available).

### Exchange Students

The School of Business welcomes Marie Bonvalet and Arthur Chevalier from the [NEOMA Business School](#) in France (campuses in Reims, Rouen, and Paris) for the spring semester. NEOMA is triple accredited by the Association to Advance Collegiate Schools of Business ([AACSB](#)), the Association of MBAs ([AMBA](#)), and European Quality Improvement System ([EQUIS](#)). NEOMA has 300 university partners in 75 countries.

### International Students by the Numbers

### Institutional Effectiveness

The College's NEASC/CIHE comprehensive reaccreditation process is set to launch this spring! The comprehensive evaluation visit will be scheduled for late-October/early-November 2017. We'll provide regular community updates, as the process unfolds.

Major assessment projects underway or scheduled for the Spring/Summer 2016 include: DWC Deep Reading assessment (Core Curriculum), Oral Communication assessment, Core Curriculum Student E-Portfolio Project, EBI/Skyfactor Resident Study, EAB Campus Climate/Sexual Violence Survey, Undergraduate Day Class of 2015 First Destination Survey, Alumni 20-40 Years Out Interview Project, and various other

### Personnel Updates

Please extend a warm welcome to new colleagues in the division of Academic Affairs:

- Megan Black (*Phillips Memorial Library*)
- Katherine Hibbard (*School of Continuing Education*)
- Candace Maciel (*Enrollment Services*)
- Leah Martin (*School of Business*)
- Tatevik Martirosyan (*Enrollment Services*)
- Kevin Mattos (*Phillips Memorial Library*)
- Beth Papagolos (*Department of Sociology*)
- Robyn Patton (*Liberal Arts Honors Program*)
- Ellen Russo (*Financial Aid*)
- Elizabeth Schneider (*Phillips Memorial Library*)

In addition, we extend our congratulations to those that were recently promoted within the division of Academic Affairs:

- Patrick Brennan (*senior admission counselor; Office of Admission*)
- Sara DeGiulio (*administrative coordinator; Department of Elementary/Special Education*)
- Sara Spirito (*assistant director; Financial Aid*)

### Spring 2016

- 79 undergraduate students
- 21 graduate students
- representing 33 countries
- 38 of the undergraduates are student-athletes; most represented in women's and men's hockey, followed by cross country
- 8 of the graduate students are from Nigeria; all enrolled in the M.A. in Theology program

### PC in Rome Faculty Resident Director

Margaret Manchester, assistant professor of history, has been appointed as the 2016-17 faculty resident director for the [PC in Rome](#) program. She will succeed Aurelie Hagstrom (associate professor, theology), who is finishing her third year this spring semester as the faculty resident director. For the spring 2016 semester, 29 students are enrolled in the PC in Rome program.

alumni surveys. Please don't hesitate to contact [Cathy Gagne](#) and/or [Brian Bartolini](#) with any questions or comments.

A gentle reminder: all institutional effectiveness reports, datasets, and related materials are available on the [Internal Web site](#), including Institutional Research's re-imagined *College Fact Book*. Also, the most recent edition of the *Assessment in Action* newsletter is posted there.

Units scheduled to participate in the [CIP program](#) during 2015-16 include: elementary/special education, English, global studies, graduate mathematics, history, humanities, and sociology. The efforts of these units, as well as those that participated already during this cycle, are greatly appreciated.

### Did You Know?

*Learning Management System (LMS) Advisory Board*  
This newly organized [committee](#) is charged with the following: To establish policies and procedures to guide instructors, students, and system administrators through our learning management system. Establish guidelines and timeframes for LMS upgrades, testing and review of learning tools interoperability, investigation and demonstration of additional learning management and content management systems, individual tools, and best practices.

[I Am Malala: The Girl Who Stood Up For Education and Was Shot by the Taliban](#), the extraordinary account of Malala Yousafzai's fight for girls' education in a Taliban-controlled region of Pakistan, has been chosen as the [2016-17 Common Reading](#) selection. All members of the Class of 2020 and new transfer students will read the book prior to classes starting in the fall and participate in discussion groups facilitated by faculty, staff, and students. Faculty and staff members who would like to read *I Am Malala* can pick up a copy in the Office of Academic Affairs (Harkins Hall 208).

"The function of education is to teach one to think intensively and to think critically. Intelligence plus character - that is the goal of true education."

— Martin Luther King, Jr.

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