

## In This Issue

Webmail users [click here](#)

## COVID-19 Update

- [Failure to Observe Face Covering, Social Distancing Call in](#)

## Official News/General Announcements

- [University Search Committee Anti-Bias Trainings](#)
- [AU Land Acknowledgement Statement](#)
- [Years of Service Recognition](#)
- [HR Tip of the Month](#)
- [New Music course for Spring](#)
- [PhD/MSE Thesis Defense - Sahar Mokhtari](#)
- [CAREER DEVELOPMENT CENTER - WINTER BREAK HOURS](#)
- [New Music Courses Offered](#)
- [AU Bookstore IS OPEN & will remain OPEN](#)

## What's Happening?

[More Events...](#)

TODAY

TOMORROW

WEDNESDAY

## Failure to Observe Face Covering, Social Distancing Call in

When Alfred University re-opened for the Fall Semester, all employees were provided with face coverings and training outlining the guidelines and expectations for returning to campus during the COVID-19 pandemic. The university requires all staff and faculty (as well as students) to complete a daily screening. This screening requires individuals to answer travel and health questions before being given clearance to come to campus. Additionally, appropriate face coverings, properly worn (covering both the mouth and nose at all times) are required when in the presence of others and in areas where social distancing is not possible. This includes, but is not limited to, classrooms, office settings, breakrooms, hallways, and bathrooms.

The President's Cabinet recently approved a three-step approach for addressing non-compliance where staff and faculty do not follow the policy:

- \* First incident: verbal warning from HR and their immediate/dean Supervisor (documented in writing and kept on file).
- \* Second incident: written/final warning by the area Vice President or Provost.
- \* Third incidence: termination by president; immediate suspension without pay pending investigation to verify infraction.

This Policy will be applied retroactively to August 2020 and any warnings that were given prior to this communication will be counted toward the above progressive action steps.

There is a link to the policy in an attachment.

Attachment: [A-U Policy COVID-19 Requirements](#)

Submitted by: Mark Guinan

[back to top](#)

## University Search Committee Anti-Bias Trainings

In order to best continue to demonstrate and uphold our steadfast commitment to the principles of anti-bias, anti-racism, and equity-minded policy and practice, Dr. Brian Saltsman, the newly appointed interim Chief Diversity Officer, as part of his charge has developed a set of resources and mandatory 2-hour training session for search committees moving forward. The enhanced modules and resources on CANVAS utilize best practice and policy in higher education for the training and consultation of university faculty and administrative search committees. The focus of the modules and resources is on consistency, recognition, and reduction of bias in candidate screening, interviewing, and selection. Specifically, the modules include sections on creation of job descriptions, advertising techniques to attract more diverse candidate pools, focused and intentional recruitment and retention strategies, equitable review of candidate materials, non-biased interviewing protocols, inclusive campus visit protocols, and communications with the campus community. In concert with Provost Beth Ann Dobie, as the Vice President of Academic Affairs, the current goal is to have mandatory training with the CDO (or their designee) in place for all search committees moving forward and eventually to create a pool of individuals specifically tasked with the oversight of anti-bias and equitable practice for university search committees in the Spring 2021 semester. Additional details and information will be shared with the campus community regarding opportunities to become member of the oversight pool between Thanksgiving and the beginning of the Spring 2021 semester. Dr. Brian Saltsman can be reached at [saltsman@alfred.edu](mailto:saltsman@alfred.edu) for any inquiries and requests for training for search committees.

Submitted by: Brian Saltsman

[back to top](#)

---

## AU Land Acknowledgement Statement

Thanks to the work of Laurie Lounsberry Meehan and Brian Saltsman, in collaboration and consultation with the Seneca Nation of Indians (SNI), Alfred University has adopted a land acknowledgement statement for use and distribution at the University. The statement represents a recognition of the place of the institution within the region and its location on First Nation land. The attached statements have been branded and formatted for Alfred University in accordance with our style guide.

As a reminder November is Native American/First Nation Heritage And Appreciation Month. These statements are just one way that the University strives to recognize and appreciate the contributions and sacrifices that members of First Nations have made in American society. The Institute for Cultural Unity and other entities on campus will also celebrate and commemorate First Nation and Native Peoples in various ways throughout November.

Attachment: [Alfred University Land Acknowledgement Statement](#)

Submitted by: Brian Saltsman

[back to top](#)

---

## Years of Service Recognition

The Employee Recognition Committee would like to announce Years of Service dates for the month of November 2020. The Committee will be observing years 1, 5, 10, 15, 20, 25, 30, 35, 40, 45, and 50.

At Alfred University, we realize that our employees are our greatest asset, and we are delighted to honor your dedicated service and commitment to this organization. It is our employees who uphold our principles, demonstrate our vision of working for a better future for our University, deliver on our customer promise and make us the passionate organization we are today.

The success of our organization is a direct result of your efforts and dedication. Your commitment to quality and personal and professional integrity is the differentiating factor that sets us apart from our competition.

On behalf of Alfred University, it is with great pride and admiration that we congratulate you on this service anniversary milestone.

Celebrating 1 Year of Service:

Nov 4- Rob Price- Writer- Marketing and Communication

Nov 4- Allison Church- Associate Director International Services- Admissions

Celebrating 5 Years of Service:

Nov 16- Amanda Azzi- Controller- Business Office

Submitted by: Kayleigh Jones

[back to top](#)

---

### HR Tip of the Month

Did you know that through NexGen EAP as an employee of AU you have many great benefits?

NexGen EAP is your confidential EAP, Work/Life, Wellness, and Health Advocacy benefit provided by AU at no cost to you. You and your eligible family members can trust the NexGen EAP services to address your total wellbeing for accessing counseling services to maximizing work/life balance to assistance navigating your health plan to providing personalized wellness resources.

Services offered:

- Counseling Services- 8 free sessions offered either virtually or in-person
- Child/Elder Care Resources- access resources to help you find the child and elder care that you need
- Legal and Financial Consultations- half-hour legal consultations can be done over the phone or in person, and can be used for issues such as divorce, custody disputes, and wills.
- Virtual Concierge- the Virtual Concierge Service features dedicated Personal Assistants available to provide you with research, referrals, or information on just about any topic
- Individualized Wellness Resources- your comprehensive, personalized Wellness Program encompasses all areas of wellbeing from nutrition and fitness to relaxation and restoration.
- Health Advocacy- Care Guides provide health care claims and appeals management, health care billing assistance, prescription information and costs, as well as health care provider research

To learn more about this benefit, please click the link below.

Link: [EAP Information](#)

Submitted by: Kayleigh Jones

[back to top](#)

---

### New Music course for Spring

The Music Department is offering an additional online course for Spring 2021: MUSC 200-Music & Gaming. In this course we will study the history of video game music from its small origins to modern day games. We will start with the basics of music, the basics of computer sounds, and the basics of film music. We will then explore the sounds and music of video games over the last 40 years. We will study music and games from all over the world, various genres, and instruments used.

Submitted by: Laura Souther

[back to top](#)

---

### PhD/MSE Thesis Defense - Sahar Mokhtari

We are pleased to announce that Sahar Mokhtari will be defending her Ph.D. in Material Science and Engineering thesis titled: Development of Novel Copper Glass Containing Bone Adhesives For Orthopaedic Applications: Structural, Mechanical, and Biological Evaluation on Thursday, December 3, 2020 at 10:00 a.m.

Sahar will be defending her thesis remotely. If you would like to attend Sahar's defense, please email me at [grovel@alfred.edu](mailto:grovel@alfred.edu) and I will provide you the zoom link.

Attachment: **Abstract - Sahar Mokhtari**

Submitted by: Laura Grove

[back to top](#)

---

### CAREER DEVELOPMENT CENTER - WINTER BREAK HOURS

We will be available to continue taking virtual appointments for all of your career needs from November 30th through December 22nd!

Our hours of operation are Monday - Friday 8:30 am - 4:30 pm.

To book your appointment, follow these 6 easy steps:

1. Go to [alfred.joinhandshake.com](http://alfred.joinhandshake.com) and sign in with your Alfred email and password.
2. Click on the Career Center in the top right corner and click Appointments.
3. Then click on the Schedule a New Appointment button.
4. Select your desired Appointment Type.
5. Then you will see all of the available dates and times each counselor has! Select an option that best fits your schedule.
6. Next, select your appointment medium, and make sure that you add any details that you think your counselor may need to better assist you (like your phone number for a phone appointment). Then, click the green Request button at the bottom of the screen!

If you have any questions, please reach out to the Career Development Center at [cdc@alfred.edu](mailto:cdc@alfred.edu)!

Link: <http://www.alfred.joinhandshake.com>

Submitted by: Faith Piatt

[back to top](#)

---

### New Music Courses Offered

Back by popular demand !

MUSC 200 "Music and Gaming" 2 credit course about the history of video gaming and music- online

MUSC 110 Music Appreciation- online

MUSC 120 Fundamentals of Music & Technology [basic music theory] F2F

MUSC 215 History of Rock Music - great 2 credit course

MUSC 226 Music History: Romantic Era to 20th C.  
hybrid online and F2F

MUSC 132 Beginning Voice Class  
MUSC 133 Music of the Guzheng

PreReq. or by permission by instructor offerings:

MUSC 220 Theory II  
MUSC 131 Class Piano II - online- keyboards provided  
Private Lessons available to ALL Students

Private Lessons available to ALL Students from Beginners to Advanced:

Guitar, Electric Guitar, Mandolin, Piano, Strings, Winds, Brass, Percussion, Voice and the Chinese Guzheng

Submitted by: Lisa Lantz

[back to top](#)

---

### **AU Bookstore IS OPEN & will remain OPEN**

The AU Bookstore IS OPEN even though classes are done! Store hours will be 9:30-3:30 Monday-Thursday and 9:30-2 Friday. You are invited to visit us at the bookstore in person or online. We will continue offering sale specials through December.

Link: <http://alfred.bncollege.com>

Submitted by: Marcy Bradley

[back to top](#)

---

[Alfred University](#) | [MyAU](#) | [Events](#) | [BannerWeb](#) | [Canvas](#) | [News](#) | [Enews](#)