

**Augsburg University Faculty Meeting Minutes**  
**Wednesday, November 7, 2018 at 3:40 p.m.**  
**HC 150B, Augsburg University**

Provost Karen Kaivola presided and called the meeting to order at 3:40 p.m.

**First Word**

Sarah Myers, Associate Professor of Theater, and Christopher Houltberg, Assistant Professor of Art and Design, provided a First Word.

**Approval of Minutes**

The Faculty Meeting minutes from 10/10/18 were approved.

**Approval of Agenda**

Provost Kaivola announced a few changes to the agenda, including an expansion to her time, and proposed that time be granted to students who requested to speak during the meeting. The time for the students was granted.

Olivia House and Winston Heckt spoke about the Augsburg University Honors Program, and a recent event that occurred in an honors class. They spoke about feeling unsafe and not heard in the classroom, and asked the University to listen to its students of color. They spoke about the responsibility of professors to create safe spaces for all students, especially students of color. They said that a letter will be in this Friday's Echo with more information on the topic.

**Announcements**

Ann Garvey, VP of Student Affairs, spoke about a new section of the Student Affairs website, Title IX. She said, as a reminder, that faculty can promise students privacy, but not confidentiality, to issues related to Title IX.

Ann also introduced Scott Brownell, Director of Public Safety, to speak about what to do in the instance of a power outage. Scott spoke about DPS hoping to communicate better any work on campus that could potentially cause a power outage, and about students who may have issues related to mobility, specifically students who may need an elevator to exit the building. DPS is working with the CLASS office to create plans with those students.

Nate Hallanger, Director of Academic Administration, spoke about the Higher Learning Commission, Augsburg's institutional accreditor. Nate spoke about about a report that he will oversee as part of Augsburg's participation in the Open Pathway, the ten-year cycle of accreditation activities; the report is due on July 1, 2019. He said that the HLC is asking for specific evidence related to linking program and major level learning outcomes to institutional learning outcomes. He said that faculty will need to play a key part in helping to provide evidence and to craft our narrative.

**Provost's Report - Karen Kaivola**

Provost Kaivola spoke about the Council of Independent College's conference she recently attended. She spoke about the faculty keynote speakers at the conference, Dr Marcia Chatelain and Dr Nathan Grawe. She said that her takeaways from the speakers was that we have work to do to prepare Augsburg for the changing demographics of students and to live more fully into our commitment to inclusiveness.. Karen noted the importance of the mentoring relationship between faculty and students, and stated that we need to find a way to create bandwidth for faculty to have time to create meaningful connections with students.

Karen spoke about the General Education Redesign. She said that she is challenging the team to come up with three possibilities--viable options--for the faculty to consider, using the proposal we have and recent conversations as a base. She shared some of her own hopes: (1) that the final plan can be as simple as possible, while still performing its function and pushing Augsburg forward; (2) that we determine the right size of gen ed for Augsburg (can we keep it under 50 credit hours--perhaps through greater flexibility and with courses that meet multiple requirements simultaneously?); (3) that we prioritize a Gen Ed plan that engages faculty and students around common areas of interest; and (4) that we articulate more clearly how our Lutheran faith and values inform the proposed curriculum. She said that the we can, and will, set aside resources for faculty development and course development. She noted the need, too, for faculty coordinators to oversee the implementation and sustainability of writing, communication, and experiential learning courses. She said that she is also looking at the financial impact of enacting the new plan. As it currently stands, it would be viable, and yet also require that we think more carefully and intentionally about average class sizes, and number of courses necessary to meet student interest.

Karen's spoke to the recent issue in Honors that the two students had addressed earlier. She noted that the Student-Faculty Bias / Discrimination Reporting Policy approved last year attempts to navigate the terrain between commitments to inclusion and academic freedom--an example of the transformation required in higher education and in ourselves. She said that she hopes that this moment is one that opens us up, and allows us to think and not be defensive.

Karen also spoke about a CIC Institute that Augsburg is hoping to take part in regarding Diversity, Civility and the Liberal Arts, which would provide one among many ways that the institution will prepare for challenges and disruptions on the path to equity and inclusion. The team from Augsburg will be Karen Kaivola, Tim Pippert, Joaquin Munoz and Joanne Reick.

### **Faculty Senate Report - Milda Hedblom**

Milda spoke about the discussion of the Provost's Academic Plan at a recent Senate Meeting. She said that senators were specifically interested in language related to the merging of departments and department chairs. She said that the Provost said that this was not a guiding principle, but something that in certain situations, could help to reduce administrative work for faculty members.

Milda also spoke about new committees that were formed in the UC, on regarding Net Revenue Growth and one regarding Staffing Resources. They are creating white papers to look in to specific issues regarding the financial sustainability of the institution.

Milda also spoke about the Gen Ed Committee speaking at a recent Senate meeting. She said that three questions raised by the senate were: What are the costs for enacting a new plan? What will be the material time requirements for faculty members to enact the new plan? And what sorts of resources can the University offer to train faculty?

Milda also spoke about PPC presenting at recent meetings. One discussion at a meeting was about whether librarians should have faculty voting rights. She asked for input from faculty regarding their thoughts on this matter. PPC also raised the question of whether a faculty member should chair the faculty meetings.

Milda spoke about her thought that the Senate structure needs reinvention. She believes that the current structure does not allow for continuity. That the effectiveness of it is limited due to too short of terms, and too frequent turn over. She said that senate has asked PPC to consider the larger question of what a reimagining of the senate might look like.

#### **General Education Redesign - Doug Green**

Doug spoke about the 17 listening sessions that have been held. He said they have been challenging but also productive. He said that the team has lots of new information and documents to consider, and that they need time to reflect on what they've heard and what to prioritize going forward. He emphasized that nothing will happen until the faculty votes for it to happen. He also said that no matter what happens with the plan, Jacqui deVries and John Zobitz deserve a large debt of gratitude from the faculty as a whole, both for the work they have put in to create the plan, but also for the harsh feedback they have had to endure.

#### **Personnel Policies Committee - Matt Haines**

Matt brought an update on topics discussed at the last faculty meeting. One topic was regarding the Voting Members of the Faculty, and specifically whether the full-time librarians should be included. Another topic was regarding who would preside over faculty meetings. The three current choices are 1. No change, 2. The Faculty Senate President, and 3. A new faculty position - appointed by faculty senate. With all of these choices, the parliamentarian would not be the substitute presider of the meeting.

As next steps, PPC will continue to update language based on recent discussions, and will return to Senate for senate votes. And then continue to return to faculty meetings for discussion and vote - potentially at the December Faculty Meeting.

Provost Kaivola asked for anyone to come forward with additional thoughts. The following was shared:

- Noted that the issue with the students and a faculty member are regarding the teaching of a racially charged piece of writing. He said that this is the moment that we need to talk

about these issues in public and in a concrete manner. He said that the professor in question is feeling attacked and devastated. He can't continue the dialogue with his students. He also spoke about drafting a letter from the AAUP that will appear in the Friday issue of The Echo. He said that he does not believe that the professor in question should have been removed from his classroom, and that he believes the answer is open dialogue between the students and the professor.

Karen clarified that the professor was asked to not meet his class last Tuesday, so that we could learn more about the nature of student concerns.

- Another faculty member spoke about the importance for Augsburg, when these things happen, to move immediately, honest, and fairly. And he said he hopes that we do not pretend that racism does not exist at Augsburg. He hopes we lean into these issues-- and engage with one another.
- The faculty advisor for The Echo said that she believes we need to seriously think about cancelling classes, in order to create space for students and faculty to talk about what happened and the issues raised.
- Importance of reacting quickly, in a genuine way, to show students that we respect their ideas and experience.
- Faculty need to feel safe to speak about certain issues. This faculty member said he is fearful to address issues of race and racism, and believes that faculty may choose to avoid these issues altogether.
- Suggestion to put money towards, and provide real training to help faculty better understand their own biases and help prepare them to have difficult conversations regarding race and racism.
- Not everyone was aware of the incident. Requested that there be a way to have information of this kind shared with faculty, staff, and students.
- The inherent power that a professor holds in a classroom, and that it is important to make sure that we lean into the present moment and have the difficult conversations.
- Not talking about the issue is not safer. Faculty member spoke about finding ways to incorporate discussion of race and racism, and this incident, into classes this week and next week.

Karen spoke about creating contexts to have difficult conversations, and dealing with racism in an open and honest way.

Meeting adjourned at 5:13 p.m.

Jacob Walter, Recorder