

Augsburg University Faculty Meeting Minutes
Wednesday, March 13, 2019 at 3:40 p.m.
HC 150B, Augsburg University

Parliamentarian Bob Groven presided and called the meeting to order at 3:50 p.m.

First Word

Sarah Degner Riveros, Lecturer, Department of Languages and Cross-Cultural Studies, provided the First Word.

Approval of Minutes

The Faculty Meeting minutes from 12/8/18 were approved.

Approval of Agenda

Motion was made and seconded to move the PPC discussion to after the Faculty Senate Report. Opened to discussion. Jacqui deVries made a comment that the Gen Ed discussion has been moved behind PPC at several Faculty Meetings, and that they believe it is important to give it priority to make sure that it has the fully allotted time. Motion to change agenda failed via voice vote.

Parliamentarian Bob Groven added an additional Announcement agenda item from Tim Pippert. There was no opposition voiced to the amended agenda.

Announcements

Sesquicentennial Gala - Darcey Engen, Professor of Theater

Darcey gave an update on the year-long sesquicentennial events. She spoke specifically about the gala, which will be on Sept 27, at the Depot in Minneapolis. Tickets for Faculty and Staff are \$75, which is half of the public price. She recommended that tickets should be bought soon, as they will likely sell out by the summer. She urged faculty and staff to buy tickets.

First Year Experience - Rebekah Dupont, Director of STEM Programs

Rebekah thanked faculty members who have committed to teach AugSem next year. She said that the first 'Day in May', on May 14, will be about first year experience. She urged attendance. In addition she announced that applications for student Augsem leaders will be posting soon. Rebekah re-stated that diversity and inclusion are important parts of the first year experience and AugSem.

Admissions Update - Robert Gould, Vice President for Strategic Enrollment Management

Robert gave a summary of new student goals for Fall 2019. He feels confident about meeting our goals. He then spoke about transfer numbers for Fall 2019. Rebekah Dupont commented on the significance of brainstorming on ways that faculty can be involved in the recruitment process. The Enrollment Committee will hold sessions on April 5 and 6 for faculty to drop in and share ideas about how they can work with enrollment staff members.

CTL Update - Tim Pippert, CTL Director

Tim introduced this year's recipients of the Distinguished Contribution to Teaching and Learning awards:

Service - Joaquin Munoz, Education

Scholarship - Vivian Feng, Chemistry

Teaching (part-time) - Sharon Gerlach, Languages and Cross-Cultural Studies

Teaching (full-time) - Kaycee Rogers, Education

Faculty Senate Report - Milda Hedblom, Faculty Senate President, Professor of Political Science

Senate President Milda Hedblom announced that the Senate Primary ballot will be opening tomorrow. She highlighted the discussion of the Gen Ed Proposal in Senate. She also spoke about the importance of the PPC items, specifically the areas of the handbook revision related to formal and informal review processes.

General Education Redesign - Jacqueline deVries, General Education Director, Professor of History

Jacqui acknowledge the hard work of the Gen Ed Design team members over the past few years. They have done their due diligence in examining data, gathering input, developing a vision, sharing two plans, holding 27 listening session, and making revisions in light of feedback received. She said that the team is proud of the current proposal and that it builds on a strong foundation while allowing room for evolution.

Jacqui said that the team has listened to feedback, and that the feedback has been enormously helpful. Gen ed is not a zero sum game; it is a careful calculus to design something that works for all of the various students at Augsburg. She said that the plan provides opportunities while also being fiscally prudent, while maintaining as a primary goal, providing more opportunities for students.

Jacqui said that not every detail in the proposal may yet be right. Final edits to the plan will be made after a report from the Diversity and Inclusion Task Force is received. However, she said that it is now time to hand off the plan to the faculty to define the parameters of the different parts of the plan. She will be asking faculty to hold a straw vote at the next meeting to see if there is belief that this plan is a strong framework. If the vote is negative, the design team will take that feedback to return to the design process. If the vote is positive, then stipends will be provided for small faculty groups to decide on the fine details of the plan. Then a final binding vote will follow in the Fall.

Jacqui mentioned the four Q&A sessions coming up on 3/26, 4/1, 4/3 and 4/8. Details will be on A-mail.

The floor was opened for comments and questions:

A faculty member from the Communication Studies department spoke about graduation outcomes and learning outcomes that were outlined in the previous plan. She said that if oral communication is not called out in the new gen ed plan, then it is incumbent on individual departments to emphasize those skills. She said that the Communication Studies Department strongly believes that oral communication is equally important to written communication. She spoke about the importance of oral communication, and voiced concerns about the plan as it is currently written.

Another Communication Studies faculty member spoke about the message that is sent when one form of communication is emphasized over another. She spoke about what it might mean to students who cannot communicate with written word as easily, and those who have cultural oral traditions.

A Communication Studies faculty member spoke about the importance of oral communication, and that the gen ed proposal diminishes the importance of a very important skill. He spoke about the oral communication requirement at another university. He spoke about a lack of oral communication skills potentially causing students to miss out on job opportunities.

A Communication Studies faculty member argued that learning to speak and deliver arguments, and learning when to listen, are valuable critical skills for our students. She said that she and the Comm dept are worried that passing this framework as it is currently written would do a disservice to our students.

Faculty member spoke on behalf of the Business Department. She said she is not sure how the plan will work for students in Business. She spoke about the Augsburg experience class, and transfer students. She said that it is important for the departments to complement one another. She spoke about business courses focusing on business, and other courses focusing on their areas of expertise. She said she would like more framework, and believes that the gen ed plan should focus on liberal arts majors and disciplines.

A faculty member spoke about the intercultural knowledge requirement of two courses. She said it doesn't make sense to only require 2 courses. She believes that intercultural competency should be an important part of the plan, and for our students going forward.

Jacqui addressed concerns re. transfer students. She is hopeful to do mock ups of the transfer sheet with departments.

A faculty member spoke about the difference between intercultural and cross-cultural wording in the proposal, and wondered how those words specifically were chosen.

Jill Dawe, a member of the design team, spoke about the discussion of the language used in the proposal, referring to discussions of the specific wording in the proposal being ongoing.

Terrance Kwame Ross, a design team member, also spoke about those language discussions being ongoing. And about the goal of being both exact and ambiguous.

A faculty member spoke about the difference between intercultural and cross-cultural. She believes this is important in the next steps, as for example, a class on Chinese culture would potentially meet cross-cultural requirements, but not intercultural requirements.

Jacqui spoke further about the Diversity and Inclusion task force, and specifically to the importance of that work in the early stages, but also as we move to more detailed conversations.

Question was raised about the vote in April, specifically, how the communication about changes and timelines will be handled following the vote. Those working on revising the Elementary Ed major are wondering how their current major changes will overlap with the gen ed changes.

Jacqui spoke about consulting the FAQ documents. She said that the goal would be a hard reset of the curriculum in 2021. She said that much work would need to be done for that to occur. She said that phasing in the plan is not an option.

A faculty member said that she felt that the structure set out on paper names some departments responsible for certain areas of study, but not for all areas. She said that this could cause confusion for certain students, and that it also tends to name the departments that have been valued in the past, which is typically white, western values. She said that these sorts of values are built for what we have been doing, but not for the future.

Milda Hedblom spoke about the need to explore the difference between a straw vote in April and a binding vote in the Fall. She asked that faculty consider what these votes will mean. She wonders if we can truly go back, after a 'Yes' straw vote.

A faculty member spoke about his desire for all students at Augsburg to take two semesters of Physics courses, and hoped for increased diversity in the Natural Science departments.

Personnel Policies Committee - Matt Haines, Professor of Mathematics and Statistics, Bob Groven, Associate Professor of Communication Studies

Matt Haines spoke about the proposed changes to various sections of the handbooks. While he felt it will not be possible to fix everything in sections 8 and 9, there will be ongoing conversations. There will be open hearings for feedback on the language change, and then a second reading and vote at the April 17 faculty meeting.

Matt addressed changes to the faculty role in determining admission requirements in section 8, the language regarding faculty appointments in section 9, and the new language regarding hiring administrative officers with tenure, and endowed chairs. He also discussed revised

language regarding appointing an acting chair of a department, and the process for removing a department chair as well as new language regarding the responsibilities of the department chair.

Bob Groven addressed the area of dismissal for cause and confronting ethical violations, raising a potential change from using CTP to using the Equity committee for consultation. He also spoke about the new proposed disciplinary process, highlighting the section regarding confronting ethical violations, and a change adding administrative suspension as a potential form of discipline (and the standards required to do so). He said that PPC is currently seeking language to define those standards. He also highlighted a new mediation step that has been added to the disciplinary process.

Matt Haines spoke about using the Google doc to post comments. He also noted that open hearing sessions are scheduled to occur soon.

Bob Groven reminded faculty that the plan is to have a final vote on these changes at the April 17 meeting.

Meeting adjourned at 5:13 p.m.

Jacob Walter, Recorder