

**Augsburg University Faculty Meeting Minutes**  
**Thursday, April 25, 2019 at 3:40 p.m.**  
**HC 150B, Augsburg University**

Provost Karen Kaivola presided and called the meeting to order at 3:43 p.m.

**First Word**

Mzenga Wanyama, Associate Professor of English, provided the First Word.

**Approval of Minutes**

The Faculty Meeting minutes from 4/17/19 were approved.

**Approval of Agenda**

The agenda was approved.

**Announcements**

Undoing White Body Supremacy - Sabo Center Staff

Sabo Center staff members spoke about the UWBS pilot project. It is a year long program, designed for white faculty and staff, learning to undo the ways white supremacy shows up in our bodies, not just in our minds. Applications are due May 13.

Human Rights Forum - Bettine Hermanson, Peace Prize Forum

Bettine Hermanson spoke about the new forum that will take place in the fall, a continuation of the Nobel Forum. Dates will be October 28 and 29. Augsburg will be partnering with the Human Rights Foundation. There will be 6 speakers on the 28th, and an emphasis on local and domestic issues on the 29th.

Admissions Update - Robert Gould, VP for Strategic Enrollment Management

Robert Gould spoke about information regarding faculty involvement in the recruitment process being released over the summer. He also spoke about the large number of deposits we have now, compared to this time last year.

**Provost's Report - Provost Karen Kaivola**

Provost Kaivola honored the two faculty retiring this year. Dave Conrad, Department of Business and Roberta Kagin, Department of Music. She also gave thanks to Milda Hedblom for her two years of acting as the Faculty Senate President.

Provost Kaivola spoke about the Financial Headwinds Initiative. She spoke about the goals of Strengthening the Traditional Undergraduate Program, Innovating programs for adult learners, and Growing graduate enrollments. She said that we will likely not grow our graduate enrollment next year, but in the last two weeks a new opportunity arose. She described the closing of the Minnesota School of Professional Psychology program at Argosy University. She spoke about the possibility of Augsburg acquiring, or housing, the program. And she spoke about the

benefits that could arise from doing so on a short timeline. The Provost spoke about the merits of the program, and the positive market analysis that has been done regarding the program. She also spoke about the potential risks involved, and the internal and external reviews that will occur to help us decide if this would be a good decision. She spoke about the various discussions that have occurred with Faculty groups.

Provost Kaivola then spoke about the history and processes of UCAP. She spoke about the administration reaching out to the state in order to begin looking at what sorts of reviews and certification will be required. She also spoke about the Faculty Senate having the power to determine if programs should be brought in front of the full Faculty. She hoped that the faculty would be willing to bypass some of the UCAP process steps, and delegate those responsibilities to Senate, in order to help move the process along at the fast pace that is required to begin the program in the Fall.

A faculty member said that she believes this is an excellent proposal, and that the Grad Council is in support of the proposal.

Provost Kaivola said that if faculty feel that the provost is not communicating enough, to please reach out to her.

A faculty member clarified about the number of new faculty that this would mean. Provost clarified 2-3 full time faculty initially, and that the future number would be linked to the number of students.

Provost spoke about these faculty not being hired as tenure track, and that annual reviews would be performed.

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

Milda Hedblom announced the new Faculty Senators, and the UC election result.

Provost Kaivola announced the election of Sarah Combellick Bidney for AAC.

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

Bob Groven spoke about the great work that Matt Haines has done as a co chair of PPC.

Bob Groven spoke about section 2.6.2 having to do with Administrative Suspension. He spoke about feedback received regarding the terms “physical or emotional health”. Bob then shared the revised language. He spoke about wanting to include language regarding actions that we can’t comprehend.

A faculty member spoke said she is in favor of the new language.

A faculty member wondered who would be the final determiner of 'intentionality' or 'severe'. Bob Groven clarified that it would be the President or Chief Academic Officer.

A faculty member wondered about the difficulty in the gray areas, and wondered how this language help with those gray areas. Bob Groven said that this language is not meant to retroactively deal with the events of the Fall, but is meant to be forward looking. He said that the committee spoke about what would have happened if we had these policies in the Fall, and said that it still would have been a judgment call, and that the committee did not want to write language directly to that event.

Bob Groven spoke about section 9.1.2.B, regarding the hiring of Faculty and departmental duties. He spoke about the goal of making the handbook reflect current and historic practice, and adding the word 'normally' to a few areas in order to give a bit more flexibility.

A faculty member wondered how endowed chairs fit in to this, and noted that it seems that faculty do not necessarily have an active voice in choosing endowed chairs. Bob Groven spoke about that being a hot button issue, and about new language regarding giving tenure to endowed chairs, and about the language that is being proposed being the regular process, so there would need to be a reason for that process to not be followed.

Bob Groven then spoke about section 9.1.5. Regarding dismissal for cause and consultation. He then described what a normal process would be regarding an ethical breach, and a potential dismissal for cause. He spoke about the change of language back to consulting CTP in section 9.1.5.B and new language that involved the Division Chairs in cases of conflict of interest.

A faculty member wondered what would trigger the conflict of interest provision? And whether it would be just one CTP member, or multiple? Bob Groven spoke about potential confidentiality issues, and that technically one member with a conflict could trigger the provision.

A faculty member spoke about giving the accused faculty member the determination of whether there is a conflict of interest.

Provost Kaivola clarified on the process, and that in this language, CTP would be the group deciding on a hearing committee, not making the final decision.

Bob Groven then spoke about changes to section 9.2.4 about the composition of committees regarding diversity, specifically in gender.

Bob Groven then spoke about potentially creating the Senate Subcommittee on Committees, their charge, and about the importance of diversity on that committee.

Bob Groven then spoke about section 9.2.9 about the Student Standing Committee.

Bob Groven then spoke about changes to section 9.3 regarding departmental organization. He spoke about the work that the chair would be able to assign, changes to the language about removing a chair, and who can be elected as chair. He also spoke about language defining the term of an acting chair.

PPC moved for the approval of motions 2, 3, 4, as outlined in their letter to the Faculty contained in the meeting items.

A faculty member spoke about making changes very cautiously. He said that he cannot vote in good faith on all these changes, and that he does not feel we have thought the changes through enough.

A faculty member discussed the possibility of the Dean approving work delegated by the chair. Bob Groven clarified that that language does exist.

Provost clarified that before any changes are introduced, the Board and a legal counsel will review them.

There was then discussion about these changes reflecting important work, and positive changes to the handbook. And that the work of revising the handbook will be ongoing, but this provides a good starting point.

There was then a vote on motions 2,3 and 4, put forward by PPC. Vote passed to approve those motions, via overwhelming voice vote.

Meeting adjourned at 5:10 p.m. by Roberta Kagin, Professor of Music

Jacob Walter, Recorder