

Augsburg University Faculty Meeting Minutes
Wednesday, May 13, 2020 at 3:15 p.m.
Augsburg University
Held via Zoom

Provost Karen Kaivola presided and called the meeting to order at 3:18 p.m.

Update on Parliamentary Procedure - Bob Groven, Parliamentarian

Bob Groven spoke about the virtual meeting process for this meeting. He described the process of entering procedural questions and motions, either in the chat or via voice. He also spoke about the preferred usage of the chat function.

Approval of Minutes

The previous meeting's minutes were approved.

Approval of Agenda

A few changes to the agenda were proposed prior to the meeting. One is to address the second readings of two motions, one regarding the Gen Ed Learning Outcomes and one regarding the Upper Division Course Requirement, which were deferred during the 4/29 meeting. Another change to the agenda was regarding a motion concerning senate and faculty meetings over the summer. And a third was new business regarding a motion concerning curricular decisions and faculty involvement. The amended agenda was approved.

Second Reading: Motion to approve general education learning outcomes – Stacy Freiheit, Director of General Education

Motion: The Augsburg faculty endorses the proposal approved by the Assessment Committee in December 2019, AAC in February 2020, and Faculty Senate in March 2020, to adopt four program-level learning outcomes in the general education curriculum: Communication, Integrative Learning, Quantitative Reasoning, and Values.

Stacy Freiheit gave a brief reminder regarding the contents of the motion, and the importance of passing the motion.

A faculty member asked where integrative learning will be assessed in our current curriculum. Stacy Freiheit spoke about the potential areas for that, and the next steps for making those determinations.

A faculty member also asked if the outcomes will be used to guide further iterations of the general education plan? Stacy Freiheit said the HLC has suggested that we use our assessment of these outcomes to guide future changes in our curriculum.

A faculty member inquired about the wellness value, as well as the sustainability value.

Stacy Freiheit clarified that a vote to approve these learning outcomes is not a vote to approve all the subdomains.

There was then further discussion about where these outcomes would be assessed.

Stacy Freiheit spoke further regarding qualitative values, scientific reasoning, and experiential education.

Stacy Freiheit also said that if these are not approved, then the committee would need to bring forward a revised plan, but she stressed the importance of the timeline that HLC has put forward, and that we view this motion as a good starting point.

A faculty member spoke about their concerns about not including qualitative analysis. Stacy Freiheit spoke about the intent of these outcomes, which are to assess what we are currently doing.

A faculty member called the question to a vote. There was no objection to ending the debate.

The motion carried, with 116 votes for, 9 votes against, 9 votes abstain.

Second Reading: Motion to approve upper division course requirement – Karen Kaivola, Provost

Motion: The Augsburg University faculty endorses the proposal approved by AAC in November 2019, to require 36 upper-division credits for undergraduate students. Students entering Augsburg in Fall 2021 or thereafter must complete 36 upper-division credits for graduation. Substitution of lower division course work for upper division requirements will be allowed, as is the case now, at the discretion of programs and departments, but such substitutions will not count toward the upper division credit total.

Provost Kaivola spoke about the motion, and the change from the last reading, which moves the beginning date to Fall 2021.

A faculty member spoke about the implications for the majors. Provost Kaivola said that the 36 upper division credits would not all need to be in one major.

A faculty member hesitantly supported the proposal. They mentioned being hesitant that certain majors may not offer as many upper division courses, which would force certain students to take many courses outside their major. They also hoped for guidelines for determining what sort of coursework would be appropriate for an upper level course. Provost Kaivola spoke about a draft of a document that would help make the distinction of upper level vs lower level courses. She also spoke about the intent of the timing to be showing a good faith effort to the State of Minnesota.

Provost Kaivola spoke about the possibility of lower division courses counting toward a major, but not towards the upper division degree requirement. She also spoke about the possible ramifications of not approving this change, specifically from the State of Minnesota. She also spoke about the duty we have to our students to make sure that we have prepared them with adequate rigorous coursework.

A faculty member spoke about the historical perspective of this change at Augsburg, why we once had it in place and why it might have been removed, and also why it would be beneficial to reinstate at this time.

A faculty member spoke in favor of the motion. They called the question to a vote. There was no objection to closing debate.

The motion carried, with 125 votes in favor, 3 votes against, 5 votes abstain

President's Report - Paul Pribbenow, President

President Pribbenow addressed the events of the last faculty meeting. He also spoke about turning our attention to the near future, and the kinds of decisions that will need to be made. He then shared the tenants of a framework for decision making that the University will consult going forward: Teaching and Learning, Safety, Revenue Boosting, and Expense Controls. He then spoke about the work of the Board of Regents as it relates to COVID 19, and other community groups. He also spoke about a shared planning discussion that will occur on May 28th, as well as a Town Hall Meeting that will occur at 10am on May 15th.

President Pribbenow then spoke about the salary reductions for the members of the President's Leadership Team. He also spoke about expense reductions that will likely occur over the summer as it relates to meetings, travel, etc. He also spoke about messaging that will be sent to students and potential students, including the Augsburg Bold Program. He spoke about 2 credit courses that will be offered to incoming students in August, to give them the experience of an introductory online college course. He also announced that Augsburg is freezing tuition at the current rate for undergraduate students.

President Pribbenow also spoke about the promising enrollment numbers and fundraising gifts that the University is currently seeing.

President Pribbenow spoke about the potential requirements for testing and contact tracing. He also spoke about the messaging to students being shared with Faculty, and posted to a website.

President Pribbenow spoke about the various scenarios for repopulating campus, and the challenges that they present.

President Pribbenow spoke about the monies received as part of the CARES Act. He said that any Title 4 eligible student will receive ~ \$700, and any graduate / AU student will receive ~\$275.

President Pribbenow spoke about the potential of salary cuts, and said an announcement will likely come later this week. He also spoke about how summer work for faculty might change, and how compensation for that work might occur.

Provost's Report - Karen Kaivola, Provost

Provost Kaivola spoke about the Three Days in May. She also spoke about integrated planning efforts for the 20-21 academic year.

Provost Kaivola announced that conversations regarding graduate programs under administrative review are ongoing, and that all decisions announced at the previous Faculty Meeting have been put on hold. She also said that PPC is having discussions about process and protocol for program closure that honors commitment to shared governance.

Provost Kaivola spoke about the ongoing work of the Academic Structure Task Force. She also spoke about 20-21 faculty letters of appointment, and the summer 2020 spending protocols, specifically about deferring whatever spending can be deferred until at least September 1st. She also spoke about faculty search requests, and the criteria that should be followed for those requests.

Provost Kaivola then spoke about the reorganization in the division of Academic and Student Affairs, and the restructuring that will likely occur June 1st, September 1st, and beyond.

Faculty Senate Report - Milda Hedblom, Faculty Senate President

Milda Hedblom announced that she had been elected to serve a third consecutive term as Faculty Senate President. She spoke about the recent work of the Faculty Senate. She reported that the Faculty Senate recently voted to endorse the PPC motion to change the policy requiring reimbursement of sabbatical expenses. She also noted that the Senate will hold a special meeting on Friday, May 15th at 1pm, and that faculty can reach out to Jacob Walter (walterj@augsborg.edu) for access to view that Zoom meeting.

Personnel Policies Committee Report - Bob Groven, PPC

Bob Groven spoke about the work of PPC on the process for sunseting programs. He also spoke about a recent discussion regarding a recently released faculty workload document.

Motion: Exemption from policy requiring "Reimbursement of sabbatical expenses"

This motion will add the following language to Faculty Handbook section 6.11.7: "Exceptions may be granted by the Provost to faculty members who formally announce their retirement upon the completion of their sabbatical."

A faculty member spoke in favor of the proposal.

The motion carried with 122 votes For, 2 votes against, and 5 votes abstain.

Motion: To Request that Faculty Senate Call for Faculty Meetings as needed over the summer - Terrance Kwame-Ross, Education

Motion: The Augsburg Faculty delegates the Faculty Senate to meet throughout the summer during which time the Senate will have the authority to call on-line Faculty meetings when matters of immediate curricular or budgetary concern require the deliberation or vote of the full faculty body.

Terrance Kwame-Ross gave a brief overview of the motion. There was then discussion about when Faculty members may call for a faculty meeting.

A faculty member spoke in favor of the motion, and viewed it as a symbolic statement to the Senate to urge them to include the full Faculty in their deliberations over the summer, as needed. Some Faculty members worried that the motion was not clear.

A change to the motion was proposed by Dal Liddle:

Amended Motion: The Augsburg Faculty directs the Faculty Senate to meet throughout the summer during which time the Senate will call on-line Faculty meetings when matters of immediate curricular or budgetary concern require the deliberation or vote of the full faculty body.

There was no objection to amending the motion. The new amended motion stood. The question was called to move to a vote on the amended motion. There was no objection to ending the debate. There was also a stated understanding that the virtual poll would represent the amended motion.

The motion carried with 115 votes in favor, 2 votes against, and 3 votes abstain.

Bob Cowgill removed from consideration his motion concerning curricular decisions and faculty involvement, citing comments made previously in the meeting as having addressed his concern.

Provost Kaivola also reiterated that PPC is working on modifying the process for sun setting programs, and that further communication will occur on those matters.

Parting Words from Retiring Colleagues

Jeanne Boeh spoke on behalf of retiring faculty member John Cerrito, Business Administration.

Virginia McCarthy, Nursing, provided parting words upon her retirement.

Nancy Rodenborg, Social Work, provided parting words upon her retirement.

Marty Stortz, Bernhard M Christensen Professor for Religion and Vocation, provided parting words upon her retirement.

The meeting was adjourned by Marty Stortz at 5:20 pm