

Augsburg University Faculty Meeting Minutes
Wednesday, October 13, 2021 at 3:40 p.m.
Augsburg University
Held via Zoom

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

Zoom Protocol

Robert Groven, Parliamentarian and Associate Professor of Communication Studies, Film & New Media

First Word

Michael Kidd provided the First Word.

Approval of Minutes

Minutes from 9/15/21 were approved as written.

Approval of Agenda

The agenda for today's meeting, 10/13/21, was approved as presented.

Announcements

Mary Hollerich, Library Director introduced the Open Education Network (OEN), a new collaborative effort based at the University of Minnesota that provides almost 1000 textbooks for faculty use in classroom instruction. These textbooks are viewable by field, have been reviewed by colleagues in their field, and are free to adapt as needed. In addition, faculty now have access to a dashboard that helps to quantify the number of textbooks that are being adapted, and the savings to students. Faculty are encouraged to let the library know what textbooks they have been using, to add to this database. Questions regarding OEN can be directed to Mary.

Mary also provided a reminder of the available institution repository, Idun. This repository works like Academia.edu, and is designed to expose published scholarship for greater viewing and use. Faculty should feel free to upload their work to Idun by sending a full citation of their work(s) to Mike Bloomberg (bloomber@augzburg.edu).

Provost's Report – Karen Kaivola

Karen provided reflections from the 10/8/21 Board of Regents meeting. There were several opportunities for regents to engage with faculty who were participating in this meeting, including last year's Distinguished Contributions recipients:

Jacqui deVries - for Excellence in Teaching
Anna Bonderson - for Excellence in Teaching
Michael Wentzel - for Excellence in Scholarship
Katie Clark - for Excellence in Service
Jenny Hanson - for Excellence in Service

This discussion provided regents a view on classroom experience-based learning via Augsburg 150 Dimensions 1) How do we strengthen the work faculty do with students, and 2) How do we do this while growing a sustainable university?

Regents also connected with Professor Joe Underhill who is leading the experience-based River Semester course, and who was out in the middle of the Mississippi, as well as with Professor Christopher Houlberg, who spoke to the work students are doing in partnership with faculty in Design & Agency to developCall with Joe Undershill who is out on the Mississippi, and Christopher Houlberg who spoke to work students are doing in partnership with faculty to develop solutions for local organizations. Katie Clark, unable to attend in person, provided a recorded video about the work that she, students, Nursing and PA faculty are doing in the Health Commons. Professor Ben Stottrup, from Physics, is using food to teach general education courses about science, and he featured examples of other faculty's work who use the food lab to supplement course work in their classes. Raziel Valingo, Global Twin Cities Scholars Program. Global Twin Cities Scholars Program participant, Raziel Valigo, provided an update on her teaching in Sociology and Urban Studies courses. These examples are a small snapshot of how faculty incorporate signature learning into their courses.

The board's attention remains focused on the three interconnected initiatives of Augsburg 150: programs (Grow Sustainably Task Force), structure (Task Force on Academic Structure), and culture (HLC Quality Initiative) to grow sustainably at Augsburg. Faculty are engaged across all three of these projects. Karen noted that the structure initiative will be coming to the faculty for a vote of support in spring.

Faculty Senate Report – Andy Aoki

The Faculty Senate has met once since the last faculty meeting. Ongoing work includes the work of the Faculty Workload Task Force. Co-chairs of this task force provided senate with a summary of their work and noted that they will be engaging with department chairs in the near future. Senate continues to monitor the implications of Covid as it relates to faculty, students, and classroom instruction. They also held a discussion on online and enhanced learning, and look forward to a more concerted discussion on this topic this fall.

Fiscal 2021-22 Outlook – John Coskran

John presented the 2021-22 budget to the Finance Committee of the Board of Regents at their recent meeting, and the budget was approved. Tuition and fees are projected to be \$2.5M higher than last year, but lower than fiscal year 2020's actuals. We are showing recovery from non-auxiliary revenues (non-room and board expenses) experienced last year. Projected revenues estimates are \$3.6M higher than last year due primarily to re-start of CGEE, and tuition increase. On the expense side, lowered compensation and temporary suspension of 403b match contributions aided the bottom line recovery. Restoration of those this year will cost \$3.5M. On the operating expense side, because we are back on campus, we are spending more than last year. Last year we came out a bit ahead in meeting our debt service coverage threshold; this year there is no room for increasing discretionary spending.

John extended his thanks to budget managers for their diligence over the course of this fiscal year.

Augsburg's Brand Perception – Stephen Jendraszek

In 2017, before the name change to Augsburg University, MarComm ran a brand perception benchmark study, and then again this year as a comparison. Stephen provided a preview of the information he and Laura Swanson Lindahl will provide at the upcoming focused conversation. In both surveys, they reached out to insiders (current students, alumni, AU fac/staff) and outsiders (general population, audiences in Minneapolis/St. Paul/Rochester, Twin Cities business professionals or HR department employees). Stephen shared that the overall summary reveals Augsburg has made significant brand progress since the initial survey.

- Perceived that AU is unique or distinctive when compared to other colleges and universities increased significantly among all outsider groups
- Perceived as gaining momentum among all outsider groups
- Like brand momentum, positive opinions of the brand among outsiders have increased significantly
- Value of AU degree, according to employers saw a 10% increase in perceived value
- AU strengths - outsiders in the Twin Cities saw a decrease in responses of those who don't know what Augsburg is about; perception of academic quality increased by 10%

Awareness of both grad and degree completion programs has increased in both insider and in Rochester perception. Also, Augsburg is higher on consideration lists of people looking to attend college.

The question was asked how vulnerable is Augsburg if President Biden's plan to provide 2 free years of community college goes through. Very preliminary data from the Art & Science group work indicates that we have some vulnerability in losing prospective students to other institutions due to specific programs, and due to degree confidence. Workforce readiness, a component of Augs 150 is being engaged.

COVID Response Updates and Discussion – Sarah Griesse, Christopher Smith

Sarah Griesse noted that we all share the same goal: we want students to be compliant with the current masking policy. If they're not masking or wearing masks properly more often than they should, faculty should send the name of the student to Sarah. She will work with Mike Grewe (who works with student conduct) to determine an appropriate level of response. The faculty member will not be shared. The following are examples of responses to students not abiding by the masking policy:

- Meeting with your peers. Student government has a judicial board who will work with Sarah and/or Mike on peer-to-peer meetings, to discover what prevents the student from completing this requirement.
- Student conduct process (a response to students who provide egregious or aggressive responses). Different levels of response, ranging from a letter of warning, restriction of privileges, not attending activities, requiring community education assignments or more if there is no change in behavior.

Faculty have expressed significant concern around athletes as a group who aren't masking properly. Student Affairs will copy the coach on any communication to the student regarding this violation - regardless of the level of response taken.

Christopher Smith, as Faculty Athletic Representative, provides assistance to resolve conflicts that may arise between faculty and coaches. In that context the coaching staff asked Christopher to communicate with faculty that if they have an ongoing problem with an athlete, to please let Christopher know. Not in place of Sarah's actions, but in addition to, so that the coach can follow-up with the student athlete. All confidences apply. Feel free to email Christopher with those concerns.

A faculty member expressed her frustration at continually having to remind students to pull their mask over their nose. Sarah Griesse said she would consider sending out another reminder notice to students.

Comment was made that this adds another component to the hierarchical relationship perception of faculty by students. Sarah hopes that continually using the process and relying on it, wears down those perceptions. This is a public health issue - this is something for which we all share responsibility.

Break-out groups were initiated to provide an opportunity for feedback on Augsburg's response to current protocols in the COVID pandemic. Faculty were given 10 minutes to discuss and provide feedback.

Academic Structure: Developing the Two-College Model – Monica Devers, Ryan Haaland, Andy Aoki

Last spring, the Academic Structure Task Force (ASTF) delivered the recommendation to go to a 2-college model this spring. The next phase includes:

- Two faculty work groups that were convened by Monica Devers and Ryan Haaland
 - o Each group will have faculty from a variety of departments across divisions, with at least one member who has served on the ASTF
 - o Each group will consult regularly and will communicate with constituents and stakeholders

Working groups were formed for Arts and Sciences, and for Professional Studies. A third group, with the oversight of Governance, was also created, but will function differently from the first two. Membership of these groups follows:

Arts & Sciences	Professional Studies	Governance
Darcey Engen	Jeanne Boeh	Andy Aoki
Diane Pike	Tony Clapp	Christina Erickson
Emily Schilling	Katie Clark	Joan Kunz
Ben Stottrup	Ankita Deka	Dal Liddle
Ryan Haaland	Monica Devers	Terrance Kwame-Ross

The A&S and PS groups' first meetings are scheduled for next week. They will work in a parallel fashion and will report to the Governance group so that they can be informed on how governance work needs to be structured based on the progress in A&S and PS.

A spring ASTF summary report identified six aspects for each work group to consider:

- Divisional structure
- Risks of siloization
- Faculty leadership: roles and responsibilities
- Curricular decisions
- Faculty priorities
- Graduate education

The two work groups will work independently on the above topics, reaching out to faculty, chairs, and program directors for input. The groups will share their preliminary work with the Governance group and the work will be refined in consultation with groups across campus. The three groups will be reconvened to discuss the impact of structure on governance, with hopes of a final report to be prepared and shared in December.

Meeting adjourned at 5:10 pm

Respectfully submitted,
Judi Green

