

Faculty Bulletin

Volume 14, Issue 8 – February 2014

Concordia University, Saint Paul

The Faculty Bulletin can be accessed directly from the Academic Affairs web page:

http://concordia.csp.edu/academicaffairs/Faculty_bulletin/index.html. You may also access it by going to the Faculty/Staff Portal and clicking on “Academic Affairs”, and then clicking on “Faculty Bulletin”. The bulletin emphasizes faculty policy and business issues, upcoming events, professional development opportunities, and deadlines. News items for faculty and the rest of the Concordia community are publicized on the CSP portal and web site. Articles for publication in the Faculty Bulletin must be submitted via email to haeg@csp.edu at least 5 working days prior to publication. The submission deadline for articles in the next issue is **Friday, February 21, 2014**.

A Walk in Love

Therefore be imitators of God, as beloved children. And walk in love, as Christ loved us and gave himself up for us, a fragrant offering and sacrifice to God.

Ephesians 5:1 – 2 (ESV)

Once upon a time, I was a teacher in a couple of elementary schools. Rarely did a day go by without hearing these words: “That’s not fair!” Children say these words often whether in regard to their siblings, their parents, or their classmates. Adults say it at work or in the home when others seem to accomplish what they wanted or when there is a loss. In the human terms of fairness, Jesus’ life here on earth seemed most unfair. He came down from heaven and lived on earth under the law in human form. He was born in a stable and as a young child, His family had to protect His life by hiding in Egypt. Rejected by the religious leaders and people of His day, Jesus suffered the ultimate humiliation of death on a cross. Jesus Christ showed His love for each of us when He gave Himself up for us, a fragrant offering. On another note, I sure am glad God is NOT fair with me for I certainly understand that the “wages” of my sin is death. I pray that in 2014 we may all remember – daily – the love that God has for each of us. And may we remember that God is NOT fair and that is to our benefit.

May our Father in heaven continue to bless each of us as we live our lives and live out our vocation and may He, through His Holy spirit, empower each of us to “walk in love.”

Lonny Maly, Vice President for Academic Affairs

Theme for the 2013/14 Academic Year: “Walk in Love”

Based on Ephesians 5:2 “And walk in love, as Christ loved us and gave himself up for us, a fragrant offering and sacrifice to God.” (ESV)

Chapel Schedule

Monday, Wednesday, Friday: 10:30 am

Tuesday, Thursday: 11:20 am

2013/14 Book of the Year

The Book of the Year for 2013/14 is *Behind the Beautiful Forevers* by Katherine Boo. The description inside the book jacket of *Behind the Beautiful Forevers* states: “With intelligence, humor, and deep insight into what connects human beings to one another in an era of tumultuous change, *Behind the Beautiful Forevers* carries the reader headlong into one of the twenty-first century’s hidden worlds, and into the lives of people impossible to forget.

Concordia University Saint Paul’s theme of the 2013/14 year “*Walk in Love*” provides a strong platform for discussion of this non-fiction account of life, death and hope in a Mumbai Undercity.

Calendar of Events

February 3, Saturday	Course offerings for Fall 2014, Spring 2015, and Summer 2015 due to Registrar
February 5, Wednesday	All changes for 2014/15 Academic Catalog due to Registrar Convocation: <u>Doing vs. Dreaming: How hundreds of thousands of Africans are now drinking “Water to Thrive” (10:30 am; BEC)</u>
February 17, Monday	Last day to withdraw from a first half semester course (W)
February 19, Wednesday	Convocation: <u>Concordia Abroad: Stories from Students' Global Travel Experiences (10:30 am; LTC 214/215)</u> CLC Gathering: Faith and Learning Lunch (11:30 am to 1:00 pm in the President’s Conference Room)
March 3, Monday	Midterm and end of first half semester courses <i>Deadline for requesting a Pass/No Pass grade</i>
March 4, Tuesday	Second half semester courses begin
March 6, Thursday	<u>Let’s Talk About it: Muslim Journeys - Broken Verses</u> by Kamila Shamsie (7:00 pm in BEC)
March 8 – March 16, Sat. – Sun.	Spring Break, No classes for Traditional Students
March 17, Monday	Last day to add or drop a second half semester course without record
March 20, Thursday	Annual <u>Poehler Lecture</u> : Dr. David Mennicke (7:00 pm in GMC)
March 26, Wednesday	Deadline for registration for Annual Research and Scholarship Symposium
March 31, Monday	Last day to withdraw from full semester course (W)

Let’s Talk About It: Muslim Journeys – Points of View

Events will be held in Concordia University’s Buenger Education Center (BEC)

This reading and discussion series presented by the National Endowment for the Humanities and the American Library Association has made its way to Concordia University – Saint Paul. It focuses on the reading of five books and a series of interactions about each book. The books are intended to “offer a corrective to some of the misunderstandings that confront the Muslim community in America” and are designed to “demonstrate the rich diversity of experience, the variety of Muslim opinions, and confirm our shared values.”

February 11: 7:00 pm: *House of Stone: A Memoir of Home, Family, and a Lost Middle East*, by Anthony Shadid

March 6: 7:00 p.m.: *Broken Verses*, by Kamila Shamsie

April 8: 7:00 pm: *Dreams of Trespass: Tales of a Harem Girlhood*, by Fatima Mernissi

Dr. David Mennicke to Deliver 2014 Poehler Lecture on Faith and Learning

Dr. David Mennicke, professor of music at Concordia University since 1989 and a recognized leader in the field of choral music, has accepted an invitation to deliver the annual Poehler Lecture on Faith and Learning. The event is scheduled for Thursday, March 20 at 7:00 pm in the Graebner Memorial Chapel. The lecture, at which faculty members of note explore the connections they have made between the Christian faith and their academic disciplines through their careers, is in its 13th year and is named in honor of Concordia University's third President Willy August Poehler who served the university in that capacity from 1946 through 1970. Further details about the event will be forthcoming. Faculty are encouraged to contemplate how the lecture might benefit students as they plan coursework for the spring semester.

Deadline for Faculty Professional Development Quasi-Endowment Grants

All applications for Faculty Professional Development Quasi-Endowment grants are due to the Professional Development Policies Committee by Monday, March 17, 2014. Further information can be found at the following website: <http://info.csp.edu/en/Academic-Resources/Academic-Affairs/Faculty-Scholarship-Center/Faculty-Development-Award-Program-Guidelines/>

Participation Deadlines and Procedures for the Annual Research and Scholarship Symposium

The Annual Concordia University Research and Scholarship Symposium will be held on **Wednesday, April 9** from 10:30-11:30am. This is an opportunity for undergraduate students to showcase the research and/or scholarship that they have completed either in the context of a course or with a faculty mentor. Research is typically displayed using a poster format, but other display needs can be accommodated. Questions can be directed to Rob Krueger (rkrueger@csp.edu) or Kim Flottesmesch (flottesmesch@csp.edu). **Deadline for Registration: Wednesday, March 26; Deadline for Poster Submission: Wednesday, April 2.**

Please read the following carefully:

1. All registrations and submissions must be made through the faculty mentor. Students will not be permitted to self-register or self-submit. Mentors must submit their registrations using an Excel spreadsheet, which is available by request from Rob Krueger (rkrueger@csp.edu).
2. All deadlines will be enforced. Posters may be submitted via e-mail to rkrueger@csp.edu.
3. All posters and other projects must demonstrate a level of scholarship that is considerably above what we would normally expect from a general education class. Posters from gen ed classes may be accepted, but they must be well above the average quality expected for such a course. Faculty should choose the best from the class to showcase. We will not place a limit at this time but a rule of thumb would be no more than 50% of the posters from any one class.
4. The organizers reserve the right to remove any poster that, in their opinion, is not of acceptable quality.
5. Any special display requests (need outlet, class posters grouped together, etc.) must be stated when the project is submitted. Outlets are in short supply so we can't promise electricity. Laptops should come fully charged.

Once again this year we will be organizing a faculty committee to judge the posters and present awards to the top submissions. The goal of these awards is to reward quality work both by students in preparing their submissions, and by mentors who seek to teach top-flight research, scholarship and presentation skills.

Department of Communication Studies Announces New Online Journal

The department of Communication Studies is proud to announce their new on-line journal entitled **Concordia Journal of Communication Research**. The journal primarily showcases undergraduate research; however, graduate work is also accepted. The Department of Communication Studies at Concordia University-St. Paul is the creator and publisher of the on-line journal. Currently, the journal is published twice a year with fall and spring issues, under the **editorship of Dr. Kim Flottesmesch, Assistant Professor of Communication Studies**. Submissions are collected from all participating communication departments in the Concordia University System and are put through a blind review process before accepted. Please visit the journal at <http://comjournal.csp.edu/> to read the Spring 2014 issue just published!

Chronicle of Higher Education's survey titled "Great Colleges to Work for"

In March 2014, Concordia will be participating in the Chronicle of Higher Education's survey of "Great Colleges to Work for." Most faculty will receive an email with links to the survey of 60 questions that provide an overview of the working environment at Concordia University. Watch for more details in the March faculty bulletin and be sure to keep an eye out for the survey in mid-March.

Pay Rates, Prorating, and Limits for Adjunct Teaching

For the 2013/14 academic year the pay rate for adjunct teaching will be continue to be connected to the revenue received for particular courses and will be as follows:

Master's of Business Administration	\$1,200 per credit
Traditional Courses	\$1,000 per credit
Undergraduate Cohort and Continuing Studies Courses	\$550 per credit
Graduate Cohort Courses (non-MBA)	\$650 per credit
Internship Supervision: \$125 per credit x credits with a maximum of \$600 per internship.	

A change has been made regarding the pro-rating of courses for under-enrolled courses. In the past prorating occurred in classes below 10 during the fall and spring semesters and under 7 in the summer semester. The new schedule calls for prorating all courses with enrollment of 8 or under for all three semesters. Further, due to our implementation of the Internal Revenue Service policy regarding eligibility for benefits, adjunct faculty will be limited to a total of 9 credits of teaching per semester and 27 annually.

FROM THE OFFICE OF THE REGISTRAR

Course Schedules for Fall 2014, Spring 2015 and Summer 2015 are due to the Registrar's Office no later than February 3, 2014. All Catalog changes for 2014/15 are due to the Registrar's Office no later than February 3, 2014

From the Faculty Scholarship Center...

2013/14 Convocation Schedule, 1st and 3rd Wednesdays, 10:30 – 11:25 am

February 5 at 10:30 am: Doing vs. Dreaming: How hundreds of thousands of Africans are now drinking “Water to Thrive” (Ed Scharlau, WatertoThrive.org and President Ries)

Water to Thrive turned study into action by providing 440 fresh water wells to hundreds of thousands in Africa. Their five-year action-plan showed patience and the faith needed to turn dollars into lifesaving disease-free fresh water. Ed Scharlau will discuss how a vocational career of 35 years in business and a calling to serve motivated him to dedicate his retirement to Water to Thrive and the people they serve more than 10,000 miles from his U.S. home.

To Scharlau, the grace of God was more than a tap on the shoulder or a whisper in his ear. His stories will include inspirational points from a career that included in-depth fears, hidden issues, resource challenges, and research into homelessness, hunger, prison, and growth as a leader. That leadership stimulated the Lutheran College Presidents of North America -- including our own President Ries -- to collaboratively fund and now install a well in 2013. “I discovered that my life had more meaning in the doing, and not in the having. What we do with our money is often in conflict with our values, commitments and what we hold as our priorities. It is in the doing!”

February 19 at 10:30 am: Concordia Abroad: Stories from Students' Global Travel Experiences CSP students, faculty, and staff, Kelly Matthias, CSP CALL Center).

Location changed to Library Technology Center (LTC) Room 214/215

"Certainly, travel is more than the seeing of sights; it is a change that goes on, deep and permanent, in the ideas of living (Mary Ritter Beard)." Join us to learn about culture, worldview, and global context from the students, faculty, and staff who have studied abroad this past year. Also, the 2014-15 abroad trips will be announced!

March 6: at 7:00 pm – Let’s Talk About it: Muslim Journeys – Broken Verses by Kamila Shamsie (Professors Debra Beilke, Theresa Fitzpatrick, Charlotte Knoche, Bruce Corrie)

Given Concordia’s location in the Twin Cities and Minnesota’s unique demographics, learning more about various Muslim cultures is a priority. For example, Minnesota is home to more Somalis than any other state. Concordia is across the freeway from Skyline Tower, a high-rise affordable housing building that is home to 1000 people, most of whom are recent refugees from East Africa. Moreover, the Somali student population at the University continues to grow. Concordia’s “Christ is honored, all are welcome” Promise makes the University uniquely suited to interact with these newest of immigrants, especially if we also promise to help our students “discover and engage their purpose for life, career, and service (CSP’s 2013-2014 convocation theme).” This convocation will involve students and faculty facilitators in one of five book talks from the Concordia’s library grant program -- Let’s Talk About it: Muslim Journeys -- with a focus on Broken Verses by Kamila Shamsie.

In 1986 Pakistan's greatest poet was found brutally murdered, beaten to death by government thugs. Two years later his lover, blazing beauty and fearless activist Samina Akram, disappeared.

Her daughter, Aasmani, has always assumed her mother abandoned her--since she had left so many times before, following the Poet into exile. But now, working at Pakistan's first independent TV station, Aasmani runs into an old friend of her mother's who hands her a letter written--recently--in the Poet and Samina's secret code. As more letters arrive, Aasmani becomes certain that the Poet is still alive, and that he will lead her to Samina, if only she can find him. Despite menacing signs, the disbelief of her family, and the worries of her new lover, Aasmani decodes the letters and searches for their source. But if she manages to locate it, what will she find?

Merging the personal with the political, *Broken Verses* is at once a sharp, thrilling journey through modern-day Pakistan, a carefully coded mystery, and an intimate mother-daughter story that asks how to forgive a mother who leaves.

March 19 at 10:30 am: *Behind the Beautiful Forevers: An Interdisciplinary look at the Book of the Year* (CSP Professor Paul Hillmer and others). Whether you've read it or not, please participate in this discussion of *Behind the Beautiful Forevers* by Katherine Boo in which panelists and audience alike will discuss the book from a variety of academic and other perspectives. What can a study of a Mumbai slum tell us about ourselves, about humanity, about changes wrought by a global economy? Given Concordia's theme for the year, how do we "walk in love" with people half a world away whose lives are so different from—and yet surprisingly similar to—our own? Join us for a thought-provoking discussion.

Faculty Notes

Dr. Flottesch and Dr. Ibrahim-DeVries Present Paper at International Conference

Dr. Kim Flottesch and Dr. Basma Ibrahim-DeVries, Department of Communication Studies, along with recent graduate student Risikat Adesaogun (M.A Strategic Communication) presented their paper entitled Stratification, communication tactics, and Black women: Navigating the social domain of nonprofit organizations at the Allied Academies International Internet Conference in December 2013. A version of this paper has also been accepted for publication with the *Journal of Organizational Culture, Communications and Conflict* (in press).

Dr. Corrie Mentors Students Researching Off-Campus Eating Habits

Research conducted by a team of Concordia University, St. Paul students under the direction of Concordia professor Dr. Bruce Corrie is featured in the January 23 edition of the St. Paul Pioneer Press. The research focuses on Concordia students' off-campus eating habits, including where students choose to eat, how often they visit restaurants, and how frequently they have food delivered. The team conducted a community presentation January 22 at the Rondo Community Outreach Library to discuss the results of their case study.

Dr. Mark Schuler Co-Authors Book Detailing Work at Hippos of the Decapolis

Hippos (Sussita) of the Decapolis: The First Twelve Seasons of Excavations (2000-2011), Volume I has been published by The Zinman Institute of Archaeology at the University of Haifa (Israel). It is a comprehensive record of the excavation work performed by Concordia students and others under the direction of Concordia professor Dr. Mark Schuler, who leads the NE Insula Project at the Hippos Excavations. Concordia University is a partner with the Zinman Institute of Archaeology in the excavation at Hippos, under the current direction of Dr. Michael Eisenberg.

Current Faculty Searches

There are eight searches for tenure-track and/or term faculty currently underway:

- Dean, College of Business and Organization Leadership – a replacement position
- Business – a replacement position (left the university)
- Chemistry – a replacement position (retirement)
- Data Analytics and Business Intelligence – a new position (not filled last year)
- Information Technology – a new position (not filled last year)
- Physical Therapy – a new position
- Psychology – a replacement position (retirement)
- Sociology/Criminal Justice – a replacement position (left the university)

Approval for Technology Purchases

All technology purchases (hardware and software) need to be reviewed and approved through Information and Technology please contact Jonathan Breitbarth (breitbarth@csp.edu) or Dr. Eric LaMott (lamott@csp.edu).

Audiovisual Problems or Issues

Faculty are reminded that if they experience any audiovisual problems or issues in classrooms or meeting rooms, please report such immediately to Chad Hormmann at hormmann@csp.edu or (651) 245-2970 (cell). It is important that these matters get reported so that things can be fixed, replaced, etc.

Faculty Returning From and Moving on to Sabbatical

Returning from a fall semester sabbatical – Dr. Rob Krueger

On sabbaticals for spring semester – Prof. Stephanie Hunder, Dr. Joel Schuessler, and Dr. Lynn Gehrke

Continuing on sabbatical – Dr. Basma Ibrahim DeVries

A Perspective on Lutheran Colleges

Chapter Two of Richard Hughes' book, *The Vocation of a Christian Scholar*, raises some issues about the life a faculty at a Christian college/university. Here is an excerpt:

Some time ago, I spoke to the faculty and administration of a Midwestern Lutheran college on the power of the Lutheran traditions to sustain the life of the mind. Because I am convinced that Lutherans possess theological resources that are uniquely situated for this task, I urged those in my audience to do all they could to enhance the Lutheran character of the school.

Later, I received a letter from a retired member of that faculty, writing to express his skepticism that what I had commended could ever be achieved. It was clear that he took no joy in this report. He wrote that while many of the older professors cared deeply about the Lutheran character of the institution, these people were in the process of retiring. Typically, he said, their younger replacements were not committed to the Lutheran character of the college, but rather “to excellence in their disciplines and, in many cases to the goal of greater diversity in the college community.” Accordingly, he wrote, many of the younger teachers “would find a discussion of the issues you raise[d] in

your presentation here] to be uninteresting and irrelevant to [our modern] world.” In fact, he concluded, some will view the college as fundamentally “tribal ... until most vestiges of Lutheran connections are eliminated.”

Hughes, R.T. (2005). *The Vocation of a Christian Scholar*. Grand Rapids, MI: Eerdmans; p.9.

So what does this mean for us at Concordia University in 2014? Do these statements intrigue you or make you ask a question? What is a Lutheran college or university? What are the underlying ideas? How does one connect faith and learning in the college classroom today?

If you are interested in questions such as these and can spare some time each month, please feel free to join the Concordia Learning Community (CLC) group that considers such matters once a month or so. Contact Lonny Maly if you are interested. Our next meeting is scheduled for Wednesday, February 19 from 11:30 am to 1:00 pm in the President's Conference Room.

Charter Schools and Concordia University as an Authorizer

Concordia University has been “sponsoring” public charter schools in Minnesota since 1998. The first school was Concordia Creative Learning Academy in St. Paul. The University Charter School Advisory Council functions to oversee the eight charter schools for which Concordia University serves as the “authorizer” – a new term coined with 2011 legislation. The schools include the following:

- College Prep Elementary (K-6; Saint Paul; founded in 2009) enrollment of 310
- Community School of Excellence (K-8; Saint Paul; 2007) enrollment of 876
- Life Prep Academy (formerly Concordia Creative Learning Academy; PK-8; Saint Paul; 1998) enrollment of 360
- Higher Ground Academy (K-12; Saint Paul; 1999) enrollment of 721
- Hmong College Prep Academy (K-12; Saint Paul; 2004) enrollment of 915
- Minnesota International Middle School (5-8; Minneapolis; 2000) enrollment of 383
- Twin Cities International Elementary School (K-4; Minneapolis; 2001) enrollment of 600
- Ubah Medical Academy High School (9-12; Hopkins; 2001) enrollment of 340

Minnesota state statute 124D.10 outlines the responsibilities of charter school authorizers and each charter school is a separate 501(c)(3) non-profit organization with its own Board of Directors. This Board is responsible for overseeing the executive leadership and the operation of the school and evaluating academic and financial outcomes. Concordia University is the “overseer” of the Board.

Only the charter school Board of Directors has the role and authority to establish policy and implement change in the governance and operation of the school. An authorizer's sole recourse in its relationship with a charter school is to continue or discontinue its authorization, a process which is outlined under the statute.

St. John's Bible Coming to Campus for 2014/15

In 1998, Saint John's Abbey and University commissioned renowned calligrapher Donald Jackson to produce a hand-written, hand-illuminated Bible. Concordia University will have a

“travelling” version on display during the 2014/15 academic year and will be creating some programming around the visit. We will be inviting you to explore this work of art that unites an ancient Benedictine tradition with the technology and vision of today, illuminating the Word of God for a new millennium. More information will be forthcoming.



Department of Theatre and Dance 2013-2014

The Taming of the Shrew by William Shakespeare
Thursday – Saturday, February 20, 21, 22 at 7:30 pm
Sunday, February 23 at 2:00 pm
in the Westlund Theatre

Sweet tempered daddy’s girl Bianca can have her pick of suitors—but not until her sister, the acid-tongued Kate, can be married off. Rising to the challenge is the brash and hot-headed Petruchio. But can he match Kate jab for jab? *The Taming of the Shrew* is a hilarious, delirious tangle of masquerades and misdirection, and in the end, a surprising love story between two rebel souls. One of Shakespeare’s most popular comedies, it has been adapted numerous times for stage, screen, opera, and the musical theatre, including the Tony-winning musical *Kiss Me, Kate* and the film *10 Things I Hate About You*.

Department of Music Events 2013 - 2014



Thursday Musical: Guest Artist Recital Series

Sunday, February 9, 3:30 pm in the Buetow Music Center Auditorium

Sundays in Buetow Auditorium

Sunday, February 9, 3:30 pm in the Buetow Music Center Auditorium

High School Invitational Choir Concert – with Christus Chorus & Orchestra

Sunday, March 2, 7:00 pm in the Graebner Memorial Chapel

Concert Band Tour Home Concert – with the String Ensemble & Percussion Ensemble

Friday, March 21, 7:30 pm in the Buetow Music Center Auditorium

IT Help Desk Hours

Help Desk Hours

Monday – Thursday	8:00 am – 9:00 pm
Friday-Saturday	9:00 am – 3:00 pm
Sunday	1:00 pm – 9:00 pm

Library Hours

LIBRARY HOURS

Monday – Thursday	7:45 a.m. – 11:00 p.m.
Friday	7:45 a.m. – 5:00 p.m.
Saturday	10:00 a.m. – 5:00 p.m.
Sunday	1:00 p.m. – 11:00 p.m.

Reference Desk Hours

Monday – Thursday	10:00 a.m. – 8:00 p.m.
Friday	10:00 a.m. – 5:00 p.m.
Saturday	12:00 p.m. – 5:00 p.m.
Sunday	4:00 p.m. – 8:00 p.m.