

Faculty Bulletin

Volume 13, Issue 11 –May 2013

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. Or go to the Faculty/Staff Portal, click on “Academic Affairs,” and then click on “Faculty Bulletin.” The bulletin emphasizes faculty policy and business issues, upcoming events, professional development opportunities, and deadlines. News items for the faculty and the Concordia community are publicized through the weekly CSP Update. Articles for publication in the *Faculty Bulletin* may be submitted via email to haeg@csp.edu at least five working days prior to publication.

The submission deadline for articles for the next issue is May 27, 2013.

Our Work Includes Inviting

The next day Jesus decided to go to Galilee. He found Philip and said to him, “Follow me.” (John 1:43 ESV)

Philip was one of the 12 apostles chosen by Jesus. Christian tradition tells us that he worked tirelessly to spread the Gospel into Greece, Syria, and Phrygia. May 1 is the day set aside in the church year as the day to remember Philip – a child of god. A few interesting things about Philip: he was “called” the day after Peter and Andrew, he took his “calling” seriously as he invited another to meet Jesus (Nathanael), and he was the one to whom Jesus addressed the question about how they would feed the crowd of 5,000.

Yes, he invited another to meet Jesus – he said to Nathanael, “come and see”. There is a powerful metaphor here for me and maybe for you. The question it makes me ask is “who have I invited lately to come and see?”

May God bless each of us as we go about our lives and live out our vocation and may He, through the Holy Spirit, empower us to invite others along to “see” Jesus, the Redeemer who lives.

Lon, Vice President for Academic Affairs

Theme for the 2012/13 Academic Year: “Our Refuge and Strength”
Based on Psalm 46:1 “God is our refuge and strength, a very present help in trouble.” (ESV)

2012/13 Book of the Year

The Book of the Year for 2012/13 is *Picking Cotton: Our Memoir of Injustice and Redemption* by Jennifer Thompson and Ronald Cotton with Erin Torneo. Concordia University’s theme for the 2012/13 year “*Our Refuge and Strength*” can be found throughout this story of resilience, forgiveness, and redemption.

View the trailer at:

http://www.amazon.com/gp/mpd/permalink/mVGP11B9DQJ29/ref=ent_fb_link

Calendar of Events

DH=Dining Hall BEC=Buenger Education Center BMCA=Buetow Music Center Auditorium
GC=Gangelhoff Center GMC=Graebner Memorial Chapel

May 1, Wednesday	Convocation (BEC at 11:45)
May 3, Friday	Last Day of Classes for Traditional Students Grades due for cohort students (12:00 noon) Retirement Chapel Service for Dr. David Bredehoft (GMC at 11:00 am)
May 6 – 9, Monday – Thursday	Final Examinations for Traditional Students
May 9, Thursday	Baccalaureate Service (GMC at 7:30 pm)
May 10 – 11, Friday – Saturday	Commencement Ceremonies (3 events all in the GC)
May 16, Thursday	Grades due for traditional students (12:00 noon)
May 17, Friday	Faculty Retreat (Como Zoo and Park; 8:30 am – 4:30 pm)
May 20 – June 27	Summer School Session #1
May 23, Thursday	Faith and Learning Luncheon (CCR at 11:30 am – 1:00 pm)
July 8 – August 15	Summer School Session #2
August 19 – 20, Mon. – Tues.	CSP Annual Fall Faculty Workshop (most likely on campus; 8:30 – 4:30)

Retirement Chapel for Dr. David J. Bredehoft on Friday, May 3

Please join the Concordia community in honoring Dr. David Bredehoft on the occasion of his retirement and in honor of his 37 years of dedicated service to Concordia University, Saint Paul. A special chapel service will be held on Friday, May 3 at 11:00 am in the Graebner Memorial Chapel. The chapel service will be followed by a reception in the Cross of Christ Fellowship Center.

Dr. Bredehoft has served the University, the students, and His God in an exemplary way as a teacher, a department chair, the chair of faculty committees, and the chair of the Faculty Senate. He has been instrumental in the development of new majors and minors across the university and has nurtured many students into their future. Dr. Bredehoft has been an outstanding scholar, educator, and spiritual role model and he will be sorely missed as a fulltime faculty member.

Up and Coming Academic Events

Baccalaureate Service, Thursday, May 9 at 7:30 pm

Graebner Memorial Chapel
(Faculty meet in Meyer Hall – 2nd floor by 7:10 pm)



Commencement Service, Friday, May 10 at 7:30 pm

Gangelhoff Center
(Faculty meet on the 2nd floor of the Gangelhoff Center by 7:00 pm)

Commencement Service, Saturday, May 11 at 10:00 am

Gangelhoff Center
(Faculty meet on the 2nd floor of Gangelhoff Center by 9:30 am)

Commencement Service, Saturday, May 11 at 2:00 pm

Gangelhoff Center
(Faculty meet on the 2nd floor of the Gangelhoff Center by 1:30 pm)

CSP Ministry

*CSP Ministry is a community of the Word and prayer,
diverse in time, place, language and worship,
centered in the Gospel of Jesus Christ*

Chapel Schedule

Morning Worship Through May 3

Monday – Friday: 11:00 – 11:20 am in the chapel

including the retirement service for Dr. David Bredehoft on Friday, May 3

Finals week May 6 through May 9

Monday through Thursday at 10:10 am

including: Ascension Day Communion on Thursday

Friday, May 10

Service of Sending for graduating church work students, 11:30 am

Monday, May 13

Chapel will be at 11:30 as part of the Anniversary Recognition Celebration that begins at 11:00 am

Summer Schedule beginning Tuesday, May 14

Chapel will be held at 11:30 am on the couches in the Fellowship Center

Free Lunch? UFDA!

UFDA (Urban Faith Diversity Activity) is a program of CSP ministry in which students, faculty, and staff practice explicitly the institutional values identified in the 2014 – 2018 Strategic Plan of Concordia University.¹ The basic elements of the program, limited to six participants per event, are:

- 1) Meeting at a local ethnic restaurant, if possible reached by foot or public transportation
- 2) For a meal of approximately an hour's duration,
- 3) An hour's discussion with a competent facilitator of elements of urban life
- 4) An hour's discussion with a competent facilitator of elements of Christian faith and life

CSP Ministry will pay for the meal as encouragement and support for students, faculty, and staff to engage in this particular work/practice of the CSP Strategic Plan and its values. CSP Ministry will arrange facilitators for both conversations, besides handling publicity, restaurant connections, etc.

Learning theory, Strategic Planning meetings, and other conversations suggest that Christian and urban knowledge and skills are in place among a good portion of the CSP

community, but they have not been raised to the level of explicit conversation. This program is intended in safe settings to foster the explicit conversation. The three hour investments in an UFDA are intentionally and explicitly related to work at Concordia, Saint Paul, one tactic CSP Ministry offers in particular to foster the achievement of Goals 1 and 2 of the university's 2014 – 2018 Strategic Plan.

2012 – 2013 Dates:

May 21, Tuesday, Cheng Heng Cambodian Restaurant, 448 University Avenue,
12:00 – 3:00 pm

May 29, Wednesday, Flamingo (Ethiopian) Restaurant, 490 North Syndicate,
12:30 – 3:30 pm

Contact Interim CSP Pastor Rich Carter for further information or to reserve one of the six spots at the table for either event (x8271, carter@csp.edu). And, yes, there was a bit of Minnesota humor intended in the title for this program.

*Rich Carter, Interim CSP Pastor
Sara Peterson and Jared Yogerst, CSP Ministry Associates*

¹ “Differentiating Promise Features: Multicultural, Urban, Christian, Lutheran”

Current Searches for Faculty Positions

The following searches for tenure-track and/or term faculty are currently underway:

Biology – a replacement position; a search is underway for a term position (budgeted)

Chemistry – a new position (not currently budgeted; suspended)

Data Analytics and Business Intelligence – a new position (not currently budgeted; suspended)

Information Technology – a new position (not currently budgeted; suspended)

Kinesiology and Health Sciences – a replacement position (budgeted); Lana Huberty has accepted a term faculty position

Mathematics – a replacement position (budgeted); Dan Maroncelli has accepted an Assistant Professor position

Physical Therapy, Director Clinical Education – a new position (budgeted). A search is currently underway.

Psychology – a replacement position (tenure-track position budgeted but currently suspended)

Theology – a replacement position (budgeted); Adam Clark has accepted a divine call for an Assistant Professor position

Dean – College of Business and Organizational Development (not currently budget; suspended until January, 2014)

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).

Faculty Professional Development Opportunities

2013 Spring Faculty Retreat

Are you ready for a ‘wild’ time? Are you ready to ‘engage’ with your friends and colleagues? Are you ready to ‘run away to the zoo’ for a day? Then mark your calendars for the 2013 Spring Faculty Retreat. This year’s event will be held in St. Paul at the Como Park Zoo and Conservatory!

- **The topic:** “Engagement – with Students, Colleagues, and the Community”
- **The place:** Bullard Rainforest Auditorium, 2nd floor of the Como Zoo’s new Visitor Center (Map: <http://www.comozooconservatory.org/wp-content/uploads/2010/03/2013-Como-Park-Zoo-Conservatory-Map.pdf>)
- **The date:** Friday, May 17, 2013
- **The time:** 8:30 am – 4:30 pm
- **The keynote speaker:** Dr. Christy Price, 2012 U.S. Professor of the Year (Information about Dr. Price and her topic can be found at the following: <http://www.magnapubs.com/bio/407/> , <http://www.youtube.com/watch?v=XngEA391Geg>)
- **The schedule:**

8:30 – 8:45	Registration and Continental Breakfast
8:45	Opening Devotion, Introductions, Agenda
9:00 – 10:30	Engaging Today’s Learners (Part 1)
10:30 – 10:45	Break
10:45 – 12:00	Engaging Today’s Learners (Part 2)
12:00 – 2:00	Lunch and Social Time
2:00 – 3:30	Creating the Ideal Learning Environment: Incivility, Inattention, and Multitasking, Oh My!
3:30 – 4:00	Wrap Up
4:00	Happy Hour and social time

There is plenty to do at the zoo – walk, run, enjoy the conservatory, watch the animals! We will have some activities and suggestions for you during social time to explore the zoo and park, and most of all – to take time to engage off-campus with your friends and colleagues. (Note: You will not need laptops, but please bring paper and pens for note-taking. WiFi is available.)

Join us for an informative, challenging, and fun day! The information you learn will help you with course planning for the upcoming academic year. It will be a day that helps you refresh your thinking and excite you about the future. See you there!

Sincerely, Faculty Development Committee Members
Katie Fischer, Nancy Harrower, Paul Hillmer, Stephanie Hunder, Joel Schuessler,
Mary Ann Yang

PS – If you have questions, please get in touch – we’re here to help!

Other Up and Coming Faculty Professional Development Opportunities

*Council of Independent Colleges Workshop for Department and Division Chairs
May 21 – 23 at the Crowne Plaza in Saint Paul, MN*

*Vocation of Lutheran Colleges: “Vocation: A Challenge to the Commodification of
Education” July 22 – 24, 2013 at Augsburg College*

*29th Annual Conference on Distance Teaching and Learning Conference – August 7 – 9
in Madison, Wisconsin*

Concordia University Fall Faculty Workshop – August 19 and 20 (on campus most likely)

*Association of Lutheran College Faculties: “Building Bridges: Expanding the Boundaries of
Lutheran Higher Education” October 4 – 5, 2013 at Capital University (Columbus,
Ohio) (see the [Call for Proposals](#) below)*

*National Conference of the Lilly Fellows Program in Humanities and the Arts: “Faith and
Academic Freedom in Civic Virtues” October 18 – 20 at the University of Scranton
(Scranton, PA)*

Call for Proposals: Association of Lutheran College Faculties (ALCF) 2013

The 78th meeting of the ALCF will be held at Capital University in Columbus, Ohio on October 4 and 5, 2013. Contact Lonny Maly for more information. From the “call for proposals”:

Overall Theme

With this year’s theme, “*Building Bridges: Expanding the Boundaries of Lutheran Higher Education*,” we invite an informed exploration of collaborative learning, both in the classroom and beyond, to enrich teaching and learning. The conference will provide the opportunity to explore the many ways in which we build bridges in the curriculum and co-curriculum to promote and enhance learning.

Topic Areas

You are invited to submit proposals for concurrent sessions or poster presentations that relate to one or more of the following categories of collaborative learning:

- The First-Year Experience
- Learning Communities
- Technology in the Classroom
- English as a Second Language
- Civil Discourse
- Service Learning/Civic Engagement/Volunteerism
- Internships, Practicums, Student Teaching, Clinical Placements
- International Experiences/Study Abroad
- Student-Faculty Research

Objectives

Conference sessions should be geared toward helping attendees explore questions such as:

- How can/do collaborative approaches enhance learning?
- What are examples of effective use of collaboration in and/or out of the classroom?
- Does our Lutheran theology of vocation offer us distinctive opportunities for modern-day bridge building?
- Does Lutheran higher education face particular challenges in the use of collaborative experiences?
- How do we measure the learning outcomes, and how do we assess the impact of collaborative experiences?

Concurrent Sessions

- Interactive sessions combine brief presentations or panel discussions with methods that engage all participants. Session leaders are encouraged to incorporate meaningful activities as appropriate, selecting from a variety of methods such as presentation, demonstration, discussion, application, feedback, group and individual work, and role-playing. In other words, we encourage you to creatively model exemplary teaching.
- Concurrent sessions will be available in either of two lengths – 30 minutes and 60 minutes.
- Presenters may request audiovisual equipment. LCD projectors, external speakers, and flipcharts will be available. Wireless Internet access will be available throughout the conference space.

Proposal Submission

- All are welcome to submit a proposal. Once the session is accepted, each presenter and co-presenter must commit to participating in the full conference.
- Proposals may be submitted online beginning **Thursday, March 28** by visiting web.capital.edu/acfl/alcf/proposal.html.
- Our call for papers can also be downloaded.
- Submissions will be due no later than **Friday, August 2, 2013**.

Contact: Cedric Adderley (ALCF President, 2013)
Dean of the College, Capital University
(614) 236.6204; email: cadderley@capital.edu

Faculty Accomplishments

Dr. Kim Flottesch, Communication Studies, served as mentor to Communication Studies students who presented papers at the 22nd Annual Undergraduate Communication Research Conference at the University of St. Thomas on April 26, 2013. Allison Klempa (along with co-author Arielle Stimson) presented a paper entitled *Anonymous Communication on the Internet and Trolling*. Kristi Loobeek and Jenn Schultz (along with co-author Elliot Powell) received the **Top Paper Award** for their manuscript entitled *An Analysis of Texting in Romantic College Relationships*. In all, there were 57 papers submitted from 12 regional universities.

Dr Sally Baas, Teacher Education, has been selected as this year's Distinguished Alumnus for the College of Education and Professional Studies at UW – River Falls. Dr. Baas will be honored at the Awards Reception and Program on Thursday, May 2, 2013.

Dashboard – Information that Faculty Sometimes Want to Know

Beth Peter, in one her roles at CSP, conducts institutional research and posts reports on the Institutional Research webpage. We have been publishing some of that information in this space. Take a look at the spring 2013 census on the Institutional Research webpage is located at the following link: <http://concordia.csp.edu/institutionalresearch/>

A Perspective on Lutheran Colleges

An excerpt from an article entitled “A Lutheran Learning Paradigm” by Paul J. Dovre in the journal *Intersections* (fall, 2011); p. 5

First of all, the aim of a Lutheran paradigm of learning is the engagement of faith and the secular disciplines. Consistent with its two kingdoms framework and its respect for the secular disciplines of the academy, Lutherans seek to discover what the propositions of faith have to contribute to secular disciplines and vice versa. Since God is a transcendent reality, knowledge of the faith and knowledge of the world is all from God and all about God.

So what does this mean for us at Concordia University in 2013? What is “a Lutheran paradigm of learning”? What are the “two kingdoms” to which Dovre refers? 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 this Thursday, May 23 from 11:30 am to 1:00 pm in the Concordia Conference Room.

Thoughts About Excellence in Teaching

An excerpt from a book entitled, *McKeachie’s Teaching Tips: Strategies, Research, and Theory for College and University Teachers* (13th edition). Following up on last month’s item #1

2. Classes are unpredictable. This can be frustrating, but it also makes teaching continually fascinating. Don’t be discouraged if some students don’t appreciate your teaching. You can interest all of your students some of the time; you can interest some of your students all of the time; but you can’t interest all of your students all of the time.

3. There are many important goals of college and university teaching. Not the least of these is that of increasing the student’s motivation and ability to *continue* learning after leaving college.

4. Most student learning occurs outside the classroom. This is both humbling and reassuring for the beginning teacher. It means that the students’ education will neither succeed nor fail simply because of what you do or don’t do in the classroom. At the same time it reminds one to direct attention to stimulating and guiding student learning outside class even more than to preparing to give a dazzling classroom performance.

5. Students can learn more in talking to one another than listening to us if we prepare them for such interaction.

6. One key to improvement is reflection – thinking about what you want to accomplish, and what you and the students need to do to achieve these goals.

Svinicki, M., & McKeachie, W.J. (2011). *McKeachie's Teaching Tips: Strategies, Research, and Theory for College and University Teachers* (13th ed.). Minneapolis, MN: Wadsworth Cengage Learning; p. 6.

Quotes about teaching, learning, etc.:

“The college undergraduate is a lot of things – many of them as familiar, predictable and responsible as the bounce of a basketball, and others as startling (and occasionally disastrous) as the bounce of a football.” – **John Sloan Dickey**

Education is what remains when one has forgotten everything he learned in school. – **Albert Einstein**

America's future walks through the doors of our schools every day. – **Mary Jean LeTendre**

College is a refuge from hasty judgment. – **Robert Frost**

You can lead a boy to college, but you can't make him think. – **Elbert Hubbard**

Areas of Emphasis for Academic Affairs

The Office of Academic Affairs continues to focus its energy around three of the goal areas in the university's 2014 – 2018 strategic plan putting in place efforts to grow student enrollment at both the undergraduate and graduate levels, to increase student persistence to graduation, and to improve the transition to job or graduate school. To that end we are working on the following:

- Refining current academic programs in order that they are of the highest quality and are responsive to our perceptions of “the market” in higher education
- Developing new academic programs that reflect market needs and that are in the areas of expertise at the university (e.g., business, education, health sciences/health care)
- Strengthening partnerships with other colleges and universities and internship sites
- Continuing to be a “culture of evidence” when it comes to assessing how students are meeting learning outcomes in general education, in majors, and in graduate programs
- Improving academic support programs that facilitate persistence and graduation
- Increasing the intensity of academic advising for students
- Providing students with more relevant academic experiences and internships
- Continuing efforts to develop an exemplary graduate school and graduate programs

Two other areas of emphasis are also important – professional development for faculty toward the end of “exemplary teaching” and continual efforts toward encouraging and assisting faculty with the important task of connecting faith and learning.

School of Graduate Studies

The Graduate Council has been very active working with faculty groups to prepare proposals for new graduate programs – new programs in the Master of Arts, Master of Science, Doctorate in Education, and new Master of Business Administration “emphasis” areas. To that end, the Higher Learning Commission is coming to campus for a “site visit” in August, 2013 to review the proposed program leading to a Doctorate in Education. Also up and coming is a “new and improved” Human Subjects Review process with a better articulated set of standards and procedures.

The Doctorate of Physical Therapy is identifying an Advisory Board and exploring the role of the Program Director based on the guidelines presented by the Commission on Accreditation in Physical Therapy Education (CAPTE). As noted, a search continues for a Director of Clinical Education.

Center for Hmong Studies

The Center for Hmong Studies (CHS) continues to provide support for the CSP community and serves as a resource for scholars and community groups throughout the state.

The Director of the Center, Lee Pao Xiong (instructor of American Government and Hmong Studies) regularly serves as a guest lecturer around the university. Most recently he has addressed students in teacher education, marketing, and social and behavioral science. He was the keynote speaker for the University of Wisconsin, Stout’s Hmong Student Association during their Hmong Awareness Night kickoff event. Xiong has also been working with Dr. Sally Baas in the department of teacher education to prepare the submission to the Minnesota Board of Teaching for a potential teaching credential in Hmong Language and Culture (Kindergarten through Grade 12).

The following groups/institutions visited the Center for Hmong Studies during the recent months:

- University of Wisconsin, Eau Claire – 37 students, staff, and faculty
- Macalester College – 15 students, staff, and faculty
- Mounds Park Academy – 80 students, staff, and teachers
- Longfellow Elementary School, Eau Claire – 10 students and teachers
- University of Minnesota, Twin Cities – 20 students, staff, and faculty
- Faculty from Guizhou University, China
- Staff and retired faculty from the University of Wisconsin, Stout
- Staff from Take Action Minnesota

The Center for Hmong Studies also sponsored a book reading event this month by Elaine Russell with her newly released book, *Across the MeKong River*.

Initial preparations are underway for the 5th International Conference on Hmong Studies to be held on campus during spring, 2014. This is an every-other-year conference attended by approximately 500 people.

Charter Schools

The University Charter School Advisory Council functions to oversee eight charter schools for which Concordia University serves as the “authorizer.” The schools include the following:

- College Prep Elementary (K-6; Saint Paul)
- Community School of Excellence (K-8; Saint Paul)
- Concordia Creative Learning Academy (PK-8; Saint Paul)
- Higher Ground Academy (K-12; Saint Paul)
- Hmong College Prep Academy (K-12; Saint Paul)
- Minnesota International Middle School (5-8; Minneapolis)
- Twin Cities International Elementary School (K-4; Minneapolis)
- Ubah Medical Academy High School (9-12; Hopkins)

Department of Music Events 2013



Vocal Jazz/Jazz Ensemble Concert

Friday, May 3, 7:30 pm, Buetow Music Auditorium

Opera Workshop Scenes

Saturday, May 4, 7:30 pm, Buetow Music Auditorium

Spring Fine Arts Concert, Concert Band, Handbell Ensemble, String Ensemble

Friday, May 10, 3:30 pm, Buetow Music Auditorium

Department of Theatre and Dance 2013



Upcoming Theatre Events

Spring Student Showcase

E.M. Pearson Theatre – Sunday, May 5 at 5:00 pm

Scenes from acting classes, dance recitals and other theatre course final projects

IT Help Desk



Help Desk Hours

Regular Hours

Monday – Thursday	8:00 am – 9:00 pm
Friday	8:00 am – 5:00 pm
Saturday	9:00 am – 5:00 pm
Sunday	1:00 pm – 9:00 pm

Library Services

Library Hours

Library Hours

Monday – Thursday 7:45 am – 11:00 pm

Friday 7:45 am – 5:00 pm

Saturday 10:00 am – 5:00 pm

Sunday 1:00 pm – 11:00 pm

Reference Desk Hours

Monday – Thursday 10:00 am – 8:00 pm

Friday 10:00 am – 5:00 pm

Saturday 12:00 pm – 5:00 pm

Sunday 4:00 pm – 8:00 pm

Last Week of Classes (April 29 –May 5)

Monday – Thursday 7:45 am – Midnight

Friday 7:45 am – 5:00 pm

Saturday 10:00 am – 5:00 pm

Sunday 1:00 pm – Midnight

Finals Week (May 6 - 12)

Monday – Wednesday 7:45 am – Midnight

Thursday 7:45 am – 7:00 pm

Friday 9:00 am – 5:00 pm

Saturday – Sunday Closed

Summer Hours (May 13 - August 24)

Library Hours

Monday – Thursday 9:00 am – 6:30 pm

Friday 9:00 am – 3:00 pm

Saturday 10:00 am – 2:00 pm

Sunday Closed

Reference Desk Hours

Monday – Thursday 10:00 am – 6:30 pm

Friday 10:00 am – 3:00 pm

Saturday 10:00 am – 2:00 pm

Sunday Closed

Summer Holidays

Memorial Day Weekend (May 25 – 27)

Saturday – Monday Closed

Independence Day Weekend (July 4 –7)

Thursday – Sunday Closed

Labor Day Weekend (August 31 – September 2)

Saturday – Monday Closed