

Faculty Bulletin

Volume 14, Issue 3 – September 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, Wednesday, September 25, 2013.

LiveLove(d)

This is how God showed His love among us: He sent His one and only Son into the world that we might live through Him.

1 John 4:9 (ESV)

The Lutheran Church – Missouri Synod holds a National Youth Gathering every three years. The denomination has 2.3 million members; 600,000 households; 6,200 congregations; and 10 colleges/universities. This summer the youth event was held in San Antonio, Texas July 1 through 5. The theme of the event was “LiveLove(d)” which has some implications for us at Concordia University, Saint Paul, as we “work out” our theme this year, “Walk in Love.”

It is critical to recognize that, in the theme “LiveLove(d), the “(d)” makes all the difference. We know what it means to love others in the Biblical sense of the term only when we understand the “(d)” – when we know and trust God’s love for us in Jesus Christ. “We love,” says John, “because He first loved us” (1 John 4:10). In turn, once we know God’s love in Christ we cannot help but love God *and* others; “whoever loves God must also love his brother” (1 John 4:21).

As faculty at CSP we have a special calling and it certainly involves loving others. We are called into a wonderful ministry of caring for and teaching university students. I thank God every day that I have been called to such an important ministry and that He has called you as well. May God bless each of us as we go about our lives and live out our vocation and may He, through His Holy Spirit, empower each of us to “LiveLove(d)” – every day.

Lonn Maly, Vice President for Academic Affairs

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

Monday, Wednesday, Friday: 10:30 am
Tuesday, Thursday: 11:20 am

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)

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.

SPECIAL NOTE: Katherine Boo will be speaking at the University of Minnesota on Tuesday, October 15, 2013 at 7:30 pm in the Coffman Memorial Union. Ms. Boo will discuss her book *Behind the Beautiful Forevers: Life, Death, and Hope in a Mumbai Undercity*. A book signing and reception will follow the talk, and copies of Boo's book will be available for purchase. This event is free and open to the public.

Calendar of Events

September 2, Tuesday	Labor Day: Campus Closed and No Classes
September 4, Wednesday	Blackboard Discussion for Faculty (12 noon; LTC 219 or accessed at https://csp.webex.com)
September 5, Thursday	Last day to add a full semester course
Week of September 9	Last day to add or drop a first half semester course without record
September 12, Thursday	Classes Begin for Undergraduate Degree Completion Students and Graduate Students (through October 25)
September 13, Friday	Last day to drop a full semester course without record
September 18, Wednesday	Music Faculty Potpourri Recital (3:30 – 4:30 pm in the Buetow Music Center Auditorium)
September 26, Thursday	Convocation: “Discover and Engage Your Purpose” (10:30 am in BEC) – President Tom Ries
October 2, Wednesday	Faith and Learning Lunch (11:30 am to 1:00 pm; Dining Hall)
October 3, Thursday	Presentation and Panel Discussion to Launch Muslim Journey Events: “Immigrants and Spiritual Pluralism in American” (7:00 – 9:00 pm in BEC)
October 3 – 4, Thurs. and Fri.	Convocation: “Let’s Talk About It: Muslim Journeys – Promises Made, Promises Kept?” <i>In the Country of Men</i> by Hisham Matar (10:30 am in BEC) – CSP Professors Debra Beilke, Theresa FitzPatrick, Charlotte Knoche, Bruce Corrie
	Deadline for requesting Pass/No Pass grading
	Last day to withdraw from first half semester course (W)
	Board of Regents meetings on campus

October 10 – 13, Thurs. – Sun.	Fall Break for Traditional Students; No classes
October 16, Wednesday	Convocation: Annual Bartling Lecture Series – Voting Rights and Equality in America (10:30 am in BEC) Dr. Josie R. Johnson
October 21, Monday	Midterm and end of first half semester courses
October 28, Monday	Second Session Courses begin for Undergraduate degree Completion Students and Graduate Students (through December 20 with no classes during Thanksgiving Week)
October 29, Tuesday	Last day to add or drop a second half semester course without record

Homecoming Events for 2013

Friday, October 4

10:30 am	Installation of CSP Pastor Rev Tom Gundermann (Graebner Memorial Chapel)
3:00 pm	Art Building Re-Dedication (Concordia Art Building)
5:30 pm	Alumni Distinguished Service Award Banquet (Buenger Education Center) Honorees include: <i>Gretchen Beecroft, Eugene Bunkowske, Sally Cordes, Jim Vehling and Rebecca Thomley</i>
7:00 pm	Women’s Soccer vs. University of Mary (SeaFoam Stadium)

Saturday, October 5

11:00 am	Tour of the Newly Renovated Dining Hall
11:25 am	Pep Band Rehearsal (SeaFoam Stadium – north side of home stands)
12:00 pm	Football vs. Minnesota State – Mankato (SeaFoam Stadium)
2:00 – 5:00 pm	Comet’s Carnival (SeaFoam Plaza)
3:00 – 5:00 pm	Alumni-Faculty Art Show (Concordia Art Building)
5:00 pm	Tour of the Newly Renovated Dining Hall
5:30 pm	1953 Academy 60th Anniversary Dinner (Library Technology Center)

Sunday, October 7

1 pm	Soccer vs. Augustana (SeaFoam Stadium)
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Let’s Talk About It: Muslim Journeys – Points of View

All events will be held in Concordia University’s Buenger Education Center

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.” The following are currently being planned:

1. **September 26, 2013, 7:00 pm: *Immigrants and Spiritual Pluralism in America and The Experiences of a Muslim Immigrant***

Dr. Butler, author of *Religion in Colonial America*, will provide us with historical background on the development of religion in America. He reminds us that we as a people have always been

religiously diverse; religious pluralism is a central part of what defines us as Americans. As each new wave of immigrants settled in our communities, new challenges for understanding these new belief systems presented themselves. The First Amendment and the unique protection it provides nurtured a “spiritual pluralism unlike that found in any society on either side of the Atlantic or Pacific” (*Religion in America*, p. 141).

Dr. Bruce Corrie will then present a few demographic highlights of immigrants in our own community. Dr. Corrie will then introduce Dr. Odeh Muhawesh, CEO and successful business leader from Plymouth, Minnesota, will then tell of his experiences as a new immigrant to the Twin Cities. Over the past 26 years, Dr. Muhawesh has founded several very successful businesses and established a strong record of growing revenue and developing competitive products for software and service companies. He holds a Ph.D. in Comparative Theology from International Theological Seminary, specializes in theology and modern Middle Eastern history, teaches at the University of Saint Thomas and is an associate of their Muslim-Christian Dialogue Center.

The remaining programs will be book-talks based on the following titles. Dr. Debra Beilke and/or Professor Theresa FitzPatrick will introduce the book with a short summary and a few readings followed by an opportunity for us to discuss the book. When possible, this will be followed by the personal story of an immigrant from a Muslim county and/or a panel discussion by our students.

2. **October 2, 10:30 am (during Convocation): *In the Country of Men*, by Hisham Matar**
3. **November 12, 7:00 pm: *Persepolis: The Story of a Childhood*, by Marjane Satrapi**
4. **February 11, 2014, 7:00 pm: *House of Stone: A Memoir of Home, Family, and a Lost Middle East*, by Anthony Shadid**
5. **March 5, 10:30 am (during Convocation): *Broken Verses*, by Kamila Shamsie**
6. **April 8, 7:00 pm: *Dreams of Trespass: Tales of a Harem Girlhood*, by Fatima Mernissi**

Current Searches for Faculty Positions

The following searches for faculty that are currently underway, still on the “table”, or completed:

- Data Analytics and Business Intelligence – a new position (not currently budgeted; suspended)
- Information Technology – a new position (not currently budgeted; suspended)
- Psychology – a replacement position (tenure-track position; budgeted but currently suspended)
- Dean – College of Business and Organizational Development; the search will begin this fall

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: 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 and developing academic programs in order to demonstrate the highest quality and responsiveness to “the market” in higher education;
- 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 and advising that facilitates persistence and graduation;
- Continuing efforts to develop an exemplary graduate school and graduate programs;
- Professional development for faculty focused on “exemplary teaching” and
- Continual efforts toward encouraging and assisting faculty with the important task of connecting faith and learning.

Faculty Professional Development Opportunities

The continuous professional development of our faculty is a priority of the Office of Academic Affairs at Concordia University. Below is a list of some assumptions from which we operate and a list of opportunities. Let Lonn Maly know if you wish to participate in any of these upcoming events.

Assumptions:

1. Faculty professional development is best when primarily focused on the improvement of teaching students
2. Faculty professional development has as its goal continuous improvement – no matter where we are on the “excellence in teaching” continuum, there is always room for improvement or growth
3. Faculty professional development should afford opportunities to better teach students who are diverse, better teach students who learn in a variety of ways (and maybe differently from faculty), and better teach in a variety of modalities
4. Faculty professional development should include a variety of opportunities – on campus and off campus, large groups and small groups, and some choice of opportunities

Opportunities:

Magna Online Seminars (ongoing through June, 2014)

Concordia Learning Communities Re-energized.

(Contact the individual faculty member to find out how you might be able to participate.)

The following have agreed to lead a during the 2013/14 academic year. Their topics are included:

Paul Hillmer – Title: Encouraging Faculty Research

Miriam Luebke – Title: Maximizing Critical Thinking in Students

Lonn Maly – Title: Learning and Teaching
Book: *Teaching Naked: How Moving Technology Out of Your College Classroom Will Improve Student Learning*. Jose Antonio Bowen

Joel Schuessler – Title: Effective and Efficient Feedback

Michael Walcheski – Title: Online / Hybrid Pedagogical Strategies for Course and Program Development
Book: *How to Design and Teach a Hybrid Course: Achieving Student-Centered Learning through Blended Classroom, Online and Experiential Activities*. Jay Caulfield & Alan Aycock

Association of Lutheran College Faculties: “Building Bridges: Expanding the Boundaries of Lutheran Higher Education” October 4 – 5, 2013 at Capital University (Columbus, OH) (see the Call for Proposals in the Faculty Bulletin from May, 2013)

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)

Technology Purchases

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

Campus Improvements Progressing According to Schedule

The renovation of the campus Student Life Center, including the remodeling of the dining hall, and the renovation of the Concordia Art Center are on schedule. On the afternoon of Friday, October 4 – Homecoming weekend – we will be celebrating the rededication of the Concordia Art Center. Tours of the facilities will be available. On Thursday afternoon, October 10 we will be celebrating the Dedication of the Student Life Center. Come and tour the facility and celebrate with the donors, faculty, staff and students.

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

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.

New Program for International Students

As a part of our strategic initiative to grow our student enrollment at Concordia University, we have ramped up our efforts to enroll more international students. In fact, 24 students from Saudi Arabia have been enrolled in a special summer program and will be matriculating to fulltime status this fall. Half of the 24 students are undergraduates and half will be students in the Master of Arts in Education program. As many as 45 new students have already enrolled for fall – 33 undergraduates and 12 graduate students. We have also welcomed to the university Tom Allen who holds the title of Coordinator of International Student Services. His office is on the top floor of the Lutheran Memorial Center in the Robinson Room.

Faculty Accomplishments

Huberty Successfully Defends Dissertation

Lana Huberty, new faculty in the Department of Kinesiology and Health Sciences, successfully defended her dissertation, *Using Leadership in Energy and Environmental Design (LEED) Certification to Solicit Sponsorships* on July 29, 2013. She has completed all of the requirements of Ph.D program in Sports Management at the University of Minnesota. Huberty studied the issues surrounding the marketing of LEED Certified public sport facilities including application of the congruency theory and exchange theory within the examination of marketing LEED. The research questions focused on current sponsorship solicitation, successful sponsorships, and best practices.

Maroncelli Successfully Defends Dissertation

Daniel Maroncelli, new faculty in the Department of Mathematics, successfully completed the defense of his dissertation, *On the Solvability of Nonlinear Boundary Value Problems at Higher Dimensional Resonance*, on April 26, 2013. He has completed all of the requirements of his Ph.D program in Mathematics at the North Carolina State University. His work analyzed the existence of solutions to nonlinear boundary value problems in the fields of continuous, discrete, and impulsive dynamical systems.

Corrie Appointed to Committee to Explore Increasing Exports from Minnesota

Bruce Corrie has been appointed to a committee by Minneapolis Mayor R.T. Rybak. The team will explore how Minnesota can tap into its global assets to increase exports and other economic benefits. This “global assets” team will work to define strategies, actions, outcomes, and measures.

Art Professor Sierralta Appears at Minnesota State Fair

Alonso Sierralta recently participated in an artistic event called *Studio: Here* at the Minnesota State Fair. The idea behind the event was to have 12 artists working for 12 hours during the 12 days of the fair. Each artist was allotted one nine-hour day and created a piece of art that gave viewers a glimpse of the artists' artistic process. Sierralta's slot was Sunday, August 25 from 9:00 am to 9:00 pm.

A Perspective on Lutheran Colleges

Chapter Thirteen of Tom Christenson's book, *Who Needs a Lutheran College?* is entitled "Colleges, Universities, and the Church." Here is an excerpt:

Besides being a service to our students and to the world by means of our students, the university can also be a service to the wider church.

1. The college/university reminds us that the church has a calling in education. That is, that education is one of the legitimate vocations of the church in the world. The university is one of the hues of the rainbow whereby God's love, diffracted, illumines the world.
2. The university is a place where mission and identity are held in creative tension. Universities are no longer only "by Lutherans for Lutherans." They are places where the Lutheran calling in education reaches out into the whole world. The principle is thereby illustrated that we find ourselves by sharing ourselves with others, not by worrying about the Lutheran difference.
3. The college is a place where both the theory and practice of Christian life-patterns such as earth stewardship, peace making, justice, celebration of difference, community of critical discourse, and growth toward whole humanness can be developed.
4. The university is a place of critical openness and freedom, where the world's ultimacies, values, and chauvinisms can be challenged. It is a place where theology of the cross can be practiced.
5. The university reminds us that love needs to be educated for service and leadership, and it reminds us of the ways that learning may be related to personal growth and transformation.
6. The college/university is the church in the world or at least a very important part of it. It is this without being very churchy. (Please forgive the equivocation.) A colleague of mind commented about Capital University: "One of the things I like about this place is that it's not very church." I responded, "Yes, that because it's Lutheran.?"

Christenson, Tom. (2011). *Who Needs a Lutheran College?* Minneapolis, MN: Lutheran University Press; p. 102

So what does this mean for us at Concordia University in 2013? 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 Lonn Maly if you are interested. Our next meeting is scheduled for Wednesday, September 18 from 11:30 am to 1:00 pm in the newly-remodeled Dining Hall. After you go through the line let's meet near the stage. Sack lunches are certainly welcome as well.

Thoughts About Excellence in Teaching

Outstanding classroom teaching has always been a point of emphasis at Concordia University. We are quite accomplished at it. To that end, we spend quite a bit of time and energy focused on continuously refining and improving our classroom teaching. Many of our professional development opportunities are designed toward this focus. One book that offers some interesting insight is excerpted below. An excerpt from a book entitled, *Creating Significant Learning Experiences: An Integrated Approach to Designing College Courses* –

One way of focusing this issue is to search for ways of providing students with significant learning experiences. If we can find ways to identify and create learning experiences that students and others can agree are truly significant, we will have made important progress in our effort to improve the quality of higher education. What might such learning experience look like?

The central idea of this phrase – “significant learning” – is that teaching should result in something others can look at and say, “That learning experience resulted in something that is truly significant in terms of the students’ lives.” How can we properly define and characterize that kind of learning experience?

First of all, it means that we want students in our courses to do something more than just put information about the course content into their short-term memory. Research has shown that this kind of learning results in most students not being able to recall this information even a short time later. By contrast, significant learning is learning that makes a difference in how people live – and the kind of life they are capable of living. We want that which students learn to become part of how they think, what they can and want to do, what they believe is true about life, and what they value – and we want it to increase their capability for living life fully and meaningfully.

Fink, L. D. (2013). *Creating Significant Learning Experiences: An Integrated Approach to Designing College Courses* (2nd ed.). San Francisco: Jossey-Bass, p. 7.

Dashboard – Information that Faculty Sometimes Want to Know

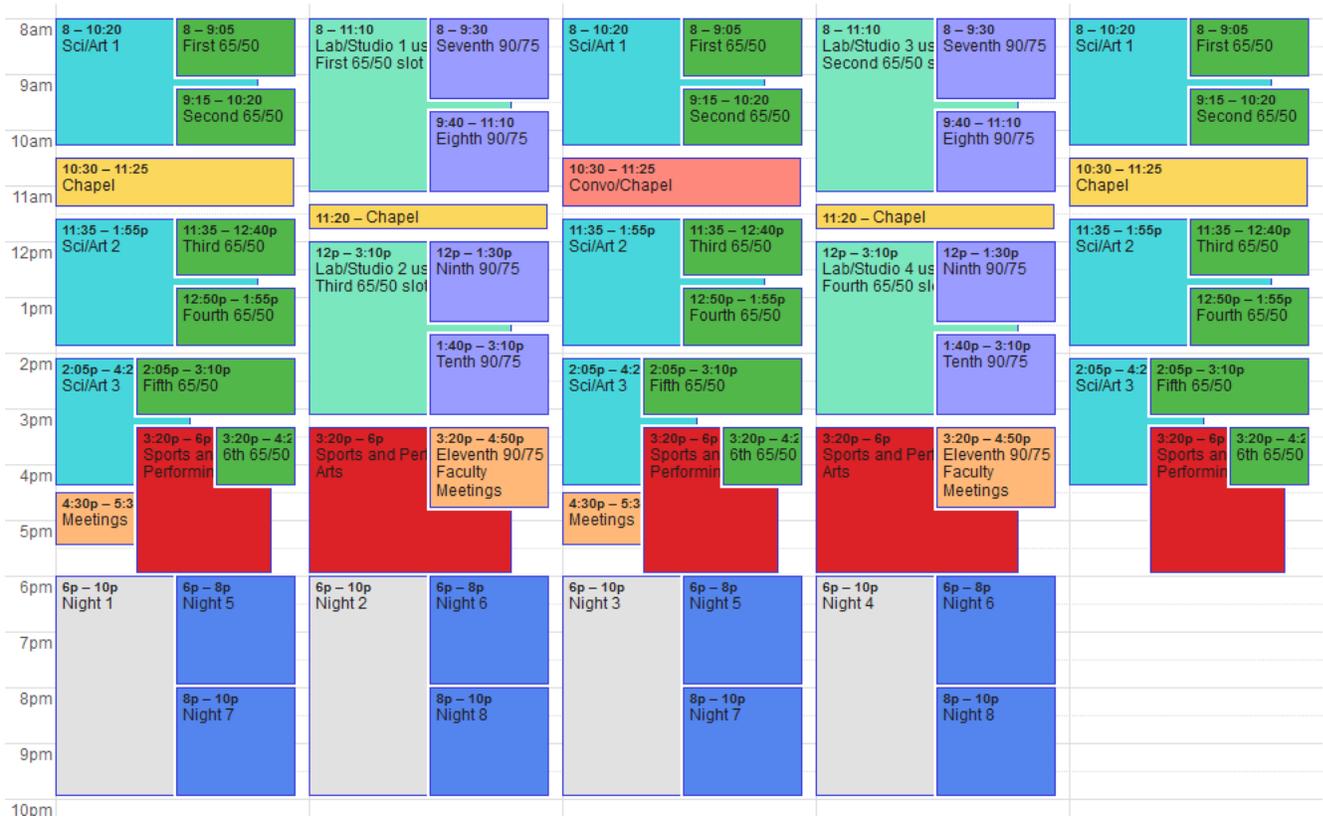
Beth Peter, in one her roles at CSP, conducts institutional research and posts reports on the Institutional Research webpage. We have been publishing some of that information in this space. Take a look at the Institutional Research webpage located at the following link: <http://concordia.csp.edu/institutionalresearch/>

Here is a list of courses that had an enrollment of 29 or greater as of August 29, 2013:

MUS 713 1	Jubilate Choir	46
COM 109 1	Intro to Communication	38
ENG 102 1	Fundmntls of Reading & Writing	38
ITS 102 1	Foundations for Intl Students	38
KHS 474 1	Exercise Physiology	34
KHS 110 2	Dynamic Health & Human Movmt	33

KHS 110 7	Dynamic Health & Human Movmt	33
THL 205 1	Hist & Lit of the Old Testamnt	31
MUS 720 1	Concert Band	30
ECO 101 1	Macroeconomics	30
FIN 301 1	Corporate Finance I	30
KHS 110 1	Dynamic Health & Human Movmt	30
KHS 110 3	Dynamic Health & Human Movmt	30
KHS 110 4	Dynamic Health & Human Movmt	30
KHS 110 5	Dynamic Health & Human Movmt	30
KHS 110 6	Dynamic Health & Human Movmt	30
MAR 301 1	Principles of Marketing	30
MUS 120 1	Listening to Life:West. Clscl	30
KHS 400 1	Health Psychology	30
ECO 101 2	Macroeconomics	29
ECO 101 3	Macroeconomics	29

New Daily Schedule for 2013/14



Rearrange Your Classroom ... But Please Put it “Back Together” and Close Doors

Faculty are encouraged to rearrange the classroom furniture as they see fit for class but are asked to please put things “back together” at the end of class so that the next instructor comes into a configuration that he/she expects. NOTE: during humid weather, it is important to keep classroom doors closed during class and in order to keep the cool air in the rooms. Some hallways are not air conditioned.

Course and Instructor Feedback Forms

Near the end of each semester we ask all students to complete a “course and instructor feedback form” for each class they are taking. Faculty may view the questions on the faculty portal website. Log into the site from the link in the faculty tab in CSP Connect. There are 11 questions.

From the Faculty Scholarship Center...

from Joel Schuessler

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

September 18: Discover and Engage Your Purpose (President Tom Ries with CSP students, staff, and faculty)

Do you think you were born into this world for a purpose? If so, do you have a sense of being led toward that purpose? In its Promise Statement, Concordia University commits to empower students to “discover and engage your purpose for life, career, and service.” Inherent in this promise is the Christian concept of “vocation,” which means to be called or summoned. Concordia President Tom Ries will speak from his own perspective on what it means for a person to pursue a vocation or discover and engage a purpose in life. His brief presentation will be followed by small group discussion, allowing participants to share their own aspirations for life, career and service.

October 2: “Let’s Talk About it: Muslim Journeys” – *In the Country of Men* by Hisham Matar (CSP Professors Debra Beilke, Theresa Fitzpatrick, Charlotte Knoche, Bruce Corrie)

October 16: Annual Bartling Lecture Series: Voting Rights and Equality in America (Dr. Josie R. Johnson)

Dr. Josie R. Johnson has been active in the civil rights movement since her teen years when she and her father gathered signatures for an anti-poll tax petition in her hometown. In 1963, Johnson attended the historic March on Washington. And a year later, she and a multi-racial group of women went on a secret fact-finding mission to Jackson, Mississippi. Their goal was to witness first-hand what was happening to African Americans who were trying to register to vote. Now, in an era where voting rights are again under assault in the United States, Josie Johnson remains dedicated to the struggle. Last year when the proposed Voter I.D. initiative was on the ballot in Minnesota, she helped to defeat that measure. For Johnson, the Voter I.D. movement was a cruel step backward, reminding her of the days of poll taxes and other measures denying Black people the right to vote.

(► **NOTE** - Dr. Fred Bartling will announce this year's Bartling Scholarship winner and be present afterwards for discussion)

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 Services / Hours

Academic Year 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.