From the Provost

**Senior Diversity Officer Announcement:** Sandra Mitchell will become the inaugural senior diversity officer of CSB and SJU on Jan. 2, 2023.

*see email sent from the President’s office on 11/10/22 for full details.*

**Provost’s Recommendations for Group 3 in the 2.14 process:** *see 11/8/22 email from Richard Ice*

On August 29, 2022, I announced my intention to activate the Academic Program Reduction, Impaction, Merger, and Closure Policy. Additionally, I indicated that I would follow a specific timeline to facilitate the orderly deliberation of the faculty governance process, which has strict time limits for reviewing my recommendations and possibly making other recommendations. In accordance with Faculty Handbook section 2.14.4.2, the completion of the process from declaration to the announcement of recommendations shall not be less than 20 working days. That period has passed. On September 26 I announced my recommendations for programs in Group 1. On October 17 I announced my recommendations for programs in Group 2. Today I am announcing my recommendations for programs in Group 3.

I have consulted with the departments and programs in Group 3, which includes Languages and Cultures (including Chinese, French Studies, German Studies, and Japanese), Education, and Latino and Latin American Studies (LLAS). I have had healthy and vibrant exchanges of ideas with each program. The programs have worked diligently to address these difficult issues in a serious and thoughtful manner. I offer my sincere gratitude to the members of the programs for their consultations. These are difficult choices for all of us and I have given the program recommendations careful consideration.

I will not be moving forward with merging Latino and Latin American Studies with another program at this time. I encourage LLAS to explore possible merger with another program or to help develop a new multidisciplinary program to achieve greater efficiencies in organizational structure.

This message and the link to the accompanying documents serve as the provost’s recommendations (Section 2.14.4.2) for Chinese, Education, French Studies, German Studies, and Japanese. This announcement of recommendations begins the formal process for faculty committee deliberations as outlined in Section 2.14.4.3 of the Faculty Handbook.
The specific recommendations are located here: https://www.csbsju.edu/recommendation#third

In summary my recommendations are:

- Close Chinese by eliminating the Chinese minor and eliminating the Chinese language sequence (111, 112, and 211).
- Reduce Education by eliminating secondary education minors in Mathematics, Science (includes Biology, Chemistry, Natural Science, and Physics), and World Languages (includes French, German, and Spanish). A revised Elementary Education major and revised Secondary Education minors in Art, English, Social Studies, Teaching English as a Second Language, and Theology will be retained. The secondary education minor in Music is retained and moved to the Music Department.
- Reduce French Studies by eliminating the major and minor and retaining the French language sequence (111, 112, and 211) that satisfy the IC language requirement.
- Reduce German Studies by eliminating the major and minor and retaining the German language sequence (111, 112, and 211) that satisfy the IC language requirement.
- Reduce Japanese by eliminating the minor and retaining the Japanese language sequence (111, 112, and 211) that satisfy the IC language requirement.

I extend my appreciation and respect to the programs and departments in this group for consulting with the provost. Although I have reached different conclusions and am making different recommendations than these departments had proposed, I acknowledge that the faculty in these departments have taken their responsibilities seriously and have conscientiously strived to reach solutions. I arrived at my recommendations based on the data and what I believe is in the best interest of the institutions for their long-term stability.

The situation facing CSB and SJU calls for action because the academic set of programs and majors as a whole are beyond long-term institutional fiscal resources to support them all appropriately. As with the previous two groups of recommendations, these recommendations are part of the larger set of recommendations to strategically reduce programs that have low or struggling enrollments to be able to provide resources to programs that show higher or growing demand. These recommendations will enable the institutions to reallocate resources within the overall academic programs to prioritize resources to position the institutions for growth.

**Inclement Weather Plan:** see 11/9 email from the provost

As we anticipate inclement weather in the weeks to come, there may be days that will not allow us to have in-person courses on campus. If that is the case, we will move to remote learning. Rather than having a delayed start or an early cancelation as we had in the past, courses would move to remote learning. An announcement would indicate to students and faculty that courses would move to remote learning.

Notice of a weather-related closing will be issued through the Bennie/Johnnie Alert system. You may register or update your contact information in [Bennie/Johnnie Alert](#).
Welcome

Welcome to the following new hires in Academic Affairs:

- **Diane Gideon**, Office Manager and Clinic Coordinator, Nursing Graduate Program
- **Elizabeth Harvieuz**, Department Coordinator for Political Science, Global Business, and Accounting and Finance
- **Todd Schroeder**, Department Coordinator for Theology, Exercise Science and Sport Studies and Center for Teaching and Learning
- **Brandie White**, Department Coordinator for English, Sociology and Peace Studies

Welcome to CSB and SJU Diane, Elizabeth, Todd and Brandie!

From the Deans

**GECC on WR and INTG Application Due Date (November 14th):** This is a friendly reminder to please submit proposals for courses that want the WR Writing Designation and INTG 300 Learning Integrations sections being offered in the Fall of 2023 is **Monday, Nov. 14**. While GECC can consider proposals after the deadline, due to the volume of proposals, we cannot guarantee that they will be approved in time for the designation to show up in Banner prior to registration in the spring. Please do your best to submit them on time! We know that the 2023-2024 schedule is still in flux and we will be flexible when we can be.

Course proposal forms and Teaching Guidelines can be found here: [https://www.csbsju.edu/integrations-curriculum/faculty-resources/course-proposal-forms](https://www.csbsju.edu/integrations-curriculum/faculty-resources/course-proposal-forms)

Please reach out to Emily or Pedro with any questions [generaledcurriculum@csbsju.edu](mailto:generaledcurriculum@csbsju.edu)

Libraries

**Decolonizing the library catalog:** The concept upon which the library catalog is based, that of classification and categorization, relies on one way of understanding the world. Implicit bias is further introduced by the language used, which has traditionally centered White voices. To counter this we in the libraries developed a [guide](https://www.csbsju.edu/forms/X271IFXZLI) intended to help patrons surface works by the historically marginalized voice in a finding tool that is biased.

We’re now able to go one step further and mask subject headings using offensive language with preferred terminology. With many thousands of subject headings in use we can’t do this work alone, so we invite suggestions on problematic subject headings in our catalog. This form: [https://www.csbsju.edu/forms/X271IFXZLI](https://www.csbsju.edu/forms/X271IFXZLI) has details on how to find headings and suggest new language.

Center for Teaching and Learning

**Mastery Grading Workshops:** Robert Campbell and Anne Sinko, are continuing their Implementing Mastery Grading series. This is a reminder about upcoming workshops on competency/standards based
grading (see schedule below). Standards based grading (SBG) is a form of mastery grading typically used for assessing content knowledge. SBG refers to a broad category of mastery grading systems. The common theme of these systems is that a student's final grade is based entirely, or almost entirely, on demonstrating mastery of a list of objectives. Points and percentages are typically not used, or are used in very limited ways. Every assignment tests the student on one or more objectives, and each objective is assessed separately for mastery. When a student has demonstrated sufficient mastery of an objective (perhaps requiring a certain number of successful attempts, or success on an exam in addition to a homework assignment), the objective contributes towards the final grade. Final grades are based on the number and/or type of objectives that the student has mastered.

The schedule for the remaining fall workshops is listed below, with most workshops being offered on both campuses and many occurring more than once.

If you are unfamiliar with Mastery Grading and would like to know more, we have this short clip: link There is a Teams page for faculty interested in connecting with other faculty considering these kinds of alternative assessment techniques. If you would like to be added to this Teams page, contact Anne Sinko or Robert Campbell.

**Competency Based Grading/Standards Based Grading Workshop**
- Thursday, November 10th, 11:15am in Learning Commons 391 at SJU
- Monday, November 14th, 2:10pm in Main 004 at CSB
- Wednesday, November 16th, 4pm in PENGL 232 at SJU

**Nuts and Bolts Workshop**
- Tuesday, November 29th, 4pm in HAB 128A at CSB
- Thursday, December 1st, 11:15am in Learning Commons 391 at SJU
- Monday, December 5th, 2:10pm in Main 004 at CSB
- Wednesday, December 7th, 4pm in PENGL 232 at SJU

**Blending Mastery Grading Systems Workshop**
- Wednesday, November 30th, 4pm in PENGL 232 at SJU
- Friday, December 2nd, 11:50am in Main 004 at CSB
- Tuesday, December 6th, 4pm in HAB 128A at CSB
- Thursday, December 8th, 11:15am in Learning Commons 391 at SJU

**Small Group Analysis (SGA) consultations:** As we move closer to the midpoint of the fall semester, the CTL would like to offer interested faculty members the opportunity to participate in Small Group Analysis (SGA) consultations. SGA’s are a method of gathering anonymous feedback from students about what is helping them learn in your course and what modifications to the course might help them learn more effectively. This service is provided by the Center for Teaching, and is an excellent way to assess students’ response to your teaching mid-semester. Moreover, student feedback through SGA’s can be valuable in helping you improve and refine your teaching. For more information on SGA’s, see attached flyer. To schedule an SGA in your class email Laura Taylor, CTL Director at ltaylor@csbsju.edu.

**Research and Grants Office**

**Sign up for Winter Break Writing/Working Retreats!**
Sign up for one of the winter break writing/working retreats! There’s an overnight retreat @ Green Lake Lutheran Ministries in Spicer, Tue. 1/3-Thu. 1/5 and a day-only retreat @ SJU, Learning Commons Tue. 1/10 – Thu. 1/12. Enjoy multiple days of unstructured work time in a beautiful setting with delicious food & great colleagues. You’re welcome at one or both! Reach out to Karlyn Forner, Grants Partner, with questions, and sign-up here: https://www.csbsju.edu/forms/N0BHKGVL2C

Write Now! moving to Gorecki, PDR on 11/14 & 11/21
Write Now!, the twice weekly co-writing space, will temporarily move to the President’s Dining Room in Upper Gorecki on Monday, November 14 and Monday, November 21, 8:30-10:30a Start your week off by prioritizing your scholarship & creative work. We’ll be back in HCC 114/115 after Thanksgiving. Or join the Thursday afternoon session from 1:30-3:30p in Alcuin 303.

Shout Outs
Want to Shout Out your own achievements or raise up one of our colleagues? Tell us about a new publication or book, an award or recognition, the launch or culmination of a project, and/or other accomplishments that your colleagues should know about. Click here to Submit a Shout Out or find the link on the Research & Grants Office page: www.csbsju.edu/research-grants.

Faculty Governance

Joint Faculty Assembly (4:30-6:00) Thursday, November 17  Zoom
https://csbsju.zoom.us/j/98269442900

Joint Faculty Senate Meeting (4:30-6:00) Thursday, December 1  SJU Quad 264
• In-Person for Senators/ex officio members/presenters/any individuals wishing to speak
• Virtual for faculty/staff observers: https://csbsju.zoom.us/j/96321358151
See the email from the JFA Chair and Vice Chair on 8/22/22 for all meeting dates. For more information regarding these meetings watch for emails fromjfachairandvicechair@csbsju.edu.

Human Resources

Leadership and Professional Development - Academic Impressions
As part of our ongoing efforts to invest in and build the capacity of our faculty and staff, we have established a partnership with Academic Impressions, a group that provides extensive online leadership and professional development resources specifically for college and university professionals. This partnership is an important tool in supporting our strong commitment the professional development of faculty and staff.

This partnership will provide you with access to:
• Hundreds of hours of online training, both live and on-demand (with new trainings added weekly)
• Resources in Academic Affairs, Advancement, Diversity, Equity, & Inclusion, Enrollment Management, Leadership Development, Student Affairs, and Title IX and Compliance
• All Academic Impressions virtual conferences
• Hundreds of additional tools, resources, and articles
• Exclusive member resources for: current and aspiring women leaders, improving online teaching and student support, and academic leaders
• A series focused learning paths to help leaders at all levels sharpen their skills
• A $250 discount on Online Bootcamp and In Person Conference Registrations
• Direct access to the Academic Impressions research team to discuss emerging topics

You can easily set up an Academic Impressions account by going to https://www.academicimpressions.com/csbsju/, clicking the blue box and entering your CSB and SJU network username and password. For help signing into your account or questions about member resources, please reach out to our Account Manager, Niecie Washington at niecie@academicimpressions.com or 720.988.1264.

‘Academic Impressions’ can be found on our HR Intranet along with these Learning Plans designed for Faculty and Staff:

Faculty
• Early Career Faculty
  o The Narrative Arc: Mapping Your Tenure, Promotion, or Reappointment Statement
  o Five Guideposts for Successfully Navigating the Tenure Process
  o Writing an Effective and Authentic Diversity Statement: A Video Course for Faculty
  o Building Your Career Network: The Relationships Every Faculty Member Needs to Nurture
  o Crafting and Maintaining Your Career Vision: A Workshop for Early-Career Faculty

• Mid Career Faculty
  o Crafting Your Mid-Career and Beyond as Faculty
  o Mapping Your Career Path in Higher Education
  o Actualize Your Purpose and Legacy: Workshop on Improving Your Well-Being
  o Managing Difficult Conversations as Faculty
  o Advocating for Yourself in Personal and Professional Relationships

• Leading in the Academy
  o Effective Leadership: An Introduction to Key Academic Leadership Skills & Competencies for Faculty
  o Effective Leadership: An Introduction to Key Academic Leadership Skills & Competencies for Faculty, Part II
  o It’s Not Really the Dark Side: 5 Tips for Faculty Interested in Administration

• Faculty Affairs Leaders
  o Managing Faculty Stress and Burnout: A Conversation for Faculty Affairs and Academic Leaders
  o Improving Promotion and Tenure Reviews by Using a Deliberative Decision-Making Model
  o Retaining and Advancing Faculty from Historically Marginalized Groups: A Discussion for Faculty Affairs and Academic Leaders
Rethinking The Role of Service in P&T – What is it, how is it measured, and addressing unequal service burden: A Podcast Series

Staff

- Leadership
  - Build a Team Culture that Embraces Conflict as Productive and Positive
  - Essential Skills for Supervisors
  - Responding to Burnout and Attrition in Higher Education
  - The Great Resignation and Women in Higher Ed: A Conversation to Strategize Solutions

- DEI
  - DEI Foundations: Intersectionality in Higher Education
  - DEI Foundations: Allyship in Higher Education
  - Cultural Humility: A Framework to Mitigate Personal Bias
  - Honoring Names: A Simple Way to Promote Belonging

November Newsletter National Gratitude Month: Check out the monthly newsletter from our Benefit Consultant group NFP on National Gratitude Month. More Information

The Buzz on Campus

Festival of Cultures Full Schedule – November 6 - 13
Multicultural Student Services invites students, staff, faculty, alums, and the public to a week-long community festival of music, entertainment, food, and culture. Festival of Cultures (FOC) celebrates and recognizes the diversity at CSB/SJU through student performances, student panels, and a fashion show. Make sure to follow us on Instagram @MSSCSBSJU and click "more information" for the full schedule. More Information

Bobby Marines presents for the LLAS Fall 2022 Series on Labor
Bobby Marines presents on Thursday, Nov. 10 for the LLAS Fall 2022 Series on Labor. Join us in the Multicultural Center at 7:00 PM for an engaging story about how his art is created, noting his personal experiences that reflect the marginalized and underserved Latinx communities. Bring a friend and become immersed with his vision for his creative work. All are welcome! More Information

Tiempo Libre in concert! Friday, November 11, 7:30pm in the SBH at SJU.
This 3-time Grammy nominated band has been lighting up stages across the globe for last 20 years. All classically trained at the rigorous music conservatory, La ENA, in Havana, they create an exhilarating blend of Cuban music unlike any you've heard before! Hailed as one of the hottest bands performing today, every Tiempo Libre concert is a celebration. More Information

Theo on Tap: The Vocation of Leadership - President Brian Bruess and Dr. Carol Bruess
Thursday, November 17  8:00 pm   Brother Willie's Pub: Mark your calendars for this AWESOME Theology on Tap conversation with CSB+SJU President Dr. Brian Bruess and Dr. Carol Bruess, a
conversation on what it means to lead. Free snacks and beverages are provided. Drinks from the pub are available at a discounted rate for 21+

Do you have information for The Buzz? If you have information you would like included in The Buzz please submit to this link: The BUZZ information

The Buzz can be found on the Academic Affairs website under related links. https://www.csbsju.edu/academic-affairs