

**CMU Academic Affairs Council**  
**Summary December 5, 2018**  
**3 p.m. to 5 p.m. EH 101**

**AA Council Members in Attendance:**

Dr. Kurt Haas-Acting VPAA; Dr. Aparna Palmer-AVPAA for Student & Faculty Success; Dr. Sonia Brandon-AVP Institutional Research, Planning & Support; Dr. Jeremy Hawkins-Dept. Head, Kinesiology; Dr. Jessica Herrick-Dept. Head, SBS; Dr. Calvin Hofer-Dept. Head, Music; Dr. Scott Kessler-Dept. Head, Engineering; Dr. Barry Laga-Dept. Head, LLMC; Mo LaMee-Dept. Head, Theatre; Dr. Carrie McVean-Dept. Head, Biological Sciences; Ms. Millie Moland-Dir. of Academic Services; Dr. Steve Norman-Dept. Head, Business; Dr. Lori Payne-Dept. Head, CSMS; Ms. Sylvia Rael-Director, Tomlinson Library; Dr. Gary Ratcliff-Director, CMU Montrose Center; Dr. Joseph Richards-Professor of Chemistry (for Dr. Russ Walker); Dr. Bette Schans-Interim Director, Health Sciences; Ms. Holly Teal-Registrar.

**Members excused:** Professor Tim Pinnow-Sr. VP Strategic Initiatives, Dir. of Graduate Studies & Distance Education; Dr. Morgan Bridge-AVPAA, Dir. of Assessment & Accreditation; Dr. Russ Walker-Dept. Head, PES.

**Also in attendance:** Ms. Whitney Sutton, Director of Budgets and Food Service Programs.

I. Updates

A. Campus Updates

Campus updates at 7:30 a.m., 1:00 p.m., and 5:00 p.m. on December 5 with President Foster, Dr. Haas and Mike Mansheim from Marketing.

B. Sabbaticals

There were nine applicants this year. The Sabbatical Review Committee ranked each application and submitted their determination to Dr. Haas. Word should go out early the week of December 10 after conversation with President Foster.

C. Degree Analytics

Gary Garofalo, Degree Analytics, will be campus December 7 to hold an open session for faculty to provide information about the program and address questions. The presentation will be at 11 a.m. in UC 213.

II. Discussion: Rooms and locking thereof.

Dr. Haas shared a spreadsheet from Facilities of all rooms on campus and by building. Academic Council members are asked to review the rooms related to their area and determine if they want the room to have 24/7 access for all students. If their answer is no, then a justification is required. Academic Council members should review their specific tab and send Dr. Haas their determinations before or shortly after the New Year. Discussion followed.

III. Budgets (Whitney Sutton)

Ms. Whitney Sutton was present to talk about the FY20 budget documents that Academic Council members received prior to Thanksgiving break. She noted that

nothing significant changed. The Budget Office may push a department's budget back if the department does not align their budget to CMU's mission. Department FY20 budget requests need to be sent to Dr. Haas by December 17 for his review prior to the department sending their request to the Budget Office. January 7 is the deadline for departments to return their budget document to Ms. Sutton. Budget meeting dates and times will be sent out, and if a department has a conflict let Ms. Sutton know. Ms. Sutton also reminded Academic Council that Sodexo is more than happy to work within your budget for any events you host during the academic year.

IV. Developmental education legislation FYI

Dr. Haas mentioned that there is legislation afoot to remove developmental programs. Their suggestion is to take a developmental course simultaneously with the required course. This has been in place at other four-year institutions but now may affect CMU, Adams State and community colleges. Discussion followed.

V. Dr. Aparna Palmer spoke about Student Showcase for 2019. She will be sending an e-mail to department committee representatives to schedule a brief meeting before the holiday break. One goal of Dr. Palmer's is to increase student participation in Showcase. Since this is Dr. Palmer's first year as the Showcase coordinator, she is asking for organizational help and more involvement from committee members. The winter Faculty Professional Development is Friday, January 18. The presenter this year is Catharyn Baird, JD, Founder/CEO of EthicsGame, LLC, and a Professor Emeritus of Business at Regis University in Denver CO. See Attachment A.

VI. Change Talk (Dr. Jeremy Hawkins and Dr. Jessica Herrick)

Dr. Hawkins shared a descriptive statistics piece showing the mean and standard deviation of exams and finals from one of his upper-division courses. Dr. Hawkins referenced quotes from chapter 24 from the book "The Innovative University: Change and the Indispensable University". He spoke of how he looks at his test results with the idea of "what can I do to help students learn better." He also suggested faculty might consider the approach of raising students up to get them to the finish, challenging them to be the best they can be and do. See attachment B.

Dr. Herrick shared an article on change and the stages of change, the characteristics of that stage and steps or techniques to accomplish or fail at those stages. This was prefaced with how to keep a New Year's resolution. See attachment C.

### **Upcoming Dates and Deadlines**

December 10 - Transitional retirement recommendations to VPAA

December 12 - Holiday Party, 3:30 – 5 p.m. in the Academic Suite

December 14 - Commencement, Brownson Arena

March 1, 2019 - Faculty Evals to VPAA

August 8, **2019** - Tentative Academic Affairs retreat

**Spring Change Talk Schedule:**

January 16 - Calvin Hofer, EH 101

February 6 - Scott Kessler

February 20 - Barry Laga

March 6 - Mo LaMee

April 3 - Carrie McVean

April 17 - Steve Norman

May 1 - Lori Payne

May 15 - Bette Schans, Russ Walker

# FACULTY PROFESSIONAL DEVELOPMENT WORKSHOP

SPRING 2019

**Friday, January 18, 2019**

**8am–11:30am**

**University Center,  
Meyer Ballroom**

This January, full-time and part-time faculty are invited to come to a workshop led by Catharyn Baird on integrating ethics into the curricula across disciplines.

**Check in begins at 7:30am**

Coffee and tea will be provided during the check-in.

Light refreshments will be served during the break from 9:30–10am

## RSVP

Please let us know if you are attending by noon on **Tuesday, January 15, 2019** using the following link:

<https://coloradomesa.wufoo.com/forms/spring-2019-faculty-development-workshop/>



## ACADEMIC AFFAIRS

For more information, please contact  
Dr. Aparna Palmer at 970.248.1881 or  
[aparna@coloradomesa.edu](mailto:aparna@coloradomesa.edu).

# ETHICS

## Everyone Teaches Ethics: Strategies for Embracing the Inevitable

Faculty members sometimes assert that they don't have to think about teaching ethics because their subject areas do not include conversations about values. However, like it or not, every faculty member teaches ethics—either intentionally or unintentionally. This workshop will provide you with concrete, tested strategies to identify where you teach ethics and help you facilitate conversations among students with different ethical perspectives and disparate value priorities. All faculty members can talk about the ethical potholes within their disciplines, model civil and respectful environments in their classrooms, and advise students who come to them for their wisdom and guidance. This presentation will enhance your ability to identify those ethics-teaching opportunities and provide skills to help you nudge learners toward embracing ethical excellence.



### Catharyn Baird, JD

Catharyn Baird, JD, is the Founder/CEO of EthicsGame, LLC and a Professor Emeritus of Business at Regis University in Denver, Colorado. A nationally recognized speaker and scholar, Baird's research resulted in the development of the Ethical Lens Inventory™, a typology that has been used by more than 550,000 people to determine their ethical preferences and leadership styles. EthicsGame's leading edge pedagogy was featured in the January/February 2013 BizEd. She was recognized by her professional organization, the Academy of Legal Studies in Business, as the 2014 Ethics Scholar in Residence and was featured as a TEDxMileHi presenter in June of 2015, Ideas Unbridled. Her presentation, Ethics For People on the Move, explores how we define an ethical life, and how we can leverage ethical plurality to wisely build strong cultures.

### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Exam1	109	51.30	100.00	83.8601	10.49556
Exam2	109	36.10	94.90	78.7664	12.43508
Exam3	109	40.01	100.00	81.5558	12.36379
Exam4	109	37.44	91.40	74.4490	12.07768
Exam5	109	45.93	98.13	77.7463	11.90601
Adj Final	109	39.71	98.20	77.9588	12.36140

Quotes from The Innovative University, Chapter 24: Change and the Indispensable University

“Today the traditional university’s challenge is to change in ways that decrease its price premium and increase its contributions to students and society.”

“As university communities make the choices necessary to win their constituent’s loyalty, they can succeed regardless of the opinions of third parties. In the future the most successful institutions will be those that lift their students furthest and fastest and that share their scholarship most broadly. Universities will be recognized for the learning they impart rather than for admitting the smartest students. The impact of their scholarship will be judged by not only those who cite it but those who integrate, apply, and teach it. Traditional academic classifications and rankings will mean less in a world of satisfied students and external supporters. Every institution that satisfies its chosen constituents can be indispensable.”

Freeman Hrabowski – President of UMBC (search TED Talks 4 pillars of college success in science)

1. Set high expectations
2. Build community among students
3. It takes researchers to produce researchers – work with your students outside of class (labs, etc.)
4. Faculty members must be willing to get involved with students in the classroom

Stage of Change	Characteristics	Techniques
Pre-contemplation	Not currently considering change: "Ignorance is bliss"	<p>Validate lack of readiness.</p> <p>Clarify: decision is theirs</p> <p>Encourage re-evaluation of current behavior</p> <p>Encourage self-exploration, not action</p> <p>Explain and personalize the risk</p>
Contemplation	<p>Ambivalent about change: "Sitting on the fence"</p> <p>Not considering change within the next month</p>	<p>Validate lack of readiness</p> <p>Clarify: decision is theirs</p> <p>Encourage evaluation of pros and cons of behavior change</p> <p>Identify and promote new, positive outcome expectations</p>
Preparation	<p>Some experience with change and are trying to change: "Testing the waters"</p> <p>Planning to act within 1 month</p>	<p>Identify and assist in problem solving re: obstacles</p> <p>Help patient identify social support</p> <p>Verify that patient has underlying skills for behavior change</p> <p>Encourage small initial steps</p>
Action	<p>Practicing new behavior for 3-6 months</p>	<p>Focus on restructuring cues and social support</p> <p>Bolster self-efficacy for dealing with obstacles</p> <p>Combat feelings of loss and reiterate long-term benefits</p>
Maintenance	<p>Continued commitment to sustaining new behavior</p> <p>Post-6 months to 5 years</p>	<p>Plan for follow-up support</p> <p>Reinforce internal rewards</p> <p>Discuss coping with relapse</p>
Relapse	Resumption of old behaviors: "Fall from grace"	<p>Evaluate trigger for relapse</p> <p>Reassess motivation and barriers</p> <p>Plan stronger coping strategies</p>