
FACULTY DEVELOPMENT DAY

TUESDAY, MAY 11, 2021



*Building Trust and Finding Encounters:
Frameworks for Respectful Engagement with Our Students and
with Each Other*

Faculty Development Day Agenda

See full session descriptions in the following pages

8:45-10:45 Opening Session

<https://uportland.zoom.us/j/95959901510>

Welcome

Provost Herbert Medina and Teaching & Scholarship Chair, Diane Sotak

Faculty Interfaith Invocation

Building Trust and Finding Encounters: Frameworks for Respectful Engagement with Our Students
and with Each Other

Presenters: [Loretta J. Ross](#) and Simon Ahiokhai

Moderators: Eduardo Contreras and Anne Santiago

10:45-10:55 Break

10:55-11:40 Breakout Session One

The Revitalized Core Curriculum: Ready or Not

<https://uportland.zoom.us/j/99541851706>

Tuning Your Instrument: A Baker's Dozen Techniques for
Cross-Barriers Instructional Repertoire

<https://uportland.zoom.us/j/94274097178>

Building a Community of Care for QTBIPOC Intersectional
Justice, Advocacy, and Healing

<https://uportland.zoom.us/j/92548271066>

11:40-11:50 Break

11:50-12:35 Breakout Session Two

Interdisciplinarity is the Future: Designing Exploration Level
Courses for the Revitalized Core

<https://uportland.zoom.us/j/96405094297>

First Encounters: Crafting a Welcoming, Inclusive, and Effective Syllabus

<https://uportland.zoom.us/j/95676560708>

Exploring Trauma Informed Educational Practices in Higher
Education

<https://uportland.zoom.us/j/98318249084>

12:35-1:05 Lunch

1:05- 1:50 Breakout Session Three

The UP Writing Center: a [Re]orientation

<https://uportland.zoom.us/j/99469377391>

Specifications-based Assessment

<https://uportland.zoom.us/j/95509814551>

Cultivating Trust, Vulnerability, and Authenticity through
Leadership Coaching

<https://uportland.zoom.us/j/4433364023>

1:50-2:00 Break

2:00-2:45 Breakout Session Four

Community Conversation with Search Advocates

<https://uportland.zoom.us/j/4132618591>

Guide to Promotion to Associate Professor and Application for
Tenure

<https://uportland.zoom.us/j/95956185316>

Guide to Promotion to Professor

<https://uportland.zoom.us/j/93381843712>

2:45-3:15 Break

3:15-4:15 Faculty Welfare/Compensation Committee Updates

<https://uportland.zoom.us/j/92345866328>

4:25-5:10 Fall 2021 Planning Updates

<https://uportland.zoom.us/j/94373744716>

5:30-6:30 Faculty Awards and Retirement Ceremony

<https://uportland.zoom.us/j/97568809578>

OPENING KEYNOTE

Building Trust and Finding Encounters: Frameworks for Respectful Engagement with Our Students and with Each Other

Presenters: [Loretta J. Ross](#) and Simon Aihiokhai

Moderators: Eduardo Contreras and Anne Santiago

As faculty members at the University of Portland prepare students to respond to the needs of an interconnected world, it is essential to navigate the terrain of increasingly globalized and diverse identities and to build trust. Our multiple identities: race, class, gender, religion, ability and other salient aspects influence how we view and react within our local, national and global spaces. Faculty members have the opportunity to learn about their students who come from diverse backgrounds and experiences, to de-colonize their curricula, and to teach in culturally responsive and relevant ways. We all need to learn to communicate with those whose identities are embedded within different political, cultural, and religious or secular worldviews by seeking encounters with humility and by building trust through these encounters. Engagement with multiple perspectives is the hallmark of an educated person, and understanding how our identities as well as belief systems, both religious and secular, influence our institutions, cultures, and policies, as well as our own disciplinary perspectives is a critical undertaking. Three pillars will form the basis of the keynote: Trust, Encounter, Knowledge. See [FDD Moodle site](#) for full description.



This session will be recorded.

<https://uportland.zoom.us/j/95959901510>

BREAKOUT SESSION ONE

10:55-11:40

The Revitalized Core Curriculum: Ready or Not, Here it Comes (in Fall of 2021)

Andrew Guest, Core Curriculum Director, and members of the Undergraduate Core Curriculum Committee

This session will offer updates on the impending start of our revitalized University Core curriculum – UP's one shared academic experience for all students, and thus an important chance for faculty to engage our shared academic identity. The start of implementation in the Fall of 2021 will be the first major update to the University Core in nearly 20 years, and results from a planning and design process that has been ongoing for about four years. We'll share updated implementation plans, information about the revitalized Core model, significant changes to the Core, opportunities for faculty to make contributions, initiatives around communication, efforts to better consider equity and justice issues, and provide opportunities for questions and suggestions

This session will be recorded.

<https://uportland.zoom.us/j/99541851706>

Tuning your Instrument: A Baker's Dozen Techniques for Your Cross-Barrier Instructional Repertoire

Jeff Kerksen-Griep

Do you sometimes feel stuck about converting strong intentions into sound communication practice with students and others across social and cultural barriers? Rooted in intercultural, identity, and instructional research, this interactive session will help you weigh and tailor some specific cross-barriers teaching techniques to your own needs, including in self-chosen breakouts with faculty who teach similar subjects.

This session will be recorded.

<https://uportland.zoom.us/j/94274097178>

2020 Service Award presentation: Building a Community of Care for QTBIPOC Intersectional Justice, Advocacy, and Healing

Sarina Saturn, Alejandro Santana, Erica Bailey, and Lauren Berger

This session is a follow-up to the Service Award presentations of recipients Alice Gates (2018) and Anissa Rogers (2019) to create a brave and supportive space to unpack the invisible labor and emotional tax of womxn and Queer Transgender, Black, Indigenous, and People of Color (QTBIPOC) faculty and staff at the University of Portland (UP). We will focus on our equity and justice (EJ) work through our leadership and mentorship roles involving the Ethnic Studies Director search, EJ committee work, Gender, Women, and Sexuality Studies (GWSS) initiatives, the Search Advocate program to prioritize diversity and equity in our hiring practices, decolonizing our courses, and mentoring QTBIPOC student-activists at our predominantly white institutions (PWI). QTBIPOC faculty and staff do a disproportionately massive amount of EJ labor as part of our spirit work. However, this can lead to exploitation and burnout due to inadequate actions and resources to address systemic sexism, racism, and queerphobia at PWIs. We will discuss our experiences and collectively brainstorm strategies of how we can build sustainability and community so that we can continue to be of service to ourselves and those who need our care and advocacy.

<https://uportland.zoom.us/j/92548271066>

BREAKOUT SESSION TWO

11:50-12:55

Interdisciplinarity is the Future:

Designing Exploration Level Courses for the Revitalized Core

Andrew Guest, Core Curriculum Director, Tammy VanDeGrift, Computer Science, Tamar More, Physics, and other members of the Undergraduate Core Curriculum Committee

We will start approving courses for the new “Exploration Level” of the revitalized University Core this coming Fall (though the courses themselves will only start in the Fall of '22 during the second year of Core implementation). The Exploration Level is designed to give students multidisciplinary perspectives on timely issues, and to provide faculty across the University opportunities to creatively update and imagine courses that might have interdisciplinary themes, that might be team-taught, that might be linked across disciplines, or that might share big ideas through large scale collaborative teaching. This session will offer an overview of the types and criteria for Exploration Level classes, and provide opportunities for faculty to start brainstorming ways to join the fun.

This session will be recorded

<https://uportland.zoom.us/j/96405094297>

First Encounters: Crafting a Welcoming, Inclusive, and Effective Syllabus

Cara Hersh and Josh Swidzinski

As a site of one of the first encounters students have with any course, the syllabus can help to help establish faculty-student relationships, build trust, and encourage respectful engagement. This workshop will introduce various models for rethinking the purpose, and improving the content, of our syllabi. Topics will include inclusive and welcoming language, innovative layouts, integration with Moodle, and best practices for using your syllabus to encourage students' curiosity about and success in your course. We invite participants to bring a syllabus they would like to share and/or workshop.

This session will be recorded

<https://uportland.zoom.us/j/95676560708>

Exploring Trauma Informed Educational Practices in Higher Education

Sally Rothacker-Peyton and Kala Mayer

What does the use of trauma informed educational practice look like in the classroom, not only in schools of nursing but, in higher education? In this session, participants will have the opportunity to begin thinking through different ways to include “universal” trauma informed practices in their synchronous and asynchronous classes. Presenters will include recommendations from their research in this area. With the growing focus on diversity in the classroom, retention of first-generation students, the impact of structural racism on QTBIPOC students and faculty, along with the research being done on intergenerational trauma on student populations; we see this topic as timely and designed for faculty in all fields and disciplines. At the end of the 45-minute session, participants will come away with at least five easy-to-apply evidence-based strategies!

The presentation portion only will be recorded

<https://uportland.zoom.us/j/98318249084>

BREAKOUT SESSION THREE

1:05-1:50

The UP Writing Center: a [Re]orientation

Molly Hiro and Grace Adam (Writing Assistant and Class of 2022)

The University of Portland Writing Center has been a fixture on campus for more than 30 years. This session offers faculty an orientation to how the Writing Center helps students, and how we've shifted our thinking in recent years in the interest of being more inclusive and equity-minded. Attendees can expect to hear, ask, and talk about:

- * The basic UP Writing Center philosophy: "Our goal is not just to inspire better papers, but create better writers"
- * Nuts and bolts about how the Writing Center operates (including how we navigated this pandemic year)
- * Ideas for working more closely with faculty to support student improvement in writing
- * Our efforts to be more attentive to cultural differences in the writing process—and how we'd love to have faculty as partners in these efforts.

The presentation portion only will be recorded

<https://uportland.zoom.us/j/99469377391>

Specifications-based Assessment

Jakob Kotas, Tamar More, and Chris Hallstrom

The traditional approach to grading, particularly in STEM, is to take a weighted average of individual scores on exams, quizzes, and homework assignments, and possibly attendance or a qualitative participation score. Alternatively, in a specifications-based grading (SBG) approach, students are given multiple opportunities over the course of the semester to demonstrate their understanding of specific learning outcomes. SBG necessitates instructors and students to focus explicitly on the goals of the course. Instructors assign grades based on the depth and breadth of students' demonstrated proficiency. SBG rewards persistence as low marks can represent an opportunity for students to improve, rather than a sunk cost. SBG also lowers the stakes on any individual assessment day, decreasing student anxiety around test-taking, and reducing the incentive to cheat on exams. In this session we will first lay out the basic principles of SBG, advantages/disadvantages and discuss how we have implemented them in our own classes. We will then have ample opportunity for others to share their approaches, questions and ideas. This session will be recorded.

<https://uportland.zoom.us/j/95509814551>

Cultivating Trust, Vulnerability, and Authenticity through Leadership Coaching

Moderator: Jennette Lovejoy, Panelists: Benjamin Gallegos, Hannah Highlander, Dave Hougum, Amy Kwong-Kwapisz, Jennette Lovejoy, and Jacquie Van Hoomissen

This panel will explore how faculty and staff leadership coaches in the University of Portland's Leader Certificate Program cultivate trust, vulnerability, and authenticity through coaching undergraduate students and participating in a vibrant community of practice for leadership coaches. The director of the program will first provide a brief overview of the Leader Certificate Program, with particular attention to LDR 325: Leadership Practice (this is the course where leadership coaches work with students to deliberately practice critical leader character habits). Following this overview, panelists (leadership coaches in the program) will explore insights, challenges, successes, and lessons learned through accompanying students and one another. Panelists will receive questions from attendees and engage in a conversation intended to deepen articulated emergent themes, illuminate new vistas, and integrate learning within their multiple spheres of life.

<https://uportland.zoom.us/j/4433364023>

BREAKOUT SESSION FOUR

2:00-2:45

Community Conversation with Search Advocates

Louisa Egan Brad, Sarina Saturn, Alejandro Santana, Allie Hill, Kristin Sweeney, Jacquie Van Hoomisen, Dave Turnbloom, and Lauren Alfrey

During 2020, 20 members of faculty, staff, and admin underwent a 16-hour training through a [nationally-renowned program](#) to become Search Advocates at UP. In the current academic year, Search Advocates joined search committees across the university to serve as resources for the best and most effective practices to prioritize the recruitment and hiring of faculty and staff with the expertise, devotion, and/or lived experience to serve our increasingly diverse community at UP. This session will be a conversation between Search Advocates and interested members of the UP community. We welcome search members who have served on committees with Search Advocates as well as individuals from departments and other entities that are curious about the program. Topics of conversation may include Search Advocate training, the integration of Search Advocacy into the search processes across campus, and how University can best support this program to ensure its continuing success.

<https://uportland.zoom.us/j/4132618591>

Guide to Promotion to Associate Professor and Application for Tenure

Mike Eom (Business), Barbara Braband (Nursing), Christine Weilhoefer (Biology, Environmental Science), and Bill Curtis (Political Science)

Members from the Rank and Tenure Committee will cover issues related to applying for tenure and promotion to Associate Professor.

<https://uportland.zoom.us/j/95956185316>

Guide to Promotion to Professor

Jim Baillie (Philosophy), Matthew Kuhn (Engineering), and Genevieve Brassard (English)

Members from the Rank and Tenure Committee will cover issues related to applying for promotion to Professor or Periodic Review.

<https://uportland.zoom.us/j/93381843712>



FACULTY WELFARE & COMPENSATION

3:15-4:15

FWC / FCC Update

Members of the Faculty Welfare and Faculty Compensation Committees

The Faculty Welfare Committee and its subcommittee, the Faculty Compensation Committee, invite faculty to a joint session for sharing information and conversation. The session will comprise three parts: (1) updates from the FCC, with a short presentation on investing wisely for retirement, (2) a reporting of the work of the FWC this year, with a facilitated discussion about task conflict and relationship conflict, and (3) an open forum or for faculty questions, concerns, and feedback. In part (1), Bill Barnes and Brian Adams will offer concrete suggestions for supplementing retirement accounts strategically. In part (2), Nicole Hanig and FWC members will share ideas from Adam Grant's book, "Think Again: The Power of Knowing What you Don't Know," and lead a conversation about how working productively through "task conflict" can lead groups to more effective and satisfying collaboration. For further reference, many of these topics also appear in various recent podcasts, including Hidden Brain, hosted by Shankar Vedantum ("The Easiest Person to Fool", episode [page](#) and Dare to Lead, hosted by Brene Brown (speaking with Adam Grant, 2/15/21; episode [page here](#)).

The presentation portion only will be recorded

<https://uportland.zoom.us/j/92345866328>



FINAL SESSIONS

4:25-5:10 Fall 2021 Planning Updates

Elise Moentmann, Associate Provost, and members of Covid-19 Steering Committee

Elise Moentmann and other members of the Covid-19 Steering Committee will provide updates on Fall 2021 planning as of May 11 and answer questions from faculty colleagues.

This session will be recorded

<https://uportland.zoom.us/j/94373744716>



5:30-6:30 Faculty Awards and Retirement Ceremony

Fr. Mark Poorman, C.S.C., Herbert Medina, and Elise Moentmann

Join together to celebrate this year's award winners and retirees!

This session will be recorded

<https://uportland.zoom.us/j/97568809578>