



January Development Day: We Are All Normandale!

Friday, January 5, 2018

Please note that all campus offices will be closed until 11:00 a.m.

8:00 – 8:30 Fine Arts Foyer	Coffee and Little Pastries
8:30 – 9:15 Auditorium	Remarks President Ester
9:15 – 9:30	Break
9:30 – 10:30 Auditorium	<i>The “You” in Leadership</i> Dr. Abdul Omari
10:30– 10:45	Break
10:45– 11:45 Garden Room	Breakout Sessions <i>Recognizing and Responding to Bias</i> Dr. Abdul Omari, presenter
P1804	<i>What’s New to D2L Brightspace?</i> Kathleen Coate, presenter
A2552	<i>What To Do When You Aren’t Sure What To Do</i> Robert Frame, moderator
A2562	<i>Faculty Development Funds Requests</i> Rob Gronemann, presenter
A2554	<i>Minnesota State Retirement System (MSRS) Information Session</i> Steve Eilen, presenter
11:45 – 12:00	Break
12:00 – 12:45 P0808	Lunch: Normandale Students from Around the World Normandale has students attending from all over the world--but how much do we know about the countries they are coming from? During this lunch panel sponsored by the Center for Teaching and Learning, meet some of these students and hear more about their experiences in their countries of origin, as well as the unique perspectives they bring to our classes here at Normandale. Jen Miller, Amanda Hakemian, Bridget Reigstad, and Nina Rosenfeld, facilitators (<i>Overflow seating is available in P0806.</i>)
12:45 – 1:00	Break
1:00 – 2:15	Academic Division Meetings (See page 3 for room assignments.)
2:15 – 2:30	Break
2:30 – 4:00	Academic Department Meetings (See page 3 for room assignments.)

Have a great semester!

Breakout Session Descriptions

Recognizing and Responding to Bias

Bias training is in high-demand for AMO Enterprise [Dr. Omari's company] and the nation. As such, we have developed targeted training for participants to explore, understand, and acknowledge their biases. Based on research, we know that the goal is not to rid ourselves of biases; but rather, to *neutralize, pivot, and run* towards our biases to shift our responses in situations where biases exist.

Presented by Dr. Abdul Omari

What's New to D2L Brightspace?

This session will walk you through the newest features of D2L since Nov. 28th, including shuffling quiz questions for each user, using the html accessibility checker, and posting to all discussion groups at once.

Presented by Kathleen Coate, Theatre Instructor and D2L Trainer

What To Do When You Aren't Sure What To Do

Both faculty and staff members have experienced situations involving a student where you aren't quite sure what to do next. For example, what do you do for a student who describes being depressed but is already seeing a therapist? How should you respond when a student describes a violent threat made by another student? Often in situations like these, there is not one right way to proceed, which can make faculty and staff feel very unsure of themselves. In this session, members of the Behavioral Intervention Team and staff from Student Affairs will walk participants through several complicated scenarios based on real-life situations involving students, helping participants identify key decision points and possible courses of action so that they can feel more confident in how to respond in real-world scenarios.

Presented by Robert Frame, History Instructor and CTL Division Leader, members of the Behavioral Intervention Team, and staff from Student Affairs

Faculty Development Funds Requests

All faculty have faculty development funds available for request according to Article 17 of the MSCF contract. In this session, we will discuss the following:

- Funds available based on assignment
- The funds request process and approval for out of state travel
- What activities are appropriate for faculty development funds
- Requirements for application for an advance of funds
- The roles of committee members of the faculty development funds committee
- How to file the appropriate paperwork for reimbursement
- How and when to follow-up upon returning
- General suggestions for writing a faculty development funds request and follow-up

Questions will be taken if time is available.

Presented by Rob Gronneman, Music Instructor and Chair of the Faculty Development Funds Committee

Minnesota State Retirement System (MSRS) Information Session

Learn about the features and benefits of the State pension plan, Minnesota Deferred Compensation Plan (MNDCP), and Health Care Savings Plan (HSCP) accounts. You may also sign up to meet individually with Steve Eilen, the MSRS representative, later in the day to review your accounts, explore options, and make changes. There are a limited number of time slots available, however. Please go to the employee portal to reserve your space.

Presented by Steve Eilen, MSRS representative