

Augustana College

Rock Island, IL

MINUTES**FACULTY MEETING****August 27, 2013****10:30 AM****Olin Auditorium****1) Call to Order – President Bahls****2) Invocation – Pastor Richard Priggie****3) Approval of Minutes from April 25, 2013**

First: Sharon Varallo

Second: Greg Tapis

Voice vote carries.

4) Comments from the President

President Bahls shared remarks from alumni and parents regarding the excellent quality of teaching and advising at Augustana College and our internship programs. He mentioned the time he spent with Dr. Lee's group in Rome over the summer and the impressive sacrifices it takes for a faculty member to coordinate students overseas. President Bahls also mentioned that he was working on a manuscript for AGB and realized how much hard work the faculty puts into its own research and writing.

In summarizing the recent Faculty Retreat, the President emphasized that Augustana is facing changing demographics and increased consumerism much like many small liberal arts colleges, but it is very important for us to cut our own path. The candor in the Retreat sessions was appreciated, and President Bahls categorized the feedback generated from the retreat into three categories:

- **Strategic:** A discussion about the direction we want the college to go. Integration of Residential and Academic Life, the need to remain affordable, connecting our learning outcomes to post graduate success.
- **Tactical:** The Board wants to double the endowment, but the purpose needs to be established clearly.
- **Parking Lot:** Individual departments commenting on staffing issues, routine physical plant issues, etc.

He anticipates a total of six or seven strategies will be presented to the Board and other constituencies in October. These strategies will then be narrowed down to three or four for the January Board Retreat. The final vote on the full strategic plan, directions and action, will be taken at the May Board meeting.

5) Introduction of New Faculty

Dean Lawrence introduced 42 new faculty members at this time.

6) Comments Concerning Incoming Class

EVP Kent Barnds shared an admissions report with the faculty. Fewer first years will be on campus

than the lead indicators predicted. This year Augustana has its largest ever international enrollment of degree-seeking students. Diversity is also strong at 24%. Net revenue is up by \$1000 per student. Augustana's overall yield dropped, and Kent pointed out this is a national trend. Augustana lags in out-of-state recruitment. We also lost some of the highest achievers, and some programs had lower enrollment than usual. Kent indicated that a detailed report would be forthcoming.

7) FY14 Budget Update

VP of Finance David English indicated that his office is still tallying the final numbers of returning students. Augustana is down overall by about fifty students, but the revenue is higher for the incoming class. The 10th Day Report will be available soon. David advised the group that he is establishing his monthly availability to discuss questions the first Monday of each month at 8:30 a.m. at Brew by the Slough.

8) Motion from Faculty Welfare Committee - Post Tenure Review Model

Steve Klien described the pilot program for post tenure reviews which would give full professors an opportunity to target professional growth through work on a particular project. The project could last for one term or up to a full academic year. Merit points would be awarded based on the following formula: 40% based on traditional criteria of teaching, scholarship and service (based on the faculty member's CV, student evaluation summary data, grade tendencies and recent syllabi) and 60% based on a final evaluation of the faculty member's project work. Dr. Klien said the materials required for submission are intended to be significantly less burdensome to assemble than those for a conventional post-tenure review with supplemental materials. Dr. Calder asked for a clarification on the criteria used to assess the pilot program's success. Dr. Klien said final approval would be based on faculty assessment of the program. The motion carried by voice vote.

9) Motion from Faculty Welfare Committee – Handbook Changes

A language change was proposed to designate "professional faculty" and open up voting rights and rank to full time as well as APT faculty. The motion carried by voice vote.

10) Announcements

- Sept. 5, Faculty Senate Meeting at 10:30, Science 102
- Fall Symposium Sept. 26 – "Relationships"
- Full Faculty Meeting Nov. 21 at 10:30, Olin Auditorium
- Lectureships will be on the agenda for November per Emil Kramer

The meeting was adjourned at 11:28 a.m.

Respectfully submitted,

Sara Maccabee
Executive Secretary to the President