

Augustana College

Rock Island, IL

MINUTES

FACULTY MEETING

Tuesday, August 20, 2012

4:30 PM

Olin Auditorium

1) Call to Order – President Bahls

The meeting was called to order at 4:33 PM.

2) Invocation – Richard Priggie**3) Approval of Minutes from the April 26, 2012 Faculty Meeting**

Motion-Jensen, **Second**-Tallitsch

“To approve the minutes of the April 26, 2012 Faculty Meeting.”

MOTION CARRIED.

4) Introduction of New Faculty Members – Pareena Lawrence

Those new faculty members in attendance were introduced: **Zack Bartels**, Biology; **Jose Boquin**, Chemistry; **Alex Boyden**, Biology; **Leonora Brown**, Economics; **Chadia Chambers-Samadi**, French; **Margaret France**, English; **Eric Gato**, Chemistry; **Sean Georgi**, Biology; **Jasmine Harris-LaMothe**, Sociology/Anthropology/Social Welfare; **Megan Kelly**, Spanish; **Brian Leech**, History; **Cassie Martin**, Biology; **Brigitte McCray**, English; **Dan Morris**, Religion; **Jordan Purdy**, Mathematics; **Chris Strunk**, Geography; and **Hui Zhao**, History. Names of those new faculty not in attendance was also read: **Karissa Bushman**, Art History; **Jonathan Crimmins**, English; **A.J. Juskewycz**, Sociology/Anthropology/Social Welfare; **Samantha Keehn**, Music; **Jennifer Poppo**, Theatre; **Sarah Throne**, Art; **Austin Williamson**, Psychology; **Lynn Drazinski**, Communication Sciences & Disorders; and **Rebecca Caliendo**, Music.

5) President’s Report

President Bahls expressed how grateful he was for his sabbatical, and thanked the administrative team of Kent Barnds and Pareena Lawrence, as well as to the faculty leadership, for their able service to Augustana. In addition to his book writing while on sabbatical, the President’s assignment from the Board was the task of contemplating big issues facing Augustana and how to respond to the economic headwinds. While many Board members look for quick and grand solutions (cutting tuition, eliminating financial aid, dramatically cutting costs, offering on-line learning, etc.), the president concludes that a grand solution is not in order; a strategic plan to prepare for eventualities the college is facing in order to stay one step ahead of “the wolf” is a more suitable solution. Economic headwinds and our changing demographics can serve what we do at Augustana.

As the College moves forward, one lingering concern is the inability to recover from the recession, as measured by parental income. There are threatened future reductions in the Pell and MAP grants, and additional threats from our competitors who offer online courses.

On a positive note, the President reported that student satisfaction remains high as evidenced in the Student Satisfaction Survey. Students are making special connections with faculty and coaches and the students view this relationship and mentorship at the highest level.

Augustana has increased its diversity over the past 10 years to 22 percent today. We realize more progress needs to be made in this area, especially on the international side. Our out-of-state student population is at 19 percent today compared to 9 percent 10 years ago. Our goal is to increase those numbers as well.

The President expressed his pride in the progress that has been made. Fundraising efforts have been a success. Augustana's Advancement Office was recently bestowed with the Circle of Excellence Award from the Council for Advancement and Support of Education. Significant improvements in physical facilities on campus have been made, and Augustana continues to attract the best employees.

The President feels a grand solution could potentially risk Augustana's current assets. He expressed that both he and the Board feel a need for a new strategic plan. The college will begin work on its next strategic plan over the next two years. The President invited the faculty to think about starting the planning process for the next strategic plan. Two years will enable faculty to think about what our core values are and what is core to an Augustana College education. This will allow our resources to point to those core values. The President expressed his pride in the last strategic plan, but indicated that it did not address the college's core values and core curriculum enough. At this year's fall Board meeting, the faculty will be asked to address the Board about the core of a liberal arts education and why that core is important. The following spring, the college will conduct a SWOT analysis. The consecutive year will be spent putting together the plan which will address what is core to our academic and extracurricular programs and how the college will continue to deliver that core within our tight resources environment. How the college responds to the changing technological environment by defining what blended learning is and responding to our students' needs will also be analyzed.

The President will evaluate the campus master plan in regards to its physical facilities and figure out how to bring the physical plant up to par. This summer a request to upgrade our bond rating was denied because of the state of deferred maintenance at the college. Prioritizing our renovations will need to be done. The current priority is the music and fine arts building and older housing stock. Both of these are difficult to raise money for.

A solution to the problem of how Augustana remains affordable is needed. Families are expressing resistance to the charges we impose. The strategic plan needs to revolve around what is core at Augustana College: the academic program. The faculty will be asked what we hope to accomplish in the classrooms so we can point our resources towards that. How can we connect that heritage to our key mission as a liberal arts college while remaining practical.

President Bahls invited all faculty to challenge his thinking and challenge conventional thinking as we prepare the next strategic plan. A committee will be appointed in two to three months. The President intends to visit with each Board member to talk about the process and to avoid making a "grand solution".

6) Comments Concerning Incoming Class – Kent Barnds

Kent Barnds provided a handout that included: 1) Questions to ask faculty during a college visit, which is provided to prospective students before they meet with faculty; 2) Profile for the Augustana Class of 2016, which includes graphs on total enrollment, number of high schools represented, high school GPA, rank in class, standardized testing, cultural profile, religious preferences, co-curricular activities and geographic profile; and 3) a record of admissions success as an institution from 2004 – 2012. Kent reported that the 662 first-year admitted students are a very engaging group and will make Augustana proud. Highlights of the report reveal that 662 students have been admitted, 54 transfers, and 16 one-year international, non-degree students. The incoming class comes from 20 states, 19 percent are from outside of Illinois, 22 percent are American multicultural students, and 1 percent international. This year attracted the second-largest applicant pool in history. Twenty-two percent of these students receive the Pell Grant which means their expected family contribution is less than \$3600 annually; an important message to share, that an Augustana education is accessible to every family regardless of socio-economic status.

7) Faculty Retreat Follow-up – Pareena Lawrence

Pareena reported that The Higher Learning Commission will require our college to come up with a Quality Initiative as part of its accreditation. Three projects that have potential for this initiative were suggested: Advising, Senior Inquiry and its Assessment and Impact, and Study Abroad (assessing the impact of study abroad on our students). Although all three are important to assess, only one will be chosen due to the short timeframe in order to accomplish the task. Mark Salisbury talked briefly about each of these topics and explained that the faculty will need to define the outcome the college desires out of that particular topic that is assessed. It will need to be measured, have a baseline formed, be analyzed, and areas identified where change can be made. Then the effort will have to be implemented and assessed. The timeframe to accomplish this is two years.

Pareena asked for a motion from the floor to endorse one of these projects. In response to Dell Jensen's question about which one of the topics is the college best prepared to take on, Mark Salisbury indicated that we are best set up to take on Advising, as much of the leg-work has already been done.

Motion-Smith, Second-Bracke

“That the topic of Advising be approved for the Quality Improvement Project.”

MOTION CARRIED.

8) Adjournment

Motion-Pfautz

“To adjourn the August 20, 2012 Faculty Meeting at 4:20 PM.”

MOTION CARRIED

Respectfully submitted,

Mary Koski
Academic Affairs