

Augustana College

Rock Island, IL

**MINUTES
FACULTY SENATE MEETING
December 2, 2010
Hanson Science Building, Room 102
11:30 a.m.**

1. **Call to Order and Roll Call.** The meeting was called to order at 11:30 a.m. by Emil Kramer. Roll call was taken by Carrie Hough.

Members unable to attend: Jeff Coussens, Pam Druger, Randall Hall, Katie Hanson, Charlie Mahaffey, Joe McDowell, Doug Parvin, Joanna Short, Susan Stone, Cecilia Vogel

Members excused: Umme Al-wazedi, Kristin Douglas, Ann Ericson, Lisa Farinelli, Kevin Geedey, Reuben Heine, Jeff Strasser, Molly Todd, Dara Wegman-Geedey

2. **Approval of Minutes for the Faculty Senate meeting of October 21, 2010.** Minutes were offered for approval with an amendment from EPC to change the name of ART/GRD 291 from “History of Contemporary Graphic Arts” to “Contemporary Graphic Arts in Context”.

MOTION TO APPROVE AMENDED MINUTES CARRIED

3. **Motions and Reports**

The Consent Agenda is passed.

- **New Course: LSFY 103: Genre Bending: The Art of Literary Collage** [Bertram]
- **G Suffix for PSYC 305: Childhood in the Developing World** [Rose]
- **G Suffix for ARHI 165: Western Art: Ancient to Early Christian** [Morse]
- **G Suffix for ARHI 166: Western Art: Medieval and Renaissance** [Morse]
- **G Suffix for ARHI 167: Western Art: Baroque to Modern** [Morse]
- **G Suffix for ARHI 362: Medieval Art** [Morse]
- **G Suffix for ARHI 363: Italian Renaissance Art** [Morse]
- **G Suffix for ARHI 364: Northern Renaissance Art** [Morse]
- **G Suffix for ARHI 365: Baroque Art** [Morse]
- **PP Learning Perspective for HIST 311: Renaissance and Reformation in Italy** [Mayer]
- **Learning Community: Death and the Rest of Life: Theological and Literary Reflections**
RELG 209: Theological Investigations
ENGL 309: Sacred and Profane
- **Advanced Placement Policy Changes for Department of History**

Course Repeat Policy

Language that indicated whether or not multiple course repeats counted toward credits needed for graduation was not included in the original Course Repeat Policy. The proposed amended policy states that those grades will appear on the transcript, but that credits would not count. The Advanced Standing and Degrees Committee submitted a motion to revise the College Repeat Policy as presented.

The Educational Policies Committee (with support from AS&D) subsequently made an additional revision to the document and present it for approval as follows:

- 1) Add the following sentences to the end of Section 3:

Students who repeat a course where a passing grade was earned previously, may not count the additional repeated credits toward graduation. (Students may only count earned credits, toward the 123 total credits needed for graduation, for a course one time unless a course meets the guidelines set for the in Item #1 above).

**Motion-Educational Policies Committee/AS&D, Second-Varallo
"To amend the Course Repeat Policy proposal as presented."**

Discussion: In response to Ellen Hay's question of whether a transfer grade as well as transfer credits are accepted at Augustana, Chuck Hyser replied that just the credits transfer in and the student's GPA is not affected. He also mentioned that the policy states that students must have special permission before petitioning AS&D for course repeats.

Dave Hill offered an amendment to delete redundant wording in item #3 as follows: "~~In exceptional circumstances...Where the earned...~~". The circumstances when repeat courses are approved are clearly stated in items 1 and 2. Seconded by Bob Tallitsch.

MOTION TO AMEND THE MOTION CARRIED.

Discussion: Bob Tallitsch asked if this policy might need to indicate where to draw the line with course repeat petitions, as in the case of a student wanting to change a B to an A, as the intent is there that the student could. Chuck Hyser said the student must be proving a required proficiency to continue in the major. The student's original grade remains on the transcript, along with the new grade. This allows the graduate school to see the student's track record. The Department has control over whether or not to allow a student to repeat a course.

Ellen Hay asked if the taking of a second course impacts the overall GPA, and Chuck indicated that it would.

Randy Hengst offered an additional amendment to the motion to add the following words in bold and remove the following strikethrough words in the proposal: "A student may repeat a course at Augustana **under any of the following circumstances:** ~~...to improve a failing grade. Both the previous grade and new grade will factor into the grade point average. A course may not be repeated for credit unless it meets one of these criteria:~~" Seconded by David Hill. **MOTION TO APPROVE COLLEGE REPEAT POLICY MODIFICATION PROPOSAL AS AMENDED CARRIED.**

Report from Human Resources

Laura Ford explained in detail the three types of tuition benefit offered to Augustana employees: **Tuition Remission at Augustana** for employee, spouse and/or child(ren), **Tuition Exchange at ELCA colleges and universities**, for child(ren) only, and **Tuition Exchange through the National Tuition Exchange program**, for child(ren) only. A clarification defining "qualifying" children and spouse was implemented in the policy this year. Laura Ford reported that the Board of Trustees determined that three employees will be able to participate in the National Tuition Exchange program this year.

She explained the reason so few employees are able take advantage of tuition exchange this year is that schools in the program must maintain an import/export balance over a five-year period or jeopardize becoming restricted by the program. Augustana has had more exports than imports in recent years, thus fewer export slots are available this year. She also reviewed the ELCA tuition exchange program, which does not limit the number of exports, and explained that if any or all of the three students who were given the tuition exchange option this year ended up matriculating at an ELCA college or university, then their spot would open up to the next student in the waiting line. Laura Ford answered specific questions from the faculty.

Chuck Hyser asked if Augustana aggressively recruits applicants specifically for this program. Kent Barnds affirmed that they do; however, he pointed out that in the current economic climate, more families are taking advantage of tuition remission at their own institution. Jon Clauss asked about families in which both parents are full-time faculty members. Laura Ford explained that each parent has his/her own benefit. The first child could use the mother's benefit, the second could use the father's, for example, with the understanding that first-time use of this benefit improves one's position on the wait list. Dave Hill asked if Admissions had thought about offering prospective tuition exchange applicants a small gift for room and board. This idea has been discussed, according to Kent Barnds, but it was not supported by the Board. Mike Wolf asked whether, assuming the top three names on the list this year do matriculate whether the fourth name on the list will be first on the list next year. Laura responded that this may not be the case because the ranking is based on faculty member seniority. Van Symons commented that there are exchange schools that will provide tuition exchange in an amount up to Augustana's tuition, so this can still be an expensive prospect for parents who have to pay the balance of tuition plus room and board. Chuck Hyser offered that one incentive for applicants is to credit National Honor Society scholarships to room and board. Kent Barnds indicated that for tuition remission, Augustana does apply merit-based scholarships toward room and board.

Wendy Hilton-Morrow asked for more information on the redefinition of "spouse" Laura Ford mentioned earlier. Laura said that this now includes same-sex spouses and "dependents" include a (biological) child, stepchild or adopted child.

Jayne Rose asked whether or not students who get Augustana tuition remission still get Augie Choice money. Kent Barnds responded that they do.

Ian Harrington asked if Human Resources could get more proactive about forecasting the number of Augustana employees' children who will be eligible for tuition benefits year-to-year due to the significant number of junior faculty members with young children. Laura Ford said that they are looking at implementing a new module to capture the numbers in the future. Kathy Jakielski asked why there were so many exports in 2008. Kent Barnds responded that so many were exported because we could export so many that year. Laura Ford commented that it was unusual that 25 applied and 19 matched and that we also had so few imports that year. Mark Vincent asked whether continuing to have so many exports through the ELCA Exchange might cause us to "wear out our welcome." Kent and Steve Bahls emphasized that there is some fragility in this arrangement, but that the restrictions that St. Olaf and Luther Colleges have placed on ELCA Exchange imports are unique. Jayne Rose asked how many ELCA imports Augustana received this year, and Laura Ford responded that we had two or three.

Employee Handbook

Laura Ford reported that Human Resources has updated the Employee Handbook for administrative and staff employees, which is awaiting approval from the cabinet. Her plan is to present the new handbook at a series of meetings in January, beginning with supervisors, and later with staff members. The printed version of the handbook will be a snapshot view. The online version will be updated continuously and employees will be alerted via email when updates are made to the online version. The Human Resources website will also have constantly-updated information on benefits, forms, Tuition Remission/Exchange programs, a link to Butler Health Insurance, as well as all summary plan descriptions.

Search Committee for the Dean

Van Symons provided brief comments on the visits from the two of the three Dean candidates, and encouraged faculty to meet the final two candidates coming in the two next weeks and to share their feedback with committee members.

White Privilege Summit

Paul Croll and Chris Whitt announced the annual White Privilege Conference coming this spring and its importance to the college's diversity efforts. The Summit will kick off with an evening event on Wednesday, March 30th and will continue on Thursday, March 31st with Convocation, followed by breakout and reflective sessions at the end of the day. Paul and Chris encouraged the faculty to participate and to encourage their students to attend.

Combined Center Task Force

Carla Tracy invited faculty to attend at least one of the two informal lunches being offered to the faculty on December 8th and 10th for an open discussion on the new combined center for dining, library and student activities. Carla also asked the faculty to read her two-page report and to let her know what they think. Two overhead pictures were shown of possible exterior plans for the building. Carla indicated the task force has not yet chosen a design. They are, however, excited about plan B. Kathy Jakielski asked the faculty to provide their feedback on any aspect of this project to any task force committee member.

Faculty Forum

Ellen Hay announced and encouraged participation in the next Faculty Forum on the Faculty Handbook on December 9, 2010 on pre-tenure and the tenure process.

5. Adjournment

The meeting adjourned at 12:30 PM.

Respectfully submitted,

Mary Koski

Executive Secretary