

Augustana College

Rock Island, IL

**MINUTES**  
**FACULTY SENATE MEETING**  
**September 26, 2012**  
**John Deere Lecture Hall**  
**4:00 PM**

1. **Call to Order.** The meeting was called to order by Randy Hengst. Roll call was taken by Brian Katz.  
**Members unable to attend:** Amanda Baugous, Roman Bonzon, Lendol Calder, Dan Corts, Jeff Coussens, Dave Crowe, Bo Dziadyk, Alli Haskill, Ellen Hay, Reuben Heine, Mariano Magalhães, Araceli Masterson, Doug Parvin, Megan Quinn, Lori Scott, Heidi Storl, Cecilia Vogel  
**Members excused:** Tom Bengtson, Kirsten Day, Ian Harrington, Chuck Hyser, Sangeetha Rayapati, Mike Schroeder, Rowen Schussheim-Anderson, Sarah Skrainka, Jim van Howe, Michael Zemek
  
2. **Approval of minutes from the May 5, 2012 meetings of the 2011-2012 and 2012-2013 Senate**  
**“To approve the minutes from the May 5, 2012 meetings of the 2011-2012 and 2012-2013 Senate.”**  
 The minutes will be changed to reflect that Marsha Smith was in attendance at both meetings.  
**MOTION CARRIED**
  
3. **Approval of Consent Agenda**
  - PH for RELG 309: Judaism [Lee]
  - Learning Community: RELG 203/371 and RELG 388: Faith in Action: Serving Refugees [Lee].”
  - PH for MATH 350: Modern Geometry [Katz]
  - Final Examination Policy Change
  - Institutional Review Board: Todd Cleveland replaced by Greg Tapis (2013)
  - Institutional Animal Care and Use: Replace Keva Steadman with Lisa Allen (2015)
  - International and Off-Campus Program Committee: Replace Molly Todd with Mariano Magalhães (2013). Replace John Pfautz with Fred Whiteside (winter term 2012-13)
  
4. **Motions**
  - 4.1 **Motion-Senate Steering**  
**“To approve Honorary Doctorate of Humane Letters to the proposed 2013 Commencement Speaker: Chief Justice of the Illinois Supreme Court, Tom Kilbride.”** Awarding of the Degree is contingent upon Justice Kilbride’s acceptance of the invitation.  
**MOTION CARRIED**
  
  - 4.2 **Motion-Senate Steering**  
**“To approve Honorary Doctorate of Humane Letters to retiring Chair of the Board of Trustees: Kim Brunner.”**  
**MOTION CARRIED**

#### 4.3 Motion-Senate Steering

**“To approve Honorary Doctorate of Humane Letters to Don Wooten.”**

**MOTION CARRIED**

#### 4.4 Motion-Senate Steering

**“To approve Honorary Doctorate of Humane Letters to the proposed 2014 Commencement Speaker: Retiring President of Kenyon College, S. Georgia Nugent.”** Awarding of the Degree is contingent upon President Nugent’s acceptance of the invitation.

Discussion: Randy explained that planning a year in advance will likely become the norm. This commencement speaker was recommended by Pareena Lawrence. Marsha Smith called the question.

**MOTION CARRIED TO CALL THE QUESTION**

**MOTION CARRIED TO APPROVE HONORARY DOCTORATE**

#### 4.5 Motion-EPC

**“To approve current academic calendar for three years (2016-17, 2017-18, and 2018-19) for graduation dates to be submitted to i wireless Center.”**

Discussion: Mike Wolf explained the rationale for approving the academic calendar so far in advance is to ensure reservations for commencement dates are secured at the i wireless Center, as other institutions have requested reserving the same dates. Essentially, only the graduation date needs to be voted on at this time. Permutations to the calendar can be discussed and voted on in the future. Randy Hengst has the Dean’s approval to hold this vote off until the November 12 Faculty Meeting. Pareena Lawrence indicated that she would like the decision made to approve graduation dates by December 1, 2012. It is unknown what the deadline to confirm reservations at the i wireless Center is.

It was asked if there is a motion to move the first day of fall classes back to after Labor Day. Mike Wolf indicated that this has been discussed in EPC and a faculty survey was given, but no motion has been made. Based on the faculty survey responses, the days proposed for graduation in the academic calendars may or may not work if the calendar is changed. It was asked if the i wireless Center had other open dates in May and June for graduation, and Liesl Fowler indicated that she did not know what dates are available; only that the date Augustana wants is being looked at by another school and other dates surrounding that one are booked already. She added that the cancellation fee increases the closer we get to the time of the event (approximately \$5,000 cancellation fee). A senate steering member indicated that Dean Lawrence expressed that she would not object if the reservation date changes.

Concern arose that the proposed academic calendars did not reflect the desire of the majority of survey responders who would like to see the start of the school year after Labor Day and that a vote on academic calendars and graduation dates should include a complete scenario on moving the start date, changing breaks, keeping the same or moving the graduation day,

etc. Mike Wolf indicated that EPC mocked up two main possible calendars with an after Labor Day start that resulted in graduation day being one week later if the calendar included a two-week spring break, and graduation day at the same time it is now if the calendar included a one-week spring break. Jon Hurty noted that many factors have come into play since the last calendar switch which would be jeopardized with a change, and that a full discussion must occur before making any alterations to our current calendar. He stated the faculty survey was a compilation of people sharing their opinion without having had the context about all the factors. Music, for instance, would have huge problems if the calendar changed.

**Motion-Hill, Second-Smith**

**“To TABLE the motion to approve current academic calendar for three years (2016-17, 2017-18, and 2018-19) for graduation dates to be submitted to i wireless Center.”**

Discussion: Randy Hengst asked the faculty to forward their opinions and comments about calendar models with their steering representatives so that the Registrar’s Office knows what kind of calendars to mock up. It was suggested by a senator to seek input from coaches, residential life staff, and all department chairs and programs. Randy Hengst indicated that senate steering will reach out to those groups for their input. Randy asked that the senators also reach out to those programs and departments not represented at the senate meeting. If there is no quorum at the next Faculty Senate meeting, the calendar vote will take place at the next Faculty Meeting on November 12, 2012.

**MOTION TO TABLE CARRIED**

## 5. Reports

### 5.1 ITS Report

Chris Vaughn plans to provide Faculty Senate, as well as other campus constituents, personal updates on a frequent basis. He reported that the ITS department consists of four groups: 1) Support Services, where the HELP Desk is housed. All ITS assistance requests for should begin with the HELP Desk x7293. Support Services also handles equipment checkout (iPads, microphones, HD cameras, laptops, etc.); 2) Network Group: email, telephones and internet connections; 3) Administrative Services: WebAdvisor and Colleague reporting support services; and 4) Desktop Support: maintenance of desktop, laptops and smart classrooms.

Chris Vaughan inquired whether classroom performance has improved since the college increased its bandwidth. Comments in reply were that there are fewer buffering troubles; however, Sorensen Hall and Denkmann continue to have buffering issues. Chris reported that the college plans to incrementally increase bandwidth again beginning next summer.

Google Apps Resources is a huge resource which is available from any device which is compatible with Google and costs the college virtually nothing. Faculty were encouraged to

use this, if nothing else than for storage. Information will not be lost if stored in Google Apps. It also supports video conferencing and collaboration. This is a resource we want to tap into and make use of. Please inform Chris Vaughan if you need a camera for your PC.

Gmail Digest Mode is a choice of the user. Enabling digest mode will gather all emails sent to a distribution group for one day and put them in a single email. Disabling digest mode will enable all emails sent to distribution groups to come to mailboxes one at a time as they are sent.

Phishing emails are on the rise and are getting more robust and more targeted. The ITS department at Augustana will never ask for passwords, user names, or personal information via email.

Feedback on ITS services should be sent to Chris Vaughan.

## **5.2 Nominations and Rules**

Sharon Varallo explained the Institutional Review Board (IRB) criteria revision that was offered for information. Nominations and Rules found it difficult to assign qualified people to the committee because the criteria was unnecessarily restrictive and outdated. IRB members studied federal regulations and recommended changes to the committee structure, which were approved by the Dean and President. Sharon indicated that defining “scientist” and “non-scientist” are the biggest obstacles. The definition has to do with perspective rather than discipline. Questions regarding the committee structure should be directed to Sharon Varallo.

## **5.3 Retirement Plan Redesign Task-Force**

David Snowball summarized work of the Retirement Plan Redesign Task Force. Our Human Resources department discovered that an audit of Augustana’s four retirement plans could cost the college as much as \$75,000. H.R. wanted to see if the system could operate more effectively with less administrative cost. It is important to note that this is not a budget move, in the sense that there is no backing away from the college’s commitment of an amount equivalent to 10 percent of our collective salary line. A task force was formed with representatives from each employee group. The consulting firm of Aon Hewitt was retained to assist with the process. If our goal is to make it likely long-term employees will achieve a reasonable level of retirement security, our plan is failing. As a rule of thumb, individuals should save 16 percent of their salary throughout their careers in order to retire with 80% of a pre-retirement income. In 2011, 70% of Augustana employees and 71% of faculty contributed nothing through the college’s retirement plan. Other colleges have participation rates about twice ours. Two-thirds of newly-hired faculty members last year would not even fill out the form to allocate their free TIAA-CREF money. In 2011, 37 faculty members (of 175 full time faculty) have combined college and personal contributions to the plan that hit the 16 percent

floor. Of all faculty under age 35, 4 made 403(b) contributions last year. Of faculty in their late 40s, 8 of 19 made any contribution and those savers averaged under 6 percent.

The next step for the task force is to meet with the consultant on October 17, 2012, who will meet with faculty leadership groups and perhaps department chairs. Issues that we will need to confront are to consider implementing mandatory contributions and to determine if there are too many choices (the more choices you have the more likely you are to do nothing). The shape of the retirement plan is ultimately a Board decision which will come as a recommendation from the administration.

A suggestion from the faculty was that administration/task force should put on the table a comparison of Augustana faculty salaries to faculty at peer institutions. David Snowball replied that even though Augustana faculty salaries are about average, it is not a question of standard of living. Regardless of salary, if an individual does not save 16 percent of their salary annually, they will end up with a very small retirement fund. Randy Hengst suggested faculty should email Mindi Mull or David Snowball with their questions.

**6.1** Randy explained that Senate Steering would like to initiate a conversation regarding the role and size of Faculty Senate.

#### **6.2 Symposium Day**

Kristin Douglas was present to answer questions about Symposium Day and none were asked.

### **7. New Business**

There was no new business.

### **8. Adjournment**

The meeting adjourned at 5:01 PM.

Respectfully submitted,

Mary Koski  
Academic Affairs