

Augustana College

Rock Island, Illinois

VICE PRESIDENT OF ACADEMIC AFFAIRS AND DEAN OF THE COLLEGE

SEARCH PROSPECTUS

Augustana College invites nominations and applications for the position of Vice President of Academic Affairs and Dean of the College (hereafter referred to as the Dean).

For 150 years Augustana has challenged and prepared students for meaningful lives of civic engagement, integrative thinking, global awareness, ethical action, and creative and critical problem-solving. But we have not been content to rest on our laurels. When many colleges have been forced by economic crisis to retrench, postpone, and scale back, we have, with responsible stewardship and collective effort, seized the moment to push forward. In recent years we have launched new academic programs, added to the faculty a strong cohort of impressive scholar/teachers, and worked together to increase the first-year enrollment for fall 2010. We are well on our way to the implementation of two pioneering initiatives, Senior Inquiry and Augie Choice, that we expect will significantly enhance student learning. These are remarkable and exciting times at Augustana College. We seek a Dean who will bring an appreciation for Augustana's traditions and a vision for higher education consistent with the momentum of this outstanding institution.

THE COLLEGE

Augustana is a college of the liberal arts and sciences founded in 1860 by Swedish immigrants—graduates of Uppsala and Lund Universities—to educate the youth of their new communities in the greater Chicago area. The campus is now located on 115 scenic, wooded acres on the bluffs of the Mississippi River Valley. Augustana is nationally recognized as one of the top 100 liberal arts schools in the U.S., and is related to the Evangelical Lutheran Church in America. It is classified by the Carnegie Foundation as an Arts and Sciences plus Professions institution.

THE PROGRAM

More than 60 majors are offered in the arts and sciences and pre-professional programs leading to the Bachelor of Arts degree. New majors recently developed include Africana studies, anthropology, engineering physics, environmental studies, graphic design, international business, and multimedia journalism/mass communication. The average class size is 22 students, and the student-to-faculty ratio is approximately 11 to 1. The Augustana General Education Program (AGES) provides a strong liberal studies academic base for all majors. The two-track Austin E. Knowlton Honors Program also

begins in the first year, for those students seeking intensive, interdisciplinary academic challenge. All Augustana students are engaged in active learning, combining both traditional classroom experience and hands on learning experiences outside the classroom. Domestic and international internships, study abroad, community service programs and the Senior Inquiry capstone experience for research and reflection are among the special features of an Augustana education. A new program called Augie Choice provides financial support to students for participation in any of these programs. Augustana established its Phi Beta Kappa chapter in 1950 and is among the top 10% of U.S. colleges and universities whose graduates go on to earn the Ph.D.

THE FACULTY

Augustana's 181 full-time faculty members are directly engaged in student learning both in and out of the classroom as teachers, scholars, advisors and mentors. The faculty's innovative work has been recognized by major foundations such as the Carnegie Foundation for the Advancement of Teaching, Freeman, Fulbright, Kresge, Mellon, Pew, Teagle, Dow Chemical, and W.M. Keck, as well as the National Endowment for the Humanities and the National Science Foundation. Collaborative research projects involving Augustana faculty and students are actively pursued and have included work for the American Heart Association, Argonne National Laboratories, the National Institutes of Health, the McNeil Center for Early American Studies, and the National Science Foundation. Ninety-one percent of Augustana's full time faculty members have earned a Ph.D. or other terminal degree in their fields.

THE STUDENTS

The 2,500 students currently enrolled at Augustana are from a variety of social and ethnic backgrounds and are among the most actively engaged students in the country. Admission is selective and students typically rank in the top quarter of their high school classes. Soon, nearly all students will participate in the Senior Inquiry capstone experience. Eighty-four per cent of the 2009 graduating class participated in volunteer and community service activities. Forty per cent of Augustana students study abroad in a variety of settings around the world. Study abroad opportunities, many of which are taught on-site by Augustana faculty, come in various shapes and sizes to fit student needs and academic interests; for example, two weeks assisting medical personnel in Nicaragua, or eight weeks studying the Spanish language and culture in Ecuador, or five weeks examining business and literature in Vietnam, or ten days exploring religion in Rome. Students also participate in new and growing sustainability programs such as Augie Acres and a Farm2Fork program, along with environmental protection programs through the College's three field stations. Augustana has a long-standing commitment to college athletics, and is sixth among US colleges and universities with Academic All-Americans on their athletic teams. The College offers 22 varsity sports, including a champion women's soccer team and a new women's lacrosse team. Nearly a quarter of Augustana's students perform in music ensembles, from opera to orchestra to jazz combos. Students also participate in theater and fine arts and more than 150 clubs and

activities, including a championship debate club. Students are also active on operational committees for the college, and in 2006 they established their own Honor Code “to hold each individual accountable to the community of Augustana College.” Upon graduation, a third of Augustana students attend graduate school. Within one year of graduation, ninety-eight per cent of Augustana graduates are employed full time or enrolled in graduate school.

THE LOCATION

The beautifully landscaped Augustana campus consists of 26 historic and modern buildings, including the soon-to-be renovated Old Main, Augustana Art Museum, the Bergendoff Hall of Fine Arts, and the award-winning Thomas Tredway library. The college is located in Rock Island, Illinois, which is one of the Quad Cities spanning the border between Illinois and Iowa on the Mississippi River. The area is home to 350,000 residents and is situated almost mid-way between Chicago and Des Moines. The Quad Cities (Rock Island and Moline, Illinois and Davenport and Bettendorf, Iowa) is a friendly and diverse community with many recreational, cultural and entertainment facilities, along with excellent schools and service organizations.

THE ACADEMIC AFFAIRS AGENDA

The Dean, as head of the Academic Affairs office, works directly with Augustana’s 30 academic departments as well as the Office of the Registrar, Community Engagement Center, the Augustana Center for Teaching and Learning, Art Museum, Library, Reading and Writing Center, and the Institutional Research Office in coordinating the academic program for the College. Working closely with the Augustana community, the Dean will address a number of planning and agenda items, to include (in no particular order of importance):

Curriculum Development. The faculty has been addressing enrichment of the Augustana academic program through the introduction of Senior Inquiry (independent, guided research and reflection) and expansion of international and service learning experiences for students. A recent vote of the faculty (April 2010) calls for a review of the academic calendar, adjustment of faculty and student load, and a possible re-allocation in the total number of classes offered. There will be continued support for innovative programming, with the expectation that some programs must be modified. Augustana is recognized as a leader in curriculum development through groups such as the Midwest Alliance for Learning in the Liberal Arts and the Teagle studies. The Dean will lead these efforts on campus and assume a visible regional and national leadership role, as well.

Integration of Academic and Co-curricular Programs. The Dean will encourage and promote campus-wide appreciation for the importance of programs outside the classroom to enhance student learning. A learning environment that encourages the integration of learning inside and outside the classroom must be preserved and continuously enhanced. Co-curricular educational components include athletics and Greek life programs

consistent with Augustana College's educational standards and goals, expanded leadership programs and activities, a Community Engagement Center (funded by the Lilly Foundation) and an Institute for Leadership and Service. Support provided by the Augie Choice program will expand student participation in civic engagement and service learning, as well as international experiential opportunities.

Faculty Support. The Dean must ensure continued high standards for faculty contributions in teaching, scholarship and community participation. Efforts such as a pre-tenure sabbatical program, resources for research funding and professional development, and collaborative efforts among faculty across disciplines must be continued. Due to the large number of faculty coming up for promotion and tenure in the next several years, an effective program for coaching and mentoring will be essential. In addition, the Dean should strive to develop innovative programs to aid faculty in creating a better work-home life balance.

Enhancing Diversity. Augustana faculty are actively engaged in student recruitment, and Augustana has had success in efforts to expand ethnic, racial, geographic and religious diversity among its student population. Augustana's respected "Five Faith Commitments" document outlines the College's dedication to embracing persons of all ages, backgrounds and persuasions to participate fully in the Augustana experience. However, diversification of faculty, particularly recruitment and retention of faculty of color, has been less successful. There is also a desire for expanded integration of diversity in teaching and learning to ensure students' preparation to participate effectively in today's increasingly complex society. The Dean must lead the efforts to expand diversity on all fronts, working with Augustana's active Diversity Task Force to assure campus-wide commitment to achieving the College's diversity goals.

Global and Community Outreach. The College has been successful in expanding student exposure to the global community and global education, with 40% of Augustana students studying abroad. The new Office of International Programs, part of Augustana's Community Engagement Center, has been expanding international studies through new programs offered in Ghana, India, Ireland, Brazil and Vietnam, as well as student exchange programs with Germany, China and, beginning this year, Botswana. The number of international students studying at Augustana is small but growing, doubling in size this year and representing every region of the world (Vietnam, Botswana, Iran, Brazil, Netherlands, and Canada, among many other countries). On the domestic front, Augustana College has owned and operated WVIK, the local National Public Radio broadcasting station, since 1980. The Quad Cities area is a welcoming environment for the expansion of collaborative partnerships. One example is Augustana's partnership with the Rock Island School District to help restructure one of its schools as a professional development school utilizing an innovative liberal arts curriculum. The Dean is responsible for continued outreach and innovative efforts to expand and improve programs that demonstrate the interconnections of a global community.

Resource Management. Augustana faces the same economic challenges as most institutions of higher education in this country. The current endowment is approximately

\$100 million, which naturally reflects some market losses within the past two years. The current capital campaign, which is due to end in 2011, has already raised over \$110 million, significantly surpassing its original goal. The master plan designates a number of renovations and new construction that will address faculty offices, student facilities and classroom space. Nothing has been removed from this list, but the time line and scope of the projects will need some modification. This will require the Dean to facilitate creative exploration of funding sources to support academic affairs and to ensure wise distribution of existing resources.

PREFERRED QUALIFICATIONS

The successful candidate will possess a terminal degree in a discipline offered by Augustana College, an outstanding record of teaching and scholarship, and an excellent record of achievement as an administrator. In addition, the Dean will possess the experience and abilities to:

- Provide leadership with vision, informed imagination, and an intellectual curiosity that spans multiple disciplines;
- Develop a broad view of the strengths and weaknesses of the College, and of the opportunities and threats to the College;
- Work collaboratively as a member of the President's Cabinet to advance a college-wide agenda;
- Advocate for liberal arts learning and global education, articulating advantages to both internal and external audiences;
- Demonstrate commitment to diversity and inclusion, with specific achievements in building these areas in other academic settings;
- Be sensitive to the culture and values of the College;
- Understand higher education needs, future directions and best practices through active participation in regional, national and international forums;
- Demonstrate commitment to "inquiry-based" learning, with appreciation for teaching and scholarship and/or public performance;
- Work collaboratively with student affairs to ensure effective integration of curricular and co-curricular experiences for students;
- Communicate effectively as a good listener, with the ability to put decisions into context for others;
- Build respect and trust of the faculty, by promoting equity of input from across campus and exhibiting integrity, straightforwardness and fairness in dealings with faculty;
- Be an effective administrator and fiscal manager capable of leading and advocating successfully for academic affairs;
- Be visible, approachable, and actively involved within and outside the Augustana community;
- Identify sources of funding and allocate resources fairly and appropriately;
- Understand and appreciate the unique assets of a small, residential, liberal arts college;

- Move the academic affairs agenda steadily forward through effective delegation and the strategic engagement of others in the work of the College.

APPLICATION PROCEDURES

Applications should include a letter of interest, curriculum vitae and five names of professional references with e-mail addresses and telephone numbers. Nominations and expressions of interest should be sent electronically (**in MS Word format**) to:

AugustanaVP@academic-search.com

The chair of the search committee is:

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The search committee is assisted by:

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Please feel free to contact in confidence either of these individuals. And for additional information, please visit:

www.augustanafaculty.org

Augustana College is an Equal Employment Opportunity employer.