

To: All Faculty
From: Karen Kaivola, Provost
Re: Faculty Meeting, Tuesday, September 16, 2014, 3:40 p.m.
Hoversten Chapel (*Coffee served beginning at 3:00 p.m.*)

Agenda

1. First Word
2. Approval of Minutes
3. Approval of Agenda
4. Officers Reports
 - Provost's Report
5. Standing Committee Reports
 - Faculty Senate – Bill Green
6. Old Business
 - Elections and Ratifications – Bill Green
7. New Business
8. Other Reports
 - Honors Program Report – Bob Groven
9. Announcements
 - URGO Scholarship Grants – Dixie Shafer
 - October is Veterans' Voices Month – Cass Dalglish

**Announcements due to the Academic Affairs Office
by Monday, September 15, 2014**

AUGSBURG COLLEGE

Faculty Meeting Minutes
May 1, 2014

Karen Kaivola called the meeting to order. Stu Anderson offered First Words.

Approval of Minutes

The April 16, 2014 meeting minutes were approved.

Approval of Agenda

The agenda was approved.

President's Report

The president reported that CAP would undertake the work of reviewing the Phoenix initiative over the summer.

Provost's Report

The deans recognized faculty who had been instrumental in advancing the work of implementing a hybrid course structure and assisting with AQIP re-accreditation work.

Standing Committee Reports

Faculty Compensation

Bob Groven provided an update from the Faculty Compensation Committee. Two motions were passed on behalf of this committee as follows:

- Motion #1: In five years or less, Augsburg should increase faculty compensation to 100% of the median compensation level by rank and discipline as adjusted for years of experience, and years in rank, generally estimated by comparison to our standard reference groups, CUPA-Midwest and Sullivan-Cotter National.
- Motion #2: Starting in Fall, 2014, the rate of pay for adjunct and overload courses should not be less than \$4,000.

Faculty Senate

- Kathy Swanson gave a report on behalf of the Senate. The Faculty Senate drafted a letter to incoming chair of the Board of Regents, on the subject of the evaluation of President Pribbenow. Professor Swanson noted that the letter should have been posted to the Faculty Senate Moodle site, but that it did not appear to be available. Bob Cowgill asked that the issue of the letter's possible disappearance from the Moodle site be properly investigated. Other faculty commented that the letter was available for download.
- The Faculty Senate conducted a survey and received 129 responses, including comments and questions related to an expansion in Phoenix, Arizona.
- The Senate endorsed feedback from the college's AAUP Chapter on the draft report of the Governance Task Force. Joe Underhill stated that the Governance Task Force received the feedback from AAUP and others. He stated that the final report would be discussed at the Board of Regents meeting on May 2. Several faculty asked why the final report was not shared with faculty before being presented to the Board of Regents. Joe Underhill responded that the final

report would be shared with the community, but that the Board had initiated the task force and thus should review the report first.

- The faculty recognized Kathy Swanson as outgoing President of the Faculty Senate and thanked her for her service in leading the Senate.

New Business

Personnel Policies Committee

- Motion on sec. 6.9.4 Post-Tenure Review
- Motion on proposed changes to Faculty Handbook sections 6.1 and 6.12 on the Appointments and Reviews of non-tenure track faculty. Su Doree commented that the Personnel Policies Committee heard from faculty that the teaching faculty category had the possibility to foster confusion by creating a non-tenure-track faculty appointment very similar to tenure-track faculty appointments. She said that in light of that feedback, the revised motion eliminates the category of teaching faculty as a non-tenure-track appointment type. Several faculty commented that while the proposal was not perfect, it was much improved from earlier versions brought to the faculty. The motion passed on a voice vote.

Faculty Committee Elections

Committee members were elected or ratified according to the nominations listed in the meeting agenda ballot attachment.