



AUGSBURG COLLEGE®

INSTITUTIONAL PROFILE

January 2017

Augsburg College in Minneapolis, Minnesota invites applications for two academic leadership positions: (1) Dean of Professional Studies and (2) Assistant Provost for Global Education and experience. Reporting to the Provost and Chief Academic Officer, each of these positions will serve as a member of the Academic Affairs Leadership Team. We seek accomplished leaders with demonstrated success in advancing strategic goals that align with institutional mission; successive levels of experience; proven ability to work effectively in a shared governance environment; personal histories of fostering (in themselves and others) growth, innovation, and accomplishment; and history of advancing intentionally diverse and inclusive work environments.

For priority consideration, applications should be received no later than March 1, 2017. Both positions have an anticipated start date of July 1, 2017. The Committee will begin reviewing complete applications in late February. Our plan is to interview candidates using videoconferencing in March. The final three candidates will be invited to visit campus in April, with a target of extending an offer by May 1.

Augsburg College is an Affirmative Action/Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status. The College is committed to building a culturally diverse faculty and staff; we strongly encourage applications from women, people of color, and members of other groups historically underrepresented in higher education. All candidates are encouraged to highlight skills and experiences that demonstrate these commitments and competencies.

The College's Mission and History

Augsburg College educates students to be informed citizens, thoughtful stewards, critical thinkers, and responsible leaders. The Augsburg experience is supported by an engaged community that is committed to intentional diversity in its life and work. An Augsburg education is defined by excellence in the liberal arts and professional studies, guided by the faith and values of the Lutheran church, and shaped by its urban and global settings.



This mission statement gives direction for the work of the college, which has evolved during its history to become a premier regional institution with strong commitments to academic excellence in both the liberal arts and professional studies.

Founded as a seminary by Norwegian Lutherans in America in 1869, Augsburg enrolled its first students in 1874. Women were admitted to the college in 1922 and, over the next two decades, a traditional academic department structure was adopted,

expanding the educational emphasis from preparing leaders for the church to providing a broad-based, liberal arts education to serve the world's needs. Since then, Augsburg has evolved to serve emerging regional needs. In 1982, Augsburg became one of the first colleges and universities in the region to offer weekend and evening classes to adult undergraduate students. Within five years, the college launched its first graduate programs, which have since grown to offer nine post-baccalaureate degree offerings.

Today, the distinctive features of an Augsburg education include the college's deep dedication to civic and community engagement (see [Sabo Center for Democracy and Citizenship](#)); robust [undergraduate research programs](#); the [Center for Global Education and Experience](#); [CLASS Disability Services Program](#); a [McNair Scholars Program](#); [TRIO/Student Support Services](#) programs; a nationally recognized [StepUp® \(sobriety\) Program](#); and a commitment to strengthening connections between the liberal arts and professional studies. As a college of the Evangelical Lutheran Church of America (ELCA), Augsburg embraces its Lutheran heritage, which comprises both religious and intellectual components; the [Bernhard Christensen Center for Vocation](#) supports the college's commitment to interfaith dialogue and provides its diverse student body with opportunities to explore and understand their own faith traditions as well as those of others. Augsburg has been recognized with numerous [national awards](#).

Under the leadership of Dr. Paul C. Pribbenow, president since 2006, the college has clearly and strongly articulated its vocation: "We believe we are called to serve our neighbor." This powerful institutional identity reinforces the college's commitments to global understanding, vocational discernment, and education for democratic agency, citizenship, and meaningful work.

Augsburg continues to reflect the commitment and dedication of the founders who believed:

- An Augsburg education should be preparation for service in community and church;

- Education should have a solid liberal arts core with a practical dimension in order to send out productive, creative, and successful citizens;
- The city—with all its excitement, challenges, and diversity—is an unequalled learning community for Augsburg students.

The Academic Programs and Faculty

Augsburg College offers more than 50 undergraduate majors and nine graduate degrees to more than 3,600 students of diverse backgrounds. The student-faculty ratio is 12:1 and is characterized by strong faculty teaching in small classes.

The college has over 200 full-time faculty. A similar number of adjunct instructors, many of whom are working professionals, teach across our mix of programs, making valuable contributions to student learning. Members of the faculty at Augsburg College are citizens of their departments, college, profession, and active participants in the greater community. As such, faculty members are passionate about their work and their dedication to being superb teachers, active scholars or practitioners, and committed citizens.



Looking forward to its sesquicentennial celebration in 2019-2020, Augsburg College has articulated three dimensions of a strategic plan, [Augsburg 2019](#): **educating for lives of meaning and purpose; shaping education to meet the world's needs; and building a vital and sustainable institution for the future.** The strategic work of the College is grounded in Augsburg's legacy of flexibility and innovation and its pledge to practice *semper reformanda*—to be always in the process of reforming, of pursuing excellence while alert to the facts on the ground, the forces of the market, and the cross currents in culture. We aspire to be “small to our students and big for the world.”

In the fall of 2012, the Augsburg faculty adopted ***Vocation, Access, and Excellence: The Educational Vision of Augsburg College***—a broad educational vision and framework to guide the academic program through the next decade. Following is a brief overview of the three core concepts articulated in this educational vision. (For a link to the complete document, go to <http://web.augsburg.edu/president/educational-vision/EducationalVision12-2012.pdf>.)

1. Foundations of an Augsburg Education
Augsburg will continue to affirm its identity as a college of the Evangelical Lutheran Church in America whose ethos and educational mission are founded in and proceed from its unique historical and theological heritage. This heritage has both religious and intellectual components that can be summarized by five basic concepts: grace, vocation, *caritas*, paradox, and freedom.

2. **Education at Augsburg College**
Through its academic programs in the liberal arts and professional studies, Augsburg will continue to provide an education that promotes discovery of each student's place in a diverse and interconnected world and that challenges and supports students to become informed citizens, thoughtful stewards, critical thinkers, and responsible leaders.
3. **The Augsburg Community**
Augsburg will strive to maintain a community that reflects and advances the college's mission and models the sort of world that the college's educational mission and vision intend to create.

The blueprint for an Augsburg education is the Augsburg Core Curriculum, currently under revision, which will be designed to ensure students are prepared to become effective, informed, and ethical citizens in the 21st century. Grounded in a strong liberal arts foundation that introduces students to knowledge and modes of inquiry across a wide range of disciplines, the curriculum promotes the development of intellectual and professional skills. But it goes farther and deeper, engaging students in an inquiry about faith and calling in life and supporting students in meaningful experiences outside of the classroom.

Courses in the undergraduate curriculum are currently organized in three divisions: the Natural and Social Sciences, Humanities and the Fine Arts, and Professional Studies. Graduate studies at Augsburg include the following nine programs:

- [Doctor of Nursing Practice](#)
- [Master of Arts in Education](#)
- [Master of Arts in Leadership](#)
- [Master of Arts in Nursing](#)
- [Master of Business Administration](#)
- [Master of Fine Arts in Creative Writing](#)
- [Master of Music Therapy](#)
- [Master of Science in Physician Assistant Studies](#)
- [Master of Social Work](#)

Our Students

Augsburg College has 2,000 traditional undergraduate students, 500 adult undergraduate students and 1,000 graduate students. The traditional student body is 50 percent male and 50 percent female. The college's commitment to intentional diversity is reflected in the student body: For the past eight years, students of color represented nearly 40 percent of the incoming first-year class. With approximately 1,000 students living on campus, Augsburg engages students in a wide range of co-curricular activities, including a robust NCAA Division III intercollegiate athletics program with nine men's and ten women's athletic teams competing in the Minnesota Intercollegiate Athletic Conference (MIAC).

Students at Augsburg—as well as parents, faculty, staff, and others in the community who embrace Augsburg values—are known as “Auggies.” Auggies love living and learning in the city. They volunteer and serve in the community and work to make a difference in the world. Auggies come from 42 states and 40 countries. They represent different racial and cultural backgrounds. They all have various ways

of thinking, being, and doing. But Auggies have one thing in common: they use their educational experiences—from first-year courses to internships to study abroad—to the fullest. And they leave Augsburg as informed citizens, thoughtful stewards, critical thinkers, and responsible leaders.

The Campus

Located in the heart of the Twin Cities, Augsburg's main campus surrounds Murphy Square, the oldest park in Minneapolis. The University of Minnesota West Bank campus and the University of Minnesota Fairview Medical Center are adjacent to Augsburg, with the Mississippi River and the Seven Corners theatre district just a few blocks away. The 23-acre campus consists of a mix of historic and newer buildings that reflect the contemporary needs of the academic programs. Construction on a new academic building--the Hagfors Center for Science, Business, and Religion began in 2016 and will conclude in time for time for the Spring 2018 term.



In addition to its Minneapolis campus, Augsburg has a branch campus in Rochester, Minnesota, and maintains international sites and staff in Mexico, Nicaragua/Central America, and Namibia/southern Africa.

The Points of Distinction

There are many distinctive features of the College, but among those features that stand out are the following:

- Robust undergraduate research programs. Every year, Augsburg students studying in the natural and social sciences, the humanities, and the arts conduct intensive 10-week, faculty-led summer research projects as well as ongoing projects throughout the year.

- Augsburg students have received prestigious Fulbright Scholarships, placing Augsburg among the *Chronicle of Higher Education's* top Fulbright producing schools. In 2008, an Augsburg student was named a Rhodes Scholar.
- At Augsburg, service to the community is more than a volunteer project or course assignment. Students, faculty, and staff contribute nearly 200,000 hours of service each year through course-based service learning and other volunteer programs.
- For more than 25 years, the Center for Global Education at Augsburg has provided life-changing travel abroad experiences for students. In 2012, the Center was recognized for strategic efforts to expand global educational opportunities to traditionally underrepresented groups.
- Each year, the College hosts the [Nobel Peace Prize Forum](#) in Minneapolis, bringing together Nobel Laureates, world leaders, and accomplished peacemakers with students and community members to work on building a world in which diverse peoples can thrive, living full, rich, and meaningful lives.
- Intentional diversity is evident on the campus. Augsburg is located in the Cedar-Riverside neighborhood, one of the most diverse areas in Minneapolis and this diversity is reflected in the student body. For the past two years, ethnic diversity was 40 percent in the first-year class. The diversity goes beyond ethnicity to provide access and excellent programs for first-generation students, underrepresented populations, and to support students with attentional, learning, and physical disabilities. To support the academic success of *all* of its students, in 2012 the College located all of its academic support services into a “one-stop shop,” the Gage Center for Student Success, at the heart of campus on the second floor of the library.

The Desired Attributes of New Academic Leaders

To maintain and strengthen the distinctive academic programs of Augsburg College and provide appropriate leadership to support the historic traditions, to advocate change when necessary, and to represent the college effectively both internally and externally, the Dean of Professional Studies and the Assistant Provost for Global Education and Experience will have the following professional skills and personal attributes:

- ❖ Passion for the mission of the college;
- ❖ Appreciation for and support of the role of teaching, scholarship, and administration;
- ❖ Demonstrated understanding of the liberal arts, professional, and graduate programs;
- ❖ Ability to think strategically and to work collaboratively with the community in developing and implementing a strategic vision;
- ❖ An understanding of the financial aspects of the college and an ability to develop and manage budgets in consultation with constituents;
- ❖ Strong, collaborative, flexible, adaptable and transparent leadership style to enable team building;

- ❖ Commitment to intentional diversity;
- ❖ An understanding of the value of effectively working within a democratic process within the faculty governance structure;
- ❖ Listening and communication skills that project a professional image and result in the building of relationships within the college and community;
- ❖ Ability to articulate the investments necessary to maintain quality and to address contemporary issues in the area of oversight—and the ability to communicate these at various levels of the institution;
- ❖ An ability to articulate the value of global education and the vision for deepening the international experience of students;
- ❖ Well-developed intercultural competence to help maintain an inclusive campus;
- ❖ A persistent, decisive, collaborative style informed by integrity, honesty, and courage.