



AUGSBURG UNIVERSITY

INSTITUTIONAL PROFILE

Augsburg University in Minneapolis, Minnesota invites applications for the position of Dean of Arts & Sciences. We seek an accomplished leader who will bring demonstrated success in advancing strategic priorities; a proven ability to work effectively in a deeply collaborative shared-governance environment; a personal history of growth, innovation, and accomplishment; and a history of advancing intentionally diverse, equitable, and inclusive work environments. The most competitive candidates will have achieved distinction as a member of the faculty in a liberal arts discipline and possess academic credentials equivalent to the rank of full professor at Augsburg.

For priority consideration, applications must be received no later than February 1, 2018. The position has an anticipated start date of July 1, 2018. Our goal is to interview top candidates using videoconferencing in late February. The final three candidates will be invited to visit campus in March, with a target of extending an offer by mid-April.

Augsburg University is an Affirmative Action/Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, gender, age, national origin, familial status, disability, veteran status, sexual orientation, gender identity, gender expression, marital status or public assistance status. The University 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 University's Mission and History

Augsburg University 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.



Augsburg's mission statement gives direction to the work of the University, 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, and in both undergraduate and graduate programs.

Founded as a seminary by Norwegian Lutherans 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. In 1982, Augsburg became one of the first colleges and universities in the region to offer weekend and evening classes to adult undergraduate students allowing them the opportunity to obtain their bachelor's degree. Within five years, Augsburg 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 University'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 learning and accessible student services program](#); a [McNair Scholars Program](#); [TRIO/Student Support Services](#) programs; a nationally recognized [StepUP® recovery program](#); and a commitment to strengthening connections between the liberal arts and professional studies.



As a university 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 University's commitment to vocational discernment, interfaith scholarship, and opportunities to explore and understand one's own faith tradition as well as that of others. Augsburg has been recognized with numerous [national awards](#).

Under the leadership of Dr. Paul C. Pribbenow, president since 2006, the University has clearly and strongly articulated its vocation: "We believe we are called to serve our neighbor." This powerful institutional identity reinforces the University'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 its 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 Program and the Faculty

Augsburg University offers more than 50 undergraduate majors and nine graduate degrees to more than 3,500 students of diverse backgrounds. The student-faculty ratio is 13:1 and is characterized by strong teaching in small classes.

The University has over 170 full-time faculty. Adjunct instructors, many of whom are working professionals, teach across our programs, enhancing student learning. Members of the faculty at Augsburg University are citizens of their departments, college, profession, and active participants in the greater community. Faculty are passionate about their work and dedicated to being

outstanding teachers; active scholars, artists, and/or practitioners; and committed citizens both on campus and beyond.

Looking forward to its sesquicentennial celebration in 2019-2020, Augsburg University 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 University is grounded in a legacy of flexibility, innovation, and a pledge to practice *semper reformanda*—to be always in the process of reforming, pursuing excellence while alert to the facts on the ground, the forces of the market, and the cross currents in culture. We

often find ourselves in the challenging space of contemporary tensions, and 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 University***—a broad educational vision and framework to guide the academic program for the next decade. Following is a brief overview of its three core concepts. ([View the complete document online.](#))

1. Foundations of an Augsburg Education

Augsburg will continue to affirm its identity as a University 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 University

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 University’s mission and models the sort of world that the University’s educational mission and vision intend to create.



The blueprint for an Augsburg education is the Augsburg Core Curriculum, currently under revision, which ensures students are prepared to be 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 and supporting students in meaningful experiences inside and 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 University has approximately 2,000 traditional undergraduate students, 500 adult undergraduate students and 1,000 graduate students. The University's commitment to intentional diversity is reflected in the student body: For the past two years, students of color represented 40-50% of the incoming first-year undergraduate class. With approximately 875 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 39 states and 55 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 across the street from 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. Augsburg's newest signature

academic building, the Hagfors Center for Science, Business, and Religion, will open for classes January 8, 2018. In addition to its Minneapolis campus, Augsburg has a location in Rochester, Minnesota, and maintains international sites and staff in Mexico, Nicaragua, and Namibia.

Points of Distinction

There are many distinctive features of the University, 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.
- Since 2010, more than a dozen Augsburg students have received prestigious Fulbright Scholarships and, 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 thousands of hours of service each year through course-based service learning and other volunteer programs.



- For more than 35 years, the Center for Global Education and Experience at Augsburg has provided life-changing travel abroad experiences for students. In 2012, the Center was recognized by NAESA for strategic efforts to expand global educational opportunities to traditionally underrepresented groups.



- Each year, the University 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, more than 40 percent of the first-year class were students of color.

Augsburg's commitment to an intentionally diverse community goes beyond race and ethnicity and includes programs for first-generation students; non-traditional-age students; students from a broad array of faith backgrounds, cultures and nationalities; students of various gender and sexual orientation identities; students in recovery; and students with attentional, learning, and physical disabilities. To support the academic success of *all* of its students, the University has located all of its academic support services in 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 a New Dean

To maintain and strengthen the distinctive academic programs of Augsburg University and provide appropriate leadership to support its historic traditions, to advocate change when necessary, and to represent the University effectively both internally and externally, the Dean of Arts & Sciences will have the following professional skills and personal attributes:

- Passion for the mission of the University;
- Appreciation for and support of the role of teaching, scholarship, and administration;
- Ability to articulate a compelling vision of the liberal arts;
- Ability to think strategically and to work collaboratively in implementing that vision;

- An understanding of the financial aspects of the University 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 a shared governance structure;
- Listening and communication skills that project a professional image and result in the building of strong relationships within the University and broader 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, courage, and good humor.