

2017 - 2018
COLLEGE COMMITTEES
TABLE OF CONTENTS

COMMITTEES RESPONSIBLE PRIMARILY TO THE FACULTY **Page**

1.	Accommodations for Students with Special Needs	1
2.	Advanced Standing and Degrees (AS&D)	2
3.	Advising Committee	2
4.	Assessment for Improvement (AIC).....	3
5.	Educational Policies (EPC).....	3
6.	Enrollment Committee	4
7.	Faculty Council.....	5
8.	Faculty Research.....	6
9.	Faculty Welfare.....	6
10.	General Education	6
11.	Honors Committee	8
12.	International and Off-Campus Program Committee (IOPC)	8
13.	Nominations and Rules	9
14.	Professional Ethics.....	10
15.	Radio Board	10
16.	Student Publications Board	10
17.	Symposium Committee	11
18.	Teacher Education	12

COMMITTEES RESPONSIBLE PRIMARILY TO ADMINISTRATION

1.	Academic Technology	14
2.	Advisory Committee on Harassment and Discrimination.....	14
3.	Athletics	15
4.	Benefits	16
5.	Budget.....	16
6.	Campus Sustainability.....	17
7.	Diversity Initiatives	18
8.	Facilities Planning.....	19
9.	Honor Council.....	19
10.	Humanities Fund.....	20
11.	Institutional Animal Care and Use	20
12.	Institutional Review Board	21
13.	Harold T. and Violet M. Jaeke Awards.....	22
14.	Retention Executive Committee	23
15.	Retirement Plan Committee	23
16.	Student Judiciary.....	24
17.	Student Persistence and Success Committee	25
18.	Student Policy Committee (SPC).....	25
19.	Teaching Museum of Art Advisory Board	26
20.	Wellness Committee	26

2017-18 COMMITTEES RESPONSIBLE PRIMARILY TO THE FACULTY

All terms conclude May 31

1. **ACCOMMODATIONS FOR STUDENTS WITH SPECIAL NEEDS**

- Function:
- a. To review documentation submitted by any student requesting accommodation.
 - b. To provide consultation during the admissions process, and written advice where appropriate documentation and request for exception have been made.
 - c. To establish the reasonable and appropriate accommodations to be given to students on a case-by-case basis.
 - d. To recommend for faculty approval any curricular substitutions for general education requirements.
 - e. To keep the campus community updated on topics related to mental, sensory and physical impairments.

Membership:

Permanent: Dean of Students (chair) (Evelyn Campbell)
The chair is a member of the Administration who does not vote.

Four-Year: Two faculty members recommended by Nominations and Rules with areas of expertise that will facilitate the consideration of issues related to the function of the committee.

Karen Aumuller (2019)
Dara Wegman-Geedey (2021), spring Mamata Marmé

The two faculty members shall have between them expertise in the interpretation of educational psychometrics as applied to individuals with special needs and their application to educational accommodations. Four-year terms, staggered expiration dates in odd-numbered years.

Two-Year: Two faculty members recommended by Nominations and Rules. Two-year terms, staggered expiration dates:
Austin Williamson (2019), winter Jessica Schultz
Lisa Szafran (2018)

Other: Consulting members of the committee will serve on a case-by-case basis (as called by the chair) to help assess and address the needs of particular students.

Consulting members include: representatives of the Psychology Department, the Communication Sciences and Disorders Program, the Education Department, the Reading-Writing Center, Facilities Services, the Director of Medical Records, Chair of EPC, Dean of Enrollment, Director of Advising, Director of Residential Life, and other members of the Augustana community who may offer special expertise.

2. **ADVANCED STANDING AND DEGREES (AS&D)**

- Function:
- a. To consider special cases: transfer students, graduation requirements, change of grades and granting extension for makeup, advanced placement from high school, work for private study and examinations, and work from foreign institutions.
 - b. To recommend candidates for degrees.
 - c. To recommend senior honors.
 - d. To recommend changes in policies to the Educational Policies Committee arising from its consideration of special cases above.

Membership:

Permanent: Registrar (chair) (Liesl Fowler)

Elected: Five faculty (two-year terms): Patrick Crawford (2019)
Katie Hanson (2018)
Mary Kilbride (2018)
Jayne Rose (2019)
Joanna Short (2018)

3. **ADVISING COMMITTEE**

- Function:
- a. To assess, review and recommend advising policies and initiatives, such as:
 - Models of advising
 - Advising assessment tools
 - Strategies for assessing advising
 - Advising workload and distribution of advising duties
 - Professional development
 - b. To interface between faculty advisors and Advising Office

Membership:

Permanent Associate Dean of Student Success, or designee (co-chair, non-voting) (Kristin Douglas)
Director of Advising (non-voting) (vacant)
Director of First-Year Advising (non-voting) (Mary Windeknecht)
Integration Representative (such as Res Life staff, Coaching staff, or Student Services) (non-voting) (appointed by Dean of Students) (Laura Schnack)

Elected: One faculty member from each division. Two-year terms:

Fine and Performing Arts	Megan Quinn (2018)
Language and Literature	Megan Havard (2018)
Natural Sciences	Scott Gehler (2019)
History, Philosophy and Religion	Jane Simonsen (2019)
Business and Education	Michael Scarlett (2019)
Social Sciences	Ruth Ann Johnson (2018)

First-Year Advisor: One faculty member recommended by Nominations and Rules based on level of expressed interest and at least two years' experience advising in the first-year advising program. Two-year term.

Margaret Ellis (2019)

Faculty Co-Chair: Election from among tenured faculty serving on the committee. Two-year co-chair agreement

Michael Scarlett (2019)

Consultants: Non-voting consulting members of the committee are always welcome and will be invited to attend on a case-by-case basis (as called by the chairs) to help brainstorm, address and assess particular advising issues.

Student consultant reps: Two student representatives to be elected by SGA

Nofisat Eletu (2018)

Kumail Hussain (2018)

Consulting members might include: FYI coordinators, Director of Athletics, Director of Residential Life, Education faculty, the Reading/Writing Center, Greek Council and other members of the Augustana community who may offer special expertise.

4. **ASSESSMENT FOR IMPROVEMENT (AIC)**

Function:

- a. To actively provide consultative services to departments, curricular and co-curricular programs engaged in department or program learning assessment.
- b. To regularly engage the college community in conversation about assessment findings and the steps necessary to convert those findings into formative improvements.
- c. To manage, facilitate, and educate the college community toward the appropriate use of the IDEA student rating of instruction instrument for both formative and summative purposes.

Membership:

Permanent:
(non-voting)
(ex-officio)

The Director of Institutional Research and Assessment (Mark Salisbury)
The Director for the Center for Faculty Enrichment (Sharon Varallo)
A senior representative from the Office of Student Service (Ken Brill)
The College Registrar (Liesl Fowler)

The chair will be elected yearly from the tenured faculty on the AIC.

Elected: Five full-time faculty members recommended by Nominations & Rules, at least three of whom are tenured, on a rotating basis for a three-year term.

Xiaowen Zhang (2020)
Mary Ellen Biggin (2019)
Tim Muir (2018), chair
Stacey Rodman (2019)
Scott Gehler (2018)

5. **EDUCATIONAL POLICIES (EPC)**

Function:

- a. To recommend changes in educational policies concerning instructional methods, testing and grading, graduation requirements, course of instruction, and instructional procedure.

- b. To advise the Dean of the College, when needed, as to priorities in faculty staffing.
- c. To appoint sub-committees to study the planning and development of long-range curriculum changes.

Membership:

Elected: Six tenured faculty (one per division, elected by each division, for three-year terms):

Fine and Performing Arts	Jacob Bancks (2020)
Language and Literature	Taddy Kalas (2019)
Natural Science	Jim van Howe (2019)
History, Philosophy and Religion	Tim Bloser (2018)
Business and Education	Ann Ericson (2020)
Social Science	David Dehnel (2018), chair

Three non-tenured faculty (from three different divisions and from three departments not already represented for two-year terms):

Brian Leech (2018)
 Matthew Fockler (2019)
 Shara Stough (2019)

Five students appointed by the SGA, with no two majoring in the same division:

Allan Daly (2018)
 Adam Gronewold (2018)
 Michelle Henry (2018)
 Andrew Thumann (2018)
 Chris Wilson (2018)

Ex officio, non-voting members: Dean of the College (Wendy Hilton-Morrow)
 Registrar (Liesl Fowler)
 Dean of Enrollment (Kent Barnds)
 Chair of General Education Committee (Rob Elfline)

The chair of the committee must be a tenured faculty member with voting rights, elected by the voting members of the committee. The term of office will be one year, renewable. No faculty member elected to the Educational Policies Committee may serve simultaneously as: Division Chair or member of the General Education Committee.

6. **ENROLLMENT COMMITTEE**

- Function:
- a. To act as a liaison between the Faculty and the Office of Admissions, with regards to resources, information and support for recruiting.
 - b. To meet once per term with admissions to review policies, standards, and initiatives of the admissions process. Other meetings as determined by the committee.
 - c. One member of the faculty would also attend meetings of the Retention Task Force.
 - d. To maintain communication with student groups, support services, and other committees as needed. These groups may include, but are not limited to

Dean of the College, Dean of Students, Registrar, Financial Assistance, Communications, Athletic Directors, SGA, Diversity Initiatives Committee.

Membership:

Permanent: Six currently-elected faculty-one as chair-from each Division, two-year terms, and the Vice President of Enrollment in an advisory role:

Fine and Performing Arts	Peter Xiao (2018)
Languages and Literature	Jeff Renaud (2019)
Natural Sciences	Kimberly Murphy (2018)
History, Philosophy and Religion	Cyrus Zargar (2018)
Business and Education	Trang Phan (2019)
Social Sciences	Chris Whitt (2019)

Advisory: Vice President of Enrollment, W. Kent Barnds

7. **FACULTY COUNCIL**

- Function:
- Advocates for the concerns and interests of the faculty, the academic program, and the mission of the College, particularly representing perspectives of council members' rank.
 - Serve as a consultative body for the administration.
 - Determines which matters should be taken to full faculty for consideration.
 - Facilitates communication across constituencies on campus.

Membership: Ten members elected from the voting faculty: chair and vice chair, two full professors, two associate professors, two assistant professors, two instructors/lecturers. Should any academic division not be represented in any academic year, a member of that division will be appointed for a one-year term.

Chair:	David Snowball (2018)	Fine & Performing Arts
Vice chair:	Umme Al-wazedi (2019)	Language & Literature
Professors:	Laura Greene (2018)	Language & Literature
	Chris Marmé (2019)	Business & Education
Associates:	Greg Domski (2018)	Natural Sciences
	Ian Harrington (2019)	Social Sciences

Assistants/:	Tristan Coughlin (2018)	Business & Education
Tenure Track	Carolyn Yaschur (2019)	Fine & Performing Arts
Non-Tenure:	Sally Burgmeier (2018)	Natural Sciences
Track Faculty	Todd Miller (2019)	Natural Sciences

Divisional
Rep. David Ellis (2018) History, Philosophy & Religion

8. **FACULTY RESEARCH**

- Function:
- a. To encourage formal research and creative work on the part of the faculty.
 - b. To recommend the policies for evaluation of proposals in order to allocate funds designed to encourage faculty research and creative works (such grants do not apply to work on dissertations).
 - c. To accept, evaluate, and approve proposals.

Membership: Six faculty, one elected by each division (two-year terms):

Fine and Performing Arts:	Ann Perreau (2019)
Languages and Literature:	Jeff Renaud (2019)
Natural Sciences:	Jose Boquin (2018)
History, Philosophy and Religion:	Lauren Hammond (2019)
Business and Education:	Trang Phan (2019)
Social Sciences:	Dan Corts (2018)

The chair is elected from among the longest serving members of the committee.

9. **FACULTY WELFARE**

- Function:
- a. To evaluate all full-time and adjunct faculty members on a regular basis.
 - b. To make recommendations to the President of the College in the area of salary, promotion, tenure, and sabbatical leave.
 - c. To advise the Dean of the College, when needed, on issues related to faculty staffing.

Membership:

Permanent:

Dean of the College (Gail Summer)

Division Chairs (or designated representative):

Fine and Performing Arts	John Pfautz (2018)
Language and Literature	Joe McDowell (2019)
Natural Science	Michael Wolf (2019)
History, Philosophy and Religion	Doug Parvin (2018)
Business and Education	Deb Bracke (2018), chair
Social Science	Mariano Magalhães (2018)

Advisory: Department Chair of the individual being considered.

10. **GENERAL EDUCATION**

- Function:
- a. To specify criteria for general education courses as informed and guided by Draft VIII of the General Education Outcomes Statement and submit proposed criteria to the Educational Policies Committee for review and approval prior to submission to the Faculty.
 - b. To review proposed general education courses and recommend appropriate suffixes to the Educational Policies Committee.
 - c. To work with the Assessment for Improvement Committee to set up an ongoing assessment procedure for general education outcomes.
 - d. To review and assess at three-year intervals all courses that count toward general education requirements.

- e. To select thematically-related courses for the first-year program and other thematically-related programs.
- f. To collaborate with faculty in the design and revision of courses proposed to meet general education requirements.
- g. To recruit, as needed, faculty to participate in general education courses.
- h. To sponsor workshops and other faculty development programs related to general education.
- i. To review the general education program at least once every six years.
- j. To make recommendations to the faculty with respect to proposed changes in general education requirements.

Membership:

Permanent: Dean of the College (Gail Summer)
 Associate Dean of the College (Jeffrey Ratliff-Crain)
 One Reference Librarian, with voting rights, appointed by the
 Director of the Library (Stefanie Bluemle) (for three-year term) (2020)

Elected: Six faculty members, one elected by each division, each with substantial interest in and experience with general education (for three-year staggered terms):

Fine and Performing Arts	Margaret Morse (2018)
Language and Literature	Lisa Seidlitz (2018)
Natural Sciences	Amanda Wilmsmeyer (2019)
History, Philosophy & Religion	Eric Stewart (2019)
Business and Education	Mike Egan (2019)
Social Sciences	Jamie Nordling (2020)

Five faculty members, elected at large. Nominations and Rules has the responsibility for submitting nominations to the Faculty for these at-large positions. Nominations and Rules is expected to select faculty with substantial interest in and experience with general education, including faculty with experience in FYI, LPs, and LCs (for three-year staggered terms):

Rob Elflin (2018), chair
 Gillian Lederman (2019)
 Brian Katz (2020)
 Chris Strunk (2019)
 Joseph McDowell (2020)

The chair of the committee must be a tenured faculty member with voting rights, elected by the voting members of the committee. The term of office will be one year.

No faculty member elected to the General Education Committee may serve simultaneously as: Division Chair; Faculty Council Chair; Member of EPC.

Three students, appointed by SGA, who have completed the 1st year LS sequence. One of the three must be a sophomore, and one must be a junior or senior.

Courtney Kampert (2018)
 Abrie Klink (2018)
 Michael Salamone (2018)

11. **HONORS COMMITTEE**

- Function:
- a. To approve curriculum of the honors programs, Foundations and Logos, and make curricular recommendations to the Educational Policies Committee.
 - b. To set policies and criteria governing admission to and retention in Foundations and Logos.
 - c. To review and evaluate candidates for admission to the programs.
A subcommittee composed of the chair and three faculty committee members appointed by the chair will review applications, evaluate, and admit candidates to the program.
 - d. To make decisions concerning a student's status in the program when the student's work is affected by scheduling problems (e.g., study abroad) or compelling personal/medical problems. The committee also considers petitions for partial credit for graduation requirements, making recommendations to the Advanced Standing and Degrees Committee, which rules on all student petitions.
 - e. To make recommendations to the Dean of the College as to faculty staffing of the programs.

Membership:

- Permanent:
- Director of Honors Program, Cyrus Zargar and Eric Stewart (co-chairs)
A representative of the current Logos faculty, elected by the current teaching faculty of the program (TBD)
A representative of the current Foundations faculty, elected by the current teaching faculty of the program (Megan Havard)
A representative of the current or former 200-level Honors faculty, elected by those currently teaching the second-year course (Randall Hall)

Three faculty members nominated by Nominations and Rules (three-year staggered terms), at least one of whom has not participated in the program:

Rupa Gordon (2019)
Randall Hall (2018)
Jon Clauss (2019)

- Advisory: A representative from the Office of Academic Affairs (Jeffrey Ratliff-Crain)
Dean of Enrollment OR Director of Admissions (Kent Barnds)
- Note: Nominations and Rules is encouraged to see that as many divisions of the College as possible are represented on this committee.

12. **INTERNATIONAL AND OFF-CAMPUS PROGRAM COMMITTEE (IOPC)**

- Function:
- a. To consider the rationale for and policies governing all faculty-led or faculty-coordinated off-campus programs and recommend them to EPC and the Dean of the College.
 - b. To vet program applications presented by faculty for new program models, locations or faculty teams and present approved programs to EPC and the Dean of the College.
 - c. To conduct evaluation and long-range planning, and to recommend to the Dean of the College calendars and sites for future programs.

- d. To recommend to the Dean of the College faculty participants, faculty directors and/or courses for any faculty-led or faculty-coordinated domestic or international off-campus program.
- e. To promote international studies among students and faculty.

Off-Campus Programs refers to any credit-bearing program in which a significant portion of the program of instruction (trips that last more than five consecutive days) takes place outside of the Quad Cities region and for which additional funds are collected from students by the college. Non-curricular travel and field-trips within an on-campus course, as well as programs taking place on Augustana-owned properties are not vetted by this committee. Any program, course or extra-curricular activity which takes students off campus for more than 5 days, and all programs, courses or extra-curricular activities with international travel should register with the International & Off-Campus Programs office, but only academic programs designed for significant off-campus instruction are expected to be vetted by this committee.

Membership

Permanent: Director of International & Off-Campus Programs (chair, non-voting)
 Allen Bertsche
 Associate Director for International Programs (non-voting) (vacant)

Elected: Three faculty participants and/or directors from programs in operation during the past 4 years. These three must represent three different regions of the world (not including North America) and at least one elected representative must have participated in a program of fewer than 30 students. All will serve three-year terms.

Jason Mahn (2020)
 Joshua Dyer, Europe (fall, Marsha Smith, Asia) (2018)
 Taddy Kalas (Cambodia) (2019)

Four faculty members at large, at least one of whom has not participated in any previous Augustana off-campus program.

Lisa Huntsha (2019) (non-participant)
 Rafael Medina (2020)
 Megan Havard (2018)
 Meg Gillette (2020)

At least four divisions shall be represented by the elected faculty in these two categories. (FPA, History, Language and Lit, Social Sciences)

Two students appointed by SGA, at least one of whom shall have participated in a foreign studies program. (*Students shall participate in all discussions except faculty and personnel decisions*):

Brinda Murali (2018)
 My Pham (2018)

13. **NOMINATIONS AND RULES**

- Function:
- a. To nominate elective members of all committees not elected by divisions.
 - b. To conduct Faculty Council elections.
 - c. To recommend to the faculty changes in faculty representation on administrative committees.
 - d. To review periodically the committee structure.
 - e. To consider representation on newly-constituted committees.

- f. To make recommendations to the faculty about election procedures and voting privileges.

Membership:

Elected: Six tenured faculty, one elected by each division (two-year terms):

Fine and Performing Arts	Allison Haskill (2019), chair
Languages and Literature	Ana Borderia-Garcia (2019)
Natural Sciences	Dara Wegman-Geedey (2019)
History, Philosophy and Religion	Roman Bonzon (2019)
Business and Education	Mike Egan (2018)
Social Sciences	Xiaowen Zhang (2018)

The chair is elected from among the longest-serving tenured members on the committee.

14. **PROFESSIONAL ETHICS**

Function: To serve as a court of last resort for student complaints about unfair grading practices. Cases will be heard upon the recommendation of the Dean of the College only after all other channels have been exhausted (that is, conference with professor, department chair, and Dean of the College).

Membership: Six tenured faculty, randomly chosen by the Nominations and Rules Committee, one from each division, on a case-by-case basis. Each committee elects its own chair. The chair must be a tenured member of the faculty.

15. **RADIO BOARD**

Function: To interpret and implement policy and administer the operations of the College student radio station.

Membership:

Permanent: Adviser for WAUG (chair) (Ian Davis)
 Director or Representative of Public Relations (Keri Rursch)
 WAUG General Manager (Andre Rivera)
 WAUG Program Director (Rachel Frances)

Elected: Two faculty (two-year terms):
 David Schwartz (2018)
 Mark Vincent (2019)

Two students appointed by SGA:
 Jarek Andrzejewski (2018)
 Karthik Kumar Kasireddy (2018)

16. **STUDENT PUBLICATIONS BOARD**

- Function:
- a. To select the Editor and Business Manager for the Observer and to oversee the general administration of the Observer.
 - b. To hear complaints that cannot be handled by the Adviser.

Membership:

Permanent:

Adviser to the Observer (Carolyn Yaschur)
Chief Business and Financial Officer (or designated representative)
(Malhar Saheed)
Director or Representative of Public Relations (Keri Rursch)
Editor of Observer (Lu Gerdemann and Sophie Reid)
Business Manager of Observer (Derrick Lopez)

Elected:

Three faculty (two-year terms):
Troy Larson (2018)
Lucas Street (2018)
Lauren Hammond (2019)

Four students appointed by SGA who are not staff members of the Observer:

Karolyn Erikson (2018)
Adam Gronewold (2018)
Bennett Tomlin (2018)
Chris Wilson (2018)

The chair is elected by the Committee from among elected faculty. The membership of this committee must be equally divided (as at present) between student members and faculty/administrative members.

17. **SYMPOSIUM COMMITTEE**

Function:

- a. To plan, coordinate, and assess Symposium Days
- b. To appoint a three-member program committee composed of faculty with expertise in the symposium day topic for each symposium.

Membership:

Permanent:

Student Life: Brittany Overstreet
Campus Ministries (Rev. Kristen Glass Perez)
Director or representative from Office of Public Relations (Keri Rursch)
Symposium Day Coordinator (Jeffrey Ratliff-Crain)
Career Counseling and Vocational Discernment (Rev. Kristen Glass Perez)
Director of Intercultural Student Life (Samuel Payan)
Director of First-Year Advising (Mary Windeknecht)
EDGE student team (appointed by Doug Tschopp)

Elected:

Six faculty, one elected by each division (three-year rotating terms):

Fine and Performing Arts	Carolyn Yachur (2019)
Languages and Literature	Umme Al-wazedi (2018)
Natural Sciences	Matthew Fockler (2019)
History, Philosophy and Religion	Deke Gould (2020) winter Mike Schroeder
Business and Education	Sheila Goins (2018)
Social Sciences	Rupa Gordon (2020)

One student appointed by SGA:

Daniel Williams (2018)

One student appointed by Multicultural Programming Board

Marry Ghana (2018)

Lydia Lara (2018)

One student appointed by OSL:

Claire Stephenson (2018)

Two students appointed by SGA as at-large representatives (should not be members of SGA):

Abbi Wieland (2018)

Izzi Wieland (2018)

18. **TEACHER EDUCATION**

Function:

The Teacher Education Committee shall:

- a. Recommend to the Educational Policies Committee the policies governing the operation of Teacher Education programs;
- b. Oversee the practices of admission to and retention in the Teacher Education program;
- c. (1) Forms a subcommittee to hear appeals from students regarding admission to and/or retention in Teacher Education programs, and (2) hear appeals regarding recommendation for certification;
- d. Review and approve all departmental proposals relating to the establishment of, or changes in, Teacher Education programs, before such proposals are submitted to the Educational Policies Committee; and
- e. Make certain that procedures for evaluating the Teacher Education programs are established and that such evaluations take place regularly.

Membership:

Permanent:

Chair of the Education Department (chair) (Michael Scarlett)

Elected:

Six faculty, one elected by each division (three-year terms):

Fine and Performing Arts	Michael Zemek (2018)
Languages and Literature	Ana Borderia-Garcia (2018)
Natural Sciences	Diane Mueller (2019)
History, Philosophy & Religion	Lendol Calder (2018)
Business and Education	Tristan Coughlin (2018)
Social Sciences	Jayne Rose (2019)

Ex officio faculty members:

- a. Director of Secondary Education – Mike Schroeder
- b. Director of Elementary Education – Randall Hengst

- c. Director of Field Experiences – Deb Bracke
- d. Art Education methods instructor – Corrine Smith
- e. Music Education methods instructor – Rick Jaeschke
- f. Representative from Reading/Writing Center selected by the committee chair –
Lucas Street
- g. A member of the Admissions staff appointed by the Dean of Enrollment –
Kent Barnds

COMMITTEES RESPONSIBLE PRIMARILY TO ADMINISTRATION

Committees responsible to the Administration serve primarily as advisory committees for various administrative functions, unless otherwise noted in the Committee Function. From time to time, membership, both permanent and elected, will require modification due to resignations, terminations, etc. Appointments to administrative committees will be made by the President of the College, unless otherwise noted. The President of the College shall have the option to fill any vacancy that remains open after October 1, or after 60 days of vacancy. All Cabinet appointees to administrative committees, including those designated as permanent members, may designate another individual to serve in their role upon notice to and approval from the President. All terms expire at the end of the academic year noted.

1. ACADEMIC TECHNOLOGY COMMITTEE

Function:

- To provide leadership and advocate the use of technology within the context of teaching and learning
- To work collaboratively with administration to identify strategic direction for technology within the academic mission
- To support identified strategic educational technology initiatives through communication and promotion, coordination of resources, workshops, outside speakers, grant opportunities and more
- To provide a forum for insight into the many aspects of how faculty would like to use classrooms and other spaces in terms of fixed technology, mobility, device support and more.

Membership:

Permanent: Co-chair –Faculty Development (Wendy Hilton-Morrow)
Co-chair – CIO (Chris Vaughan)
Director of the Library or designee (Stefanie Bluemle)
Educational Technology Manager (Shawn Beattie)
Director of the Center for Faculty Enrichment (Sharon Varallo)

Three-year term appointed by the Dean of the College:

Hyeong-Guy Choi (2020)
Greg Domski (2018)
Forrest Stonedahl (2019)

2. ADVISORY COMMITTEE ON HARASSMENT AND DISCRIMINATION

Function: A group of faculty, administrators and staff assembled to hear formal charges of harassment and discrimination, and if necessary, make recommendations on appropriate sanctions.

Membership:

Permanent: General Counsel (Sheri Curran), chair
Appointed: A minimum of four administrators appointed by the President of the College for a three-year term.

Anne Earel (2019)
W. Kent Barnds (2018)
Kevin Carton (2019)

Anna Castro (2018)
Brad Foley (2020)
Rupa Gordon (2020)
Rita Gustafson (2020)
Mario Magadan (2020)
Tammy McAuliffe (2020)
Kelly Noack (2020)
Karen Petersen (2018)
Vickie Phipps (2019)
Ariel Rogers (2020)
Michael Rogers (2020)
Joe Sagar (2018)
Brandon Tidwell (2018)
Matt Walsh (2019)

A minimum of four tenured faculty members appointed by the President of the College for a three-year term.

Tom Bengtson (2019)
Allen Bertsche (2018)
Kristin Douglas (2020)
Kevin Geedey (2020)
Laura Greene (2018)
Jeffrey Ratliff-Crain (2020)
Marsha Smith (2018)

A minimum of two support staff members appointed by the President of the College for a three-year term.

Markus Harris (2019)
Diana Kavanaugh (2020)
Mary Koski (2019)
Cindy Schroeder (2020)
Karen Sheraden (2020)
Tammy Sullivan (2019)
Kim Warner (2020)

3. **ATHLETICS**

Function: To review athletic matters relating to intercollegiate athletic and extramural athletics for both men and women, including compliance with NCAA requirements and budgeting matters, and to make recommendations accordingly; To review and approve game schedules.

Membership:

Permanent: Faculty representative to College Conference of Illinois and Wisconsin (chair) (John Delaney)
Director of Athletics (Michael Zapolski)
Senior Woman Administrator (Kris Kistler)
Dean of Students (Evelyn Campbell)
Dean of Enrollment (Kent Barnds)
Associate Director of Admissions (Mike Pettis)

Elected: Four faculty, two men and two women (two-year terms):

Austin Williamson (2018)
Margaret Kunde (2018)
Troy Larson (2019)
Jennifer Palar (2019)

One men's coach appointed by the men coaches (Grey Giovanine)
One women's coach appointed by the women coaches (Kris Kistler)

Students:

A male representative appointed by the Student Athletic Advisory Committee
Hayden Holland – Men's Lacrosse (2018)
A female representative appointed by the Student Athletic Advisory Committee
Victoria Allen – Women's Basketball (2018)

4. **BENEFITS**

Function: To advise and make recommendations to the President and the Cabinet on matters regarding employee benefits.

Membership:

Permanent: Director of Human Resources (Laura Ford)
Chief Financial Officer & V.P. of Finance & Administration (Kirk Anderson)
Benefits and Leave Specialist (Lisa Sears)

Elected: Appointed to three-year staggered terms and renewable: one member representing each of the following:

Administration	Brianne Berogan (2020)
Clerical Staff	Michelle Heinrichs (2018)
Facilities Staff	Debbie Finkle (2018)
Dining Services Staff	TBA (2019)
Tenured Faculty	Joanna Short (2020)
Non-Tenured Faculty	Jose Boquin (2019)
Faculty Liaison from Faculty Council	Tristan Coughlin (2018)
Faculty appointments	nominated by Nominations and Rules

Non-Voting Members	Staff Accountant	Amy Ariano
	HR Generalist/ Wellness Liaison	Brandon Tidwell
	Scribe/Notetaker	Ashley Osborn

5. **BUDGET** (Committee structure being changed at this time)

Function: To advise the President and Administration regarding priorities for budget building and the allocation of the financial resources of the College.

Membership:

Permanent: President of the College (Steven Bahls), Ex Officio Member
Chief Business and Financial Officer (chair) (Kirk Anderson)

Elected: Dean of the College (Gail Summer)
 Vice President of Advancement (Kent Barnds)
 Dean of Enrollment (Kent Barnds)
 College Chaplain (Rev. Richard Priggie)
 Dean of Students (Evelyn Campbell)
 Two faculty nominated by Nominations and Rules, at least one of whom has an accounting background, and a second from Faculty Welfare Committee. Three-year terms.

Greg Tapis (2019)
 Andrew Sward (2020), fall Amanda Wilmsmeyer

Four from the non-academic staff (two-year terms):

Secretarial-Clerical	TBA (2018)
Middle Administration	TBA (2018)
Facilities Services	TBA (2018)
Food Service	TBA (2019)

SGA President (Allan Daly)
 SGA Vice President (Courtney Kampert)

6. **CAMPUS SUSTAINABILITY COMMITTEE**

Function: The Committee is the campus-wide advisory group on environmental issues advising the administration on the following:

- a. Provide analysis of sustainability issues regarding future development and expansion of college grounds.
- b. Provide analysis of sustainability issues regarding campus construction projects (new buildings and renovations of existing buildings).
- c. Facilitate campus-wide input on environmental and sustainability issues of our community.
- d. Raise campus awareness of environmental and sustainability issues through community events and convocations as well as other programs.
- e. Coordinate, promote, and expand campus recycling programs with Facilities Services.
- f. Coordinate and promote student awareness of personal environmental responsibility with Residential Life.
- g. Provide recommendations to the administration regarding future campus environmental and sustainability policies.
- h. Provide leadership in helping to build a consensus within the community for creating a smaller environmental footprint and educating the community about how to achieve that goal.

Membership:
 Permanent: Dean of the College, or designee (non-voting) Michael Reisner
 Chief Business & Financial Officer (non-voting) Kirk Anderson
 Director of Facilities Services Joseph Scifo
 Director of Food Services Fred Kurt
 Director of Residential Life Chris Beyer
 Faculty Member Designated by the Dean as
 Sustainability Coordinator (chair) Jeffrey Strasser

Elected: Four faculty members for two-year terms:

Anne Earel (2019)
Ann Ericson (2018)
Jason Peters (2019)
Brad Kennedy (2018)

Appointed: One student appointed by SGA (one-year term): Genevive Rodriguez (2018)
One student nominated by Global Affect (or
Similar student organization) and approved
by the President: Roccio Barren (2018)

One member of the hourly staff appointed by
the Human Resources Director: TBA (2018)

7. **DIVERSITY INITIATIVES**

Function: To recommend and support programmatic, staffing and policy change across campus in order to promote an environment that respects and honors difference by:

- a. Identifying each year three to five initiatives to actively support from among those in Augustana's Diversity Action Plan (DAP) (adopted by the President's cabinet, 09/01/06).
- b. Recommending, as necessary, changes to Augustana's DAP to the President's cabinet.
- c. Recommending, as necessary, changes in the Human Dignity proviso (of the "Policy on Harassment, Discrimination and Human Dignity") to the President's cabinet.
- d. Reporting on the state of DAP initiatives to the final Faculty meeting of each year.
- e. Compiling, with the assistance of the Director of Institutional Research, a Diversity Action Dashboard of Indicators to monitor progress in implementing the goals of the DAP.
- f. Evaluating, on a biennial basis, the need to create and support a sub-committee or sub-committees to address gender or other equity issues within the campus community.

Membership:

Permanent: Director of Intercultural Student Life (Samuel Payan)
College Chaplain (Rev. Kristen Glass Perez)
Director of Human Resources (Laura Ford)
Vice President of Enrollment or designee (Eric Rowell)
Associate Dean (Wendy Hilton-Morrow)

Appointed: One administrator from either Food Services or Facilities appointed by the President of the College
Diana Kavanaugh

Four students, one each from Asian Student Organization, Black Student Union, Latinos Unidos, and GSA (Gender and Sexuality Alliance)

Asian Student Organization	TBA (2018)
Black Student Union	TBA (2018)
Latinx Unidos	TBA (2018)
GSA (PRISM)	TBA (2018)

Elected: Three members of faculty, recommended by Nominations and Rules (staggered 3-year terms). One of these will serve as Faculty Chair for a 1-year term.
Chris Whitt (2020)
Melinda Mahon (2020)
Jeanneth Vázquez (2018)

8. **FACILITIES PLANNING**

Function: To determine and evaluate faculty concerns and priorities regarding the planning, development, and use of campus facilities and to convey them to the Administration and Board of Trustees.

Membership:

Permanent: Vice-President of the College (Kent Barnds), chair
Chief Business and Financial Officer (Kirk Anderson)
Chair of the Faculty Council (David Snowball)

Elected: Four faculty, representing an area of campus and nominated by Nominations and Rules (three-year staggered terms).

Old Main, Denkmann, College Center	Chadia Chambers-Samadi (2018)
Olin, Geosciences, Hanson Science, Planetarium	Andrew Sward (2018)
Bergendoff, Abbey House, Centennial Hall, Brodahl	Karen Aumuller (2020)
Evald, Sorensen, The Gerber Center for Student Life	Lucas Street (2019)

Three students appointed by SGA:

Patrick Crompton (2018)
Maxwell Maharry (2018)
Chris Wilson (2018)

9. **HONOR COUNCIL**

Function: To review and investigate allegations of academic misconduct.

Membership:

Elected: Three faculty, nominated by Nominations and Rules (three-year staggered terms):
Alli Haskill (2020)
Stacey Rodman (2018)
Chris Marmé (2020)

10 students (one selected to be chair, either junior or senior):
 In selecting members of the Honor Council, the Council should aim
 For balance between members of the senior, junior, and sophomore classes.
 There will be three officers of the Honor Council: a chair, a vice chair, secretary.
 A junior or senior member will be the chair, and student members will be
 the vice chair and secretary.

sophomores: Kirsten Biefeld (2018)
 Rene Powers (2018)
 Christine Rogers (2018))

juniors: Ashley Comeau (2018)
 Laura Neswold (2018)
 Nicholas Zammuto (2018)

seniors: Michelle Alano (2018)
 Rachel Fiedler (2018)
 Mollie Magee (2018)
 Ryan Mueller (2018)

10. **HUMANITIES FUND COMMITTEE**

- Function:
- a. To monitor the permanent endowment that was established in 1982 to support special programs in the humanities.
 - b. To solicit proposals for speakers and field trips that are designed to provide student and faculty enrichment opportunities in the humanities.
 - c. To evaluate proposals for funding.
 - d. To prepare a yearly report of funding that is distributed to the faculty.

Membership:

Permanent: Associate Dean of the College, Wendy Hilton-Morrow

Elected: (Elected by the following four divisions for a three-year term)

Fine and Performing Arts	Randall Hall (2018)
History, Philosophy & Religion	Jason Mahn (2019)
Language and Literature	Mari Nagase (2018), spring Jeff Renaud
Social Sciences	Fatima Sattar (2020)

The committee will be chaired by a division chair from Humanities, Philosophy and Religion, Language and Literature, or Fine and Performing Arts – Joseph McDowell, chair

11. **INSTITUTIONAL ANIMAL CARE AND USE**

- Function:
- To supervise and implement the guidelines of the IACUC in compliance with the policy and regulations of the Public Health Service as follows:
- 1. Maintain and enact procedures for self-monitoring
 - 2. Maintain and enact an adequate veterinary care program
 - 3. Maintain and enact an occupational health and safety program

4. Maintain and enact a program for housing and management of animals
5. Oversee appropriately maintained facilities for housing and support

Membership:

The following members are appointed by the CEO of the organization (i.e., President of the College) for indefinite terms of office:

Chair: Ian Harrington

Institutional Representative: Amanda Wilmsmeyer
 One Doctor of Veterinary Medicine: Roberta Milas
 One Alternate Doctor of Veterinary Medicine: TBA

One individual who is not affiliated with the institution in any way other than as a member of the IACUC: Shirley Johnson
 One alternate member who is not affiliated with the institution in any way other than as a member of the IACUC: TBA

The following members are appointed by the CEO of the organization (i.e., President of the College) from faculty recommended by Nominations and Rules. Terms of office are as indicated.

Vice Chair (3 years): Troy Larson (2019)

One practicing scientist from the faculty of a department that utilizes animals in programs of teaching and research (i.e., Biology or Psychology) (3 years)
 Ian Harrington (2019), Chair

One alternate practicing scientist from the faculty of a department that utilizes animals in programs of teaching and research (i.e., Biology or Psychology) (3 years)
 Shara Stough (2019)

One faculty member whose primary expertise is in a nonscientific area (3 years)
 Jeanneth Vázquez (2018)

One alternate faculty member whose primary expertise is in a nonscientific area (3 years)
 Stefanie Bluemle (2018)

One student recommended to the CEO of the organization by SGA (1 year)
 Sydney Zaragoza (2018)

12. **INSTITUTIONAL REVIEW BOARD**

Function:

- a. To interpret and implement the policy on "Research Involving Human Subjects" (Section 7.1.4.1).
- b. To review and investigate allegations of misconduct in research conducted at, or sponsored by, Augustana College; and to report all findings and recommendations in these matters to the President of the College.

The IRB chair, **David Snowball**, is appointed by the President or Academic Dean. In addition to the chair, IRB membership should include six members. The faculty members are appointed by Nominations and Rules for three-year terms.

1. At least one faculty member with expertise in statistics and whose primary concerns include human participants: **Ann Perreau** (CS&D) (2019)
2. At least one faculty member whose primary concerns include human participants: **Sheila Goins** (Business Administration) (2018), **winter Marsha Smith**
3. At least one faculty member whose primary concerns do not include human participants: **Dell Jensen** (Chemistry) (2019)
4. At least one member from the Social Science division: **Carrie Hough** (Anthropology)
5. One administrative member as appointed by the Office of the Dean of Students: **Michael Rogers**
6. One student member as appointed by SGA: **Joel Nelson** (2018)
7. One community member not otherwise affiliated with Augustana College as appointed by the Committee: **David McEachron**

Furthermore:

8. Not all members should be of the same sex.
9. Not all members should be from the same division.
10. At the IRB's discretion, it may invite individuals with competence in special areas to assist, but not vote, in the review of complex issues that require expertise beyond or in addition to that available on the IRB.

13. **HAROLD T. AND VIOLET M. JAEKE AWARDS COMMITTEE**

Function: The sole purpose of the Harold T. Jaeke and Violet M. Jaeke Endowment is to recognize outstanding performance by members of the faculty and staff of Augustana College as reflected in personal leadership contributions that benefit students and the common life of the institution. The endowment provides for an annual award (or awards) that will recognize and honor individuals who in the judgment of the selection committee reflect exceptional qualifications of this nature.

Membership:

Permanent: Dean of the College (chair) (Gail Summer)

Ex Officio: Vice President of Advancement (Kent Barnds)

Elected: Six faculty
(no more than a three-year term)

Fine and Performing Arts	Meg Kunde (2019)
Languages and Literature	Lucas Street (2019)
Natural Sciences	Mary Kilbride (2019)
History, Philosophy and Religion	Nirmala Salgado (2020)
Business and Education	Tristan Coughlin (2018)
Social Sciences	Ian Harrington (2018)

One representative from Food Service
(no more than a three-year term and approval of the President of the College):

Martin Fleetwood (2020)

One representative from Facilities Services
(no more than a three-year term and approval of the President of the College):

Mario Magadan (2019)

One representative from Secretarial-Clerical staff
(Current AAEO President with approval of the President of the College)

Rhonda Vogel (2020)

Two students – one male, one female senior among those possessing the
highest grade-point averages as of the conclusion of their junior year:

Emma Brutman (2018)

Mitchell Johnson (2018)

14. **RETENTION EXECUTIVE COMMITTEE**

Function: Oversee and coordinate retention planning as an integrated cross-functional initiative ranging from initial recruitment to graduation

- Identify key indicators along this student pathway and regularly review these data points
- Identify and track historical and emerging at-risk student populations
- Weigh the relative impact of individual retention initiatives; evaluate and suggest policy recommendations when appropriate
- Report retention data, analysis, and policy or programming responses to all relevant internal and external campus constituencies

Membership: Director of Institutional Research (Mark Salisbury), chair
President (Steven Bahls)
Provost and Chief Academic Officer (Gail Summer)
Vice President of Enrollment, Communication & Planning (Kent Barnds)
Chief Financial Officer & VP of Finance & Administration (Kirk Anderson)
Associate Dean of Student Success and Persistence (Kristin Douglas)
Chair of Faculty Council (David Snowball)
FYI Coordinator (Rob Elfline)

15. **RETIREMENT PLAN COMMITTEE** (formerly Investment Review Committee)

Function: To provide fiduciary oversight for the College's retirement plan and associated account and investment options. Advise the College Treasurer on issues and recommend changes. Members appointed by Human Resources Department.

Membership:

Permanent:	V.P. of Finance & Administration	Kirk Anderson
	General Counsel	Sheri Curran
	Director of Human Resources	Laura Ford
	Controller	Jacob Bobbitt
	Benefits and Leave Specialist	Lisa Sears
	Administration	Dave Myatt
	Two faculty	Joanna Short Lisa Szafran
	Consultant	Bill Karsten – PlanPilot Tim Vieth -PlanPilot

16. **STUDENT JUDICIARY**

Function: To uphold and enforce the Augustana Code of Social Conduct. Its authority shall be exercised in such a way as to instill a strong sense of self-discipline within the Augustana student. The Student Judiciary's decisions shall not be merely punitive, but rather guidelines along which delinquent students might re-orient themselves according to the standards of the student community of which they are a part. Keeping the best interests of the student body in mind, the Student Judiciary shall also serve in an advisory capacity in order to aid offenders in recognizing the seriousness of their offenses and the need for a re-evaluation of their actions.

Membership: Dean of Students or designated representative (Evelyn Campbell)
Two administrative members appointed by the President (two-year term):
Stefanie Bluemle (2019)
Margaret France (2018)

Elected: Four faculty (two-year terms) nominated by Nominations and Rules:
Tony Oliver (2018)
Tom Bengtson (2018)
Mark Vincent (2019)
Amanda Baugous (2019)

Seven students appointed by SGA:
Matthew Des Biens (2018)
Vanessa Dominguez (2018)
Janie Le (2018)
Elena McNab (2018)
Ian Steigerwald (2018)
Brandon Wilkerson (2018)
Nicholas Zammuto (2018)

Two alternates: Shelby Kuepker (2018)
Avery Pearl (2018)

The Dean of Students or appointed representative shall be present at the meetings and shall serve in a non-voting advisory role.

17. **STUDENT PERSISTENCE AND SUCCESS COMMITTEE**

- Function:
- a. To ensure student success and persistence best practices are implemented throughout campus
 - b. To ensure college policies set conditions for success
 - c. To initiate strategic changes to improve overall retention and graduation rates
 - d. To provide summaries to Retention Executive Committee
 - e. To advise senior administration on policy matters and other retention-related issues

Membership:

Permanent: Associate Dean of Student Success and Persistence (Kristin Douglas), Chair
Associate Dean and Vice President of Student Life, Leadership & Engagement (Ken Brill)
Director of Residential Life (or appointee) Chris Beyer
Director of Athletics (Mike Zapolski)
Director of Multicultural and International Student Life (Samuel Payan)
Registrar (Liesl Fowler)
Director of First-Year Advising (Mary Windeknecht)
Director of Advising (TBA)
First-Year Experience Coordinator (Rob Elflin)
Director of Institutional Research (Mark Salisbury)
Coordinator of Student Success Services (or appointee from Learning Commons) (Yen Dao)

Elected: Two faculty members to be appointed by Nominations and Rules (three-year term)
Chris Marmé (2018)
Stephanie Fuhr (2020)

18. **STUDENT POLICY COMMITTEE (SPC)**

Function: To review matters related to student life, including academic standing, problems of discipline, questions concerning housing and student organizations, and to develop and recommend policy changes concerning these various aspects of student life. College policies related to these activities are interpreted and enforced by this committee. The power of the faculty to expel students for cause shall be exercised through this committee.

Membership:

Permanent: Dean of Students (chair) (Evelyn Campbell)
Associate Dean of Students (Laura Schnack)
Associate Dean of the College (Kristin Douglas)
Director of Records (Liesl Fowler)

Elected: Four faculty (two-year terms) nominated by Nominations and Rules:
Jeanneth Vazquez (2018)
Dell Jensen (2018)
Rebecca Wee (2019), fall & winter ____
Dan Corts (2019)

Four students appointed by SGA:

Allan Daly (2018)
Courtney Kampert (2018)
Belle Hartmann (2018)
Ryan Jenkins (2018)

19. **TEACHING MUSEUM OF ART ADVISORY BOARD**

- Function:
- a. Ensure programming, policies, and processes align with the mission statement of the Augustana College Teaching Museum of Art
 - b. Provide input on areas of foci and approved uses of permanent collection, consistent with the mission of the museum.
 - c. Provide input on program plan (including the schedule of exhibitions) for each academic year.
 - d. Review and advise the president's cabinet concerning budgets and budget priorities.
 - e. Periodically review collection and, following museum policies, make accession and deaccession recommendations to appropriate person or body.

Membership: Chair, selected by the President – Wendy Hilton-Morrow
Advancement representative, selected by Vice President of External Relations – Lori Roderick
One or two alumni or friends appointed by the President
George Olson (inactive)

One administrator/faculty member with general collections experience, appointed by the Dean of the College – Lisa Huntsha

Director of the Teaching Museum of Art, permanent member – Claire Kovacs

Two faculty members each from Art Department, representing two different programs – Graphic Design, Studio Art, Art History, selected by the department (three-year terms)

Margaret Morse (2018)
Megan Quinn (2020)

Four faculty members from other departments representing at least three different academic divisions, appointed by the Dean of the College (three-year terms)

Tierney Brosius (2020)
Megan Havard (2020)
Brian Katz (2019)
Brian Leech (2018)

20. **WELLNESS COMMITTEE**

Function: To advise and make recommendations to the President and the Cabinet on matters regarding the employee wellness program.

