



The Search for an Assistant Vice President for Impact Learning

Augustana College, Rock Island, Illinois

OVERVIEW OF THE POSITION AND OF THE COLLEGE

The Assistant Vice President for Impact Learning at Augustana College will champion strategies that integrate high-impact, engaged learning directly into the curriculum and throughout the co-curriculum, boosting career readiness for students and lasting success for graduates.

The Assistant Vice President for Impact Learning will lead campus-wide efforts and collaborate with internal and external partners to make hands-on, experiential learning paramount to success for every Augustana student. The AVP will work with faculty and staff to envision, build and implement direct, project-based learning opportunities in both curricular and co-curricular settings, with the ultimate goal of providing a competitive advantage for post-graduate success.

The pay range for this position is \$96,500 – \$104,000, depending on qualifications.

Augustana's strategic plan, Bold & Boundless, will guide the work of the Assistant Vice President for Impact Learning. Prioritizing students and the value they can bring to the world as graduates, the strategic plan has three goals:

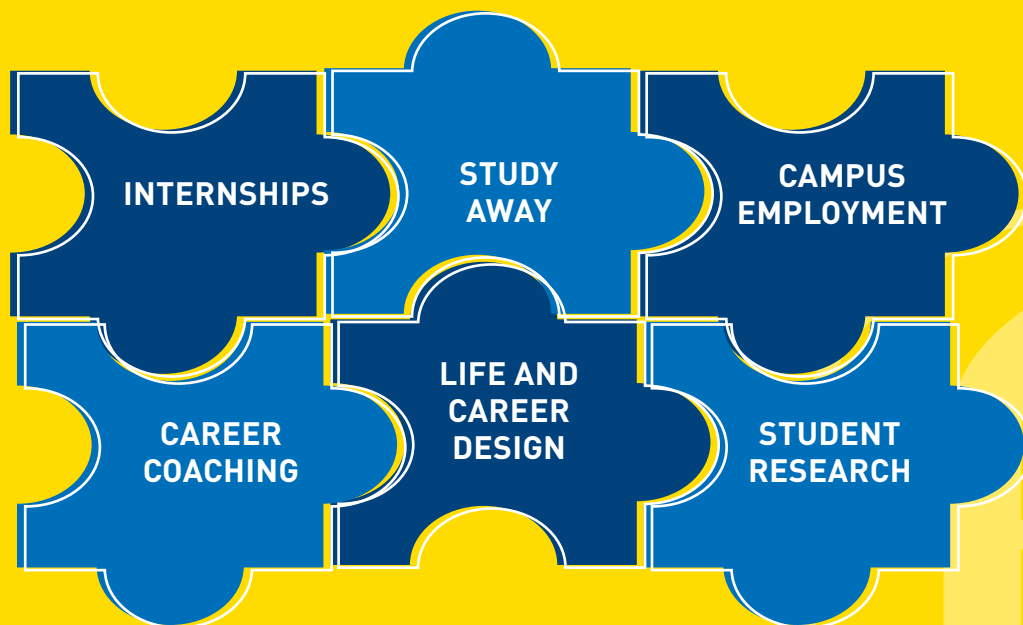
- **Prioritize engaged learning**, so that students benefit from the energizing, skill-building experience of hands-on learning.
- **Maximize student potential**, so that all students have a support and inspiration network that builds confidence, ability and access to opportunity.
- **Partner with the surrounding community**, so that students see the direct impact of their leadership and service in their neighborhood and region.

Augustana College is a private college of the liberal arts and sciences that has been preparing students for lives of leadership and service for 166 years. The college is affiliated with the Evangelical Lutheran Church in America, and has had a chapter of the prestigious Phi Beta Kappa honor society since 1950. Campus is located in Rock Island, Illinois, one of the cities that comprise the Illinois-Iowa Quad Cities (pop. 470,000) along the Mississippi River, about 165 miles west of Chicago.

The college offers more than 100 majors, minors and other areas of study to a diverse population of 2,500 students. More than 50% of students have more than one major. Augustana students tend to be engaged and ambitious, open to growth through high-impact learning experiences, relationships that build success, and the leadership opportunities provided by 170+ student groups. Most take advantage of Augie Choice, offering each student up to \$2,000 to support an internship, study abroad, research or a creative project. For the graduating class in 2025, 83.5% had internships (national average is 66%). About 28% of the students are Viking athletes, participating in one of 28 NCAA Division III teams. Augustana is in the top 1% in the U.S., among all divisions of the NCAA, for Academic All-Americans — students who excel equally in academics and athletics.

Other noteworthy distinctions include recognition for innovation (Top College for Innovation, Insight into Academia magazine, 2026), and recognition as a “Dream School,” one of 75 nationwide chosen by *New York Times* bestselling author Jeffrey Selingo for his book “Dream School: Finding the College That’s Right for You” (Simon & Schuster, Sept. 2025). The college is consistently ranked among the Top 100 Best Colleges (national liberal arts) by *U.S. News & World Report*, currently #96. A recent innovation will deeply impact healthcare and nursing education in our region: as of July 1, 2026, Trinity College of Nursing & Health Sciences is an affiliate of Augustana College. Augustana’s acquisition of Trinity College of Nursing & Health Sciences unites Trinity’s 127-year tradition of excellence in nursing and health science education with Augustana’s 166-year history of education in the liberal arts and sciences.

Augustana’s home in the Quad Cities also is distinctive: not many liberal arts colleges can offer so much access to high-impact learning experiences within a diverse, exciting metro area along the world’s fourth-largest river.



WORKING RELATIONSHIPS AND PRIMARY RESPONSIBILITIES

The AVP for Impact Learning works closely with Augustana's Center for Engaged Learning, Teaching, and Scholarship to support curricular innovations that prioritize engaged learning.

The AVP has direct supervision over the following roles, many of which comprise CORE (Careers, Opportunities, Research, Exploration), and areas of focus:

- Executive Director of Career and Professional Development
- Director of International and Off-Campus Programs
- Coordinator of Student Research
- Director of the Center for the Advancement of Community Health and Wellness
- Director of the EDGE Entrepreneurial Center (co-report with the provost)
- Director of the Upper Mississippi Center (co-report with the provost)
- Augie Choice Coordinator
- Student Employment
- Prestigious Scholarships
- Quad City (QC) Lab

Duties as listed in the formal job description include:

Strategic Vision & Leadership: Lead the development and execution of Augustana's institutional strategy for prioritizing experiential and engaged learning. Ensure the programming aligns with institutional goals, workforce trends, and student retention efforts.

Curriculum Integration: Collaborate with academic leaders, department chairs and faculty to embed hands-on learning, design thinking, and practical application of knowledge into academic programs.

Partnership Development: Cultivate and sustain relationships with industry and non-profit leaders, employers, alumni, and community organizations to expand access to high-quality internships and project-based learning.

Programmatic Oversight: Oversee centrally administered offices, including undergraduate research centers, career services, global/study-away programs and the QC Lab.

Equity & Accessibility: Remove financial, logistical and systemic barriers so that all student populations—especially underrepresented, first-generation and international students—can equally access high-impact experiences leading to career opportunities.

Assessment & Analytics: Establish metrics to track student participation and measure the impact of experiential learning on academic outcomes (e.g., graduation rates, post-graduate career success rates).

Resource Management: Partner with the Office of Advancement to identify and secure funding through grants, donor stewardship and strategic budget allocation to ensure the long-term financial sustainability of experiential initiatives.

AUGUSTANA LEADERSHIP

The AVP for Impact Learning reports to W. Kent Barnds, Augustana's Executive Vice President for Strategy and Innovation. In his role, Kent leads student recruitment and retention efforts and is a catalyst for institution-wide innovation and reinvention of ways to serve today's students most effectively.

The AVP also will partner with other members of the President's Cabinet, which includes:

Andrea Talentino, President of the College

Kirk Anderson, CFO and Vice President for Finance and Administration

W. Kent Barnds, Executive Vice President for Strategy and Innovation

Wes Brooks, Dean and Vice President of Student Life

Dr. Jennifer Burnham, Interim Provost and Dean of Academic Affairs

Sheri L. Curran, General Counsel

Jon Enslin, Vice President for Advancement

Dr. Gauri Pitale, Vice President for Culture and Connection

PREFERRED COMPETENCIES AND QUALIFICATIONS

Augustana's Assistant Vice President for Impact Learning will exhibit the following competencies:

- Persuasive communicator
- Complex problem-solver
- Natural networker
- Activator
- Highly engaged and collaborative team-builder
- Innovator capable of developing/supporting distinctive engaged learning programs

Qualifications should include:

- A minimum 5-7 years of progressive, senior-level leadership experience in higher education, management/supervision of a diverse team and experience in a complex work environment
- Understanding of pedagogical trends in experiential learning, and the impact of experiential learning on career readiness
- Strong background in strategic planning, budget management and data-informed assessment
- Master's degree or equivalent

AUGUSTANA
BOLD &
BOUNDLESS

Augustana's strategic plan, Bold & Boundless, calls for the college to prioritize engaged learning because we know it's the kind of learning that is long-lasting and impactful for students. The new Assistant Vice President for Impact Learning will be a key partner within the campus community and region to create opportunities for every Augustana student to participate in high-impact, engaged learning experiences. This is a moment to do big and bold things for our students and for the Quad Cities.

TO APPLY

Submit your expression of interest or application materials to:

Office of Human Resources

639 38th St.

Rock Island, Ill., 61201

humanresources@augustana.edu

Phone: 309-794-7352

Fax: 309-794-8962

Submit resume, letter of interest and three references. Resumes received before July 24 will receive full consideration.

Augustana College is an equal opportunity employer, and is in compliance with the requirements of Title IX of the 1972 Education Amendments, Section 504 of the Rehabilitation Act of 1973 as amended, and the Americans with Disabilities Act.

Augustana College administers its programs and departments under its policy that all admissions criteria, services, programs, employment and housing shall be maintained at all times on a non-discriminatory basis, with regard to age, gender, sexual orientation, race, color, disability, creed, or ethnic background.

Evidence of practices which are inconsistent with this policy may be informally discussed with the Director of Human Resources, any director, supervisor, department head, division chair, or administrator or filed formally in writing with the Associate Academic Dean, Founders Hall, 309-794-7311.

FAST FACTS

2,500 students

12:1 student-faculty ratio

18: average class size

620 employees

100+ academic programs of study

85% complete at least one internship

32% study abroad

22% engage in student research

20%+ international students

\$275,000,000 endowment value

82% retention rate: Fall 2024-Fall 2025

470,000: population of the Quad Cities
(Rock Island and Moline/E. Moline, Illinois;
Bettendorf and Davenport, Iowa)

For more information: www.augustana.edu

