

Augustana College

Office of Academic Affairs

Dr. Bob Kiner, Vice President of Academic Affairs

6f. Nurture development and growth of faculty leaders as part of the vocation of the college

Introduction: Prior to Dr. Hanson leaving Augustana, the Bush Faculty Development Committee allocated \$10,000 for faculty leadership development. The funds were specifically allocated for developing leadership skills in younger faculty.

Proposal: The Bush Leadership project will engage a cohort of faculty who are younger in their careers at Augustana in the discussion of, “Leading Augustana in a Time of Change”. The specific topic relates to global, regional and local impacts on higher education. While we are in a transition period with a new president and Dean to arrive in the next couple of years, this is not really about that transition process.

Proposed Outcomes:

- To provide a global view of the changing world of higher education and relate those trends to the future of Augustana.
- To relate all discussions to the mission, core values strategic plan and vision for Augustana.
- To blend veteran faculty leaders and potential faculty leaders in discussion about essential elements of leadership on the Augustana campus.
- To provide practical information and mentoring in the formal and informal power, leadership and decision making structures of the campus.
- To develop a proposal that will address a specific campus need such as an honors program, capstone, gen. ed., etc. The choice will be up to the participants.

Proposed Participants:

- 12 faculty younger in their Augustana careers.
- 4 – 6 experienced mentor faculty
- Bob Kiner, Rob Oliver
- All participants, except the Dean, will be paid a stipend of \$400

Proposed Activities:

- Mini-workshop with Dr. Paul Dovre (3-4 hour session that includes dinner)
- Four additional discussion sessions
- Develop a proposal for a key campus need

Proposed Resources/Materials

- Dr. Paul Dovre, Mini-retreat, 4:00-7:00 p.m., kick-off event, “Lutheran Higher Education, faculty leadership in small liberal arts colleges, the challenge of the future for Augustana”, dinner included
- Print materials and selected readings from:
 1. *Leading in a Culture of Change*, Michael Fullan
 2. *Chaos Theory and Higher Education: Leadership, Planning & Policy*, Mark Cutright
 3. *Intrapreneuring in Action: A Handbook for Business Innovation*, Pinchot & Pellman
 4. *First Break All the Rules*, Buckingham & Coffman
 5. *Some reading related to leadership formation which deals with the spiritual dimension of leadership.*

Timelines: Begin in October and end in April