

Augustana College

Rock Island, IL

MINUTES

FACULTY MEETING

Tuesday, October 4, 2011

11:30 a.m.

Olin Auditorium

1) Call to Order – President Bahls

The meeting was called to order at 11:34 AM.

2) Approval of Minutes from August 23, 2011

Motion-Good, **Second**-Smith

“To approve the minutes of the August 23, 2011 Faculty Meeting.”

MOTION CARRIED.

3) Discussion of changes in Faculty Handbook

Motion-Varallo, **Second**-Good

“To approve the revised Augustana College Faculty Handbook, Chapters 1-10.”

Jane Simonsen suggested that because sub-section 7.2.2.6 in Chapter 7, section 7.2, precludes a faculty member from having any kind of family medical leave the same academic year as a pre-tenure paid leave, that this section be clarified to make allowances for unplanned family medical leave that occurs the same academic year as a pre-tenure paid leave. Sheri Curran added that this may be taken care of by operation of law. Under federal law, the college cannot deny family medical leave per our own policy. If the situation is that you have family medical leave early in the year, then any pre-tenure paid leave post that would not be approved; that is our policy decision. But Augustana cannot say you will not be able to have family medical leave the same academic year you have pre-tenure paid leave. That situation is not acceptable by law. This may be why that situation is not addressed in the handbook.

Robert Tallitsch expressed his concern that because medical leave cannot always be planned, if the situation is that a faculty member does have a medical problem and takes family medical leave and also has an application in for pre-tenure paid leave, that they cannot do both in the same year. That could put the faculty member in jeopardy of when their tenure decision comes up. The medical leave would force a delay in the tenure process because of the unforeseeable medical problem. President Bahls believes Faculty Welfare and the Dean’s Office will use the rule of reason in this matter. Darrin Good added that the Faculty Welfare Committee allows the option of a postponement of the third-year leave to the fourth year, so if it is known that the faculty member will be on family medical leave, they have the right to choose to postpone that until after the hearing.

Motion-Simonsen, **Second**-Good

“To amend Chapter 7, section 7.3 Sabbatical Leaves, sub-section 7.2.2.6 to read: “*Without the consent of the Dean’s Office*, the pre-tenure paid leave will not be scheduled in an academic year in which a faculty member has already been granted any other form of leave...”

MOTION CARRIED.**4) Announcements**

Pareena Lawrence announced that there would be a Friday Conversation on curricular reform on October 14, 2011 at 4:00 PM in Wilson Center. Faculty Senate Steering has also called a Faculty Forum to discuss curricular reform on October 24, 2011 at 4:00 PM. Randy Hengst will announce the location in a future email. On October 27, 2011 the full faculty will meet to vote on the curricular reform proposals. This will be held in Olin Auditorium at 11:30 AM.

Dean Lawrence also reported that the Library Book Deaccession Policy took effect on October 1, 2011. She asked the faculty to keep in mind that Augustana's next reaccreditation will take place in 2015-2016. Departments should begin work on this process several years in advance. The main focus will be documenting student learning outcomes and curriculum mapping as we prepare for that visit.

5) Adjournment

Motion-Stewart, Second-Schroeder

"To adjourn the October 4, 2011 Faculty Meeting."

MOTION CARRIED.

The meeting adjourned at 12:15 PM.

Respectfully submitted,

Mary Koski
Academic Affairs