

Augustana College

Shared Governance Task Force Action Items

The Shared Governance Task Force recommends the following Board action:

1. Recommendation to Endorse the Principles of the AAUP Statement on Government of Colleges & Universities

2. Recommendations Concerning Augustana Governance Documents

a. Dismissal of Tenured Faculty

Issue & SGTF Recommendation: Language in the Constitution and Faculty Handbook on dismissal of tenured faculty conflicts with AAUP guidelines. This language should be changed to reflect AAUP procedures. The SGTF recommends that the Faculty Welfare Committee (FWC) propose suggested changes to the Faculty Handbook language and the Trusteeship Committee of the Board of Trustees review the issue and propose any necessary changes for the Constitution.

b. Sexual Harassment Policy

Issue & SGTF Recommendation: After review and consideration by Augustana legal counsel and the administration, the SGTF recommends further consultation between the faculty and administration on the policy regarding sexual harassment allegations against faculty members. This is based on the fact that legal liability stemming from sexual harassment claims is an Augustana College liability, not a faculty liability.

c. Tenure Decision Appeal Process

Issue & SGTF Recommendation: The current appeals procedure does not adequately reflect the current role of the Dean in the tenure process. The SGTF expresses no opinion on the substance of the matter and refers this matter to the FWC.

d. Role of Dean in Tenure Decisions

Issue & SGTF Recommendation: The handbook language does not reflect the current role of the Dean in the process. The SGTF expresses no opinion on the substance of the matter and refers this matter to the FWC.

e. Role of Administrative Officers as Chair on Certain Committees

Issue & SGTF Recommendation: The AAUP recommends that faculty chair committees that are responsible primarily to the faculty (e.g. Faculty Welfare, Educational Policies, General Education). Currently, administrators chair such committees. The SGTF expresses no opinion on the substance of the matter and refers this matter to the Nominations and Rules Committee.

f. Search Procedures for Open Faculty Positions

Issue & SGTF Recommendation: Ambiguity exists as to what the correct handbook language actually is (there are two different versions of the handbook posted on the college web site), and this needs to be clarified. Second, search procedures (including the more detailed language in the draft Chair's handbook) should be reviewed in light of issues raised by AAUP. The SGTF expresses no opinion on the substance of the matter and refers this matter to the FWC.

3. Augie Interview

The “Augie Interview” is a tool that may serve Augustana College well in terms of building community. The SGTF recommends that the Board consider the usefulness of this tool and how the College might continue and build on the concept. Key inquiries include: (1) How might we share the faculty interview summaries with the Augustana community? (2) If it is determined that that “Augie Interview” is a useful tool, how might the Board and/or faculty continue this initiative?

4. Joint Meeting

The SGTF believes that a “Joint Meeting” with faculty, board members and administration that includes a panel discussion, Q&A, and an opportunity for socializing will help build community and aid effective shared governance. The SGTF believes that the “Joint Meeting” may well promote communication and a sense of community. The SGTF would like the Board to endorse the “Joint Meeting” and authorize a committee of Doug Hultquist, Kathy Jakielski, Jon Clauss and Jeff Abernathy to plan for inclusion at the May, 2009 Board of Trustees Meeting.

5. Theme of the Year

The SGTF recommends that the Board endorse the “Theme of the Year” concept and request that the faculty be charged with selecting an annual theme. A subcommittee or taskforce would then likely consider the important issues involved in “Theme of the Year” programming.

6. Shared Biographical Information

The SGTF recommends that the Board endorse and encourage a college-wide initiative to collect and share biographical information on faculty, board members, and administrators in an attempt to build community and enhance our knowledge and understanding of each other. The Director of Web Services will coordinate this initiative and properly align it with existing projects.

7. Departmental Statements

The Departmental Statements shared with the SGTF and the Academic Affairs Committee proved to be a helpful tool in allowing board members to have a better understanding of the work being done and future work planned in various academic departments. The SGTF recommends that the Board endorse this sort of information sharing. The SGTF further recommends that the Board consider whether other departmental reports might be useful to the work of the Board (e.g. athletic department, greek life, campus ministries).

8. AAUP Shared Governance Survey

The SGTF recommends that the Academic Affairs Office continue monitoring faculty sentiment regarding the state of shared governance at Augustana College with the use of survey tools and other methods allowing for comparative measure.