

PROPOSED FACULTY MANUAL AMENDMENTS (2024-2025) as of 2/15/2025

Proposed Amendments to the Medical Leaves of Absence and Termination of Medical Reasons

EXPLANATION:

Several situations arose within the past 12 months that indicated additional clarification was needed with a portion of Section III.H.12.b. All changes are part of the first paragraph under this section.

2024 FACULTY MANUAL	PROPOSED AMENDED TEXT
<p>Section III.H.12.b.</p> <p><u>All University employees can apply for Family Medical Leave Act (“FMLA”) leave. See the <i>Family Medical Leave Policy</i> located on the Human Resources website. Once approved, full-time faculty may also request a faculty medical leave of absence from Human Resources. The faculty medical leave offers two additional benefits. Faculty members can receive paid medical leaves of absence for their own, personal medical condition when they are unable to perform their assigned duties for medical reasons. Faculty members on medical leaves of absence receive full pay as long as the condition continues, for a period not to exceed 180 calendar days. The period under the faculty medical leave runs concurrently with the FMLA</u></p> <p>If the condition extends beyond <u>180 calendar days</u>, the faculty member may request a special leave of absence, consisting of partial or complete relief from duties, with corresponding reduction or cessation of salary, for one full semester. Alternatively, if the condition extends beyond <u>180 calendar days</u>, the faculty member may qualify for long-term disability</p>	<p>Section III.H.12.b.</p> <p>All University employees can apply for Family Medical Leave Act (“FMLA”) leave. See the <i>Family Medical Leave Policy</i> located on the Human Resources website. Once approved, full-time faculty may also request a faculty medical leave of absence from Human Resources. The faculty medical leave offers two additional benefits. Faculty members can receive paid medical leaves of absence for their own, personal medical condition when they are unable to perform their assigned duties for medical reasons. Faculty members on medical leaves of absence receive full pay as long as the condition continues, for a period not to exceed 180 calendar days. The period under the faculty medical leave runs concurrently with the FMLA</p> <p>If the condition extends beyond 180 calendar days, the faculty member may request a special leave of absence, consisting of partial or complete relief from duties, with corresponding reduction or cessation of salary, for one full semester. Alternatively, if the condition extends beyond 180 calendar</p>

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insurance benefits, terms of which are available from the University Benefits Office.

As a separate benefit, full-time faculty members are entitled to coverage under the FMLA when caring for a qualified dependent as defined by the FMLA. The amount of paid leave under this benefit is consistent with Missouri law.

Saint Louis University partners with a third party to manage FMLA leave requests. Please see the FMLA and Parental Leave section within SLU Benefits resources located on the Human Resources website for detailed FMLA application instructions. Qualifying faculty are eligible for this leave once every fiscal year.

If there are repeated leaves of absences for medical reasons,...

days, the faculty member may qualify for long-term disability insurance benefits, terms of which are available from the University Benefits Office.

As a separate benefit, full-time faculty members are entitled to coverage under the FMLA when caring for a qualified dependent as defined by the FMLA. The amount of paid leave under this benefit is consistent with Missouri law.

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Proposed Amendments as recommended by the Faculty Think Tank on Community-Engaged Research associated with the NSF ADVANCE partnership project

EXPLANATION:

The Think Tank discussed creating an inclusive definition of research and scholarly activity that includes community engagement across various disciplines across STEM and the humanities/art. Community-engaged scholarship includes public scholarship and various outputs therefore we gave examples for different possibilities

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<p>Section III.F.3.d</p> <p>Self-reported and extramurally provided evidence of continuing and increasing achievement in scholarship and research as defined in Section III.G.3. Consideration will be given to such subsidiary evidence as direction of, or significant participation in, research projects, acquisition of external funding for research, participation in the scholarly activities of professional societies, and professional consultative service.</p> <p>Section III.F.4.c</p>	<p>Section III.F.3.d</p> <p>Self-reported and extramurally provided evidence of continuing and increasing achievement in scholarship and research as defined in Section III.G.3.</p>

Deleted: particularly scholarly publication and other academically recognized creative achievements.

<p>Evidence of such outstanding achievements in scholarship and research, as defined in Section III.G.3, as to garner meritorious attention among recognized scholars.</p>	<p>Section III.F.4.c</p>
<p>Section III.G.3</p>	<p>Evidence of such outstanding achievements in scholarship and research as defined in Section III.G.3 as to garner meritorious attention among recognized scholars.</p>
<p>Faculty members share with the entire University the collective responsibility for the scholarship of discovery, integration, community engagement, teaching, and learning. The following is a non-exhaustive list of examples that illustrate the range of scholarly activity appropriate to Saint Louis University: peer-reviewed scholarly publications, acquisition of external funding for research, scholarship activities of professional societies, interpretive or theoretical articles or monographs for the profession, pedagogical articles or monographs, books and textbooks, professional presentations, reports of professional consultations, applied and public scholarship, community-engaged scholarship, and creative work in art, dance, music, theater, film, broadcasting, or literature. Scholarship activities can impact the academic field, institution, practice, education, pedagogy, and the public.</p>	<p>Section III.G.3</p> <p>Faculty members share with the entire University the collective responsibility for the scholarship of discovery, integration, community engagement, teaching and learning. The following is a non-exhaustive list of examples that illustrate the range of scholarly activity appropriate to Saint Louis University: peer-reviewed scholarly publications, acquisition of external funding for research, scholarship activities of professional societies, interpretive or theoretical articles or monographs for the profession, pedagogical articles or monographs, books and textbooks, professional presentations, reports of professional consultations, applied and public scholarship, community-engaged scholarship, and creative work in art, dance, music, theater, film, broadcasting, or literature. Scholarship activities can impact the academic field, institution, practice, education, pedagogy, and the public.</p>
<p>No research or scholarly activities that violate a fundamental human right can ever be justified on the grounds that it contributes to truth. Therefore, no such research or scholarly activities may be conducted. Any research investigation that involves human subjects must receive prior approval from one of the University's Institutional Review Boards, and any research investigation that involves animal subjects must receive prior approval of the Animal Care Committee.</p>	

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Deleted: Consideration will be given to such subsidiary evidence as direction of, or significant participation in, research projects, acquisition of external funding for research, acquisition of patents, participation in the scholarly activities of learned societies, and professional consultative service.

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Deleted: , exploring, and communicating new knowledge. Research and scholarly activities are also essential for reinforcing and vitalizing teaching.

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High standards of personal conduct and ethical community-engagement are demanded in order to meet the mission of the University. Each faculty member must avoid fraud and other misconduct in all types of research and scholarly activity, including fabrication or other falsification of data, plagiarism, and deliberate and knowing failure to comply with federal, state, or University rules and regulations governing the conduct of research, and other practices that seriously deviate from those that are commonly accepted within the academic community for proposing, conducting, or reporting of research and scholarly activity. However, honest errors or honest, good-faith differences in interpretations or evaluations of data do not constitute misconduct.

Each member of the University....

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Proposed Amendments as recommended by Team 3- Group C- Policies and Procedures

EXPLANATION: All changes in this section are sent by unanimous recommendation of working group Team 3 – Group C.
 The changes under Section III.H.12.d reflect the practice of allowing applications for Sabbatical leave after a faculty member has completed at least twelve semesters and updated name reference to a policy.

 The changes under Section III.H.12.e reflect Group C’s recommendation to standardize policies between Sabbatical and Developmental Leaves. Moreover, the procedures outlining Development Leaves are better articulated within a policy rather than the *Faculty Manual* as it is currently for Sabbatical Leave.

2024 FACULTY MANUAL	PROPOSED AMENDED TEXT
<p>Sec. III.H.12.d. Sabbatical Leaves</p> <p>The purpose of sabbatical leaves is professional development and renewal. Full-time tenured faculty members may apply for sabbatical leaves of one semester at full salary or one academic year at half salary. At least twelve semesters of full-time service since hiring or since completion of the previous sabbatical leave are required for eligibility. Eligibility does not entitle a faculty member to sabbatical leave. The <i>Sabbatical/Developmental Leave Policy</i> is available on the website of the Office of the Provost.</p>	<p>Sec. III.H.12.d. Sabbatical Leaves</p> <p>The purpose of sabbatical leaves is professional development and renewal. Full-time tenured faculty members may apply for sabbatical leaves of one semester at full salary or one academic year at half salary. At least twelve semesters of full-time service since hiring or since completion of the previous sabbatical leave are required for eligibility. Eligibility does not entitle a faculty member to sabbatical leave. The Sabbatical/Developmental Leave Policy is available on the website of the Office of the Provost.</p>
<p>Section III.H.12.e Developmental Leaves</p> <p>The purpose of developmental leaves is professional development and renewal. Full-time untenured and non-tenure-track faculty members may apply for a paid developmental leave. At least twelve semesters of full-time service since hiring or since completion of the previous developmental leave are required for eligibility. Eligibility does not entitle a faculty</p>	<p>Section III.H.12.e Developmental Leaves</p> <p>The purpose of developmental leaves is professional development and renewal. Full-time untenured and non-tenure-track faculty members may apply for a paid developmental leave. At least twelve semesters of full-time service since hiring or since completion of the previous developmental leave are required for eligibility. Eligibility does not entitle a faculty</p>

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<p>member to developmental leave. The <i>Sabbatical/Developmental Leave Policy</i> is available on the website of the Office of the Provost. ▼</p>	<p>member to developmental leave. The <i>Sabbatical/Developmental Leave Policy</i> is available on the website of the Office of the Provost.</p>
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Deleted: according to written guidelines and procedures established in advance by the appropriate Dean or comparable administrator and Faculty Assembly or equivalent group of a College, School, or Library with the approval of the Provost. Faculty members are encouraged to apply for fellowships and personal development grants to help offset the cost of such leaves.

Deleted: The recipient of a developmental leave must submit a report of their activities within one semester after return to the appropriate College, School, or Library Faculty Assembly, or equivalent groups; to their Department Chairperson or comparable administrator; and to the Dean or comparable administrator. This report serves as a record of benefits derived from the program. Failure to file such a report in a timely manner is grounds for denial of subsequent applications for developmental leave by the recipient.¶

¶ A faculty member who receives developmental leave must agree to return to the University after completion of the leave, and to remain in service until the completion of one academic year. Failure to do so makes the faculty member liable for reimbursing the University for the salary and benefits paid while they were on leave.¶