

To: Augsburg Faculty

From: Personnel Policies Committee: Ankita Deka, Bob Groven (co-chair), Matthew Haines (co-chair), Merilee Klemp, Marc McIntosh (Senate Rep)

Re: Proposed Revisions to Faculty Constitution and Handbook

Date: 04.15.2019 - update 04.17.2019 – update 04.21.2019 - update 04.24.2019

Update note: Based on comments during and after the April 17 Faculty meeting, PPC updated a few portions of the proposed Bylaws and Section 2.6.2. These portions are highlighted in yellow. The previously proposed language remains visible, but struck. Neither the motions nor the content in the Constitution, Bylaws, or Handbook links below have changed since the last faculty meeting.

Motion 1 passed at the 04.17.2019 Faculty meeting.

Motions 2, 3, 4 will be brought to the Faculty, as time permits, to the April 25 Faculty meeting.

Links to Faculty Handbook Documents provided within each motion below.

Items from PPC to Faculty:

1. PPC thanks all who have participated in the conversations this past month regarding proposed changes to the Faculty Handbook. Some of the language has been adjusted based on the feedback and some has not. Where there continued to be significant continued discussion, PPC left the language unchanged to be discussed at the Faculty meetings.

2. History of the development of these changes:

a. PPC recommended to Senate two years ago to make significant revisions to the Faculty Handbook starting with the foundational documents the Constitution and Bylaws (Sections 8 and 9).

b. Spring 2018 two subcommittees were formed to focus on Sections 8 and 9 considering faculty governance and faculty identity. These suggestions were brought to PPC.

c. There have been numerous discussions with Faculty Senate and the Faculty in discussion and preparation of the changes.

d. Changes to Sections 8, 9, 2.6, and 3.5, were presented as a first reading at the 2019 March Faculty meeting.

e. Subsequent open discussions, Google doc comments, and Moodle discussions were available to provide PPC with feedback. The feedback was a basis for many of the changes listed in item 3.

f. Important note: Implementation of changes subject to a review by legal counsel and approval of the Board of Regents, Proposed changes to sections:

3. **Motions:**

a) **Motion 1:** To approve the PPC recommended changes to Section 8, The Constitution of the Faculty of Augsburg University. *Motion 1 passed at the 04.17.2019 Faculty meeting.*

Google doc [link to section 8](#) suggested changes

https://docs.google.com/document/d/1oG9RkrNGclYQHfekdjT2Q_ifDnKANY6VU1rovBhRhVI/edit?usp=sharing

b) **Motion 2:** To approve the PPC recommended changes to Section 9, The Bylaws to the Constitution of the Faculty of Augsburg University. NOTE: If Section 9 passes with Section 9.2.6 Faculty Senate Subcommittee on Committees (SoC), then the Faculty authorizes the

subsequent redactions necessary to implement the SoC's ability to conduct appointment, election and ratification of faculty representatives.

Google doc [link to section 9](#) suggested changes

<https://docs.google.com/document/d/1mJb4vu6lqaWvKAKDPOywRPV8jdkq87HA6Ag9zMqmqhg/edit?usp=sharing>

Updates to 9.1.2.B, [9.1.5](#), 9.2.4, 9.2.6, 9.2.9, [9.3](#)

c) **Motion 3:** To approve the PPC recommended changes to Section 2 Code of Ethics.

Google doc [link to section 2](#) suggested changes

<https://docs.google.com/document/d/1282T9BrkAi3nxS7IFuylvZuSR-noKes66vA9B6quZ9E/edit?usp=sharing>

Update to 2.6.2.a

d) **Motion 4:** To approve the PPC recommended changes to Section 3.5 Department Chair.

Google doc [link to section 3](#) suggested changes

<https://docs.google.com/document/d/1mmYdmwdXMcQ-V8wWwUYhKK3RguJK543DUvVPJONR50I/edit?usp=sharing>

e) Note: PPC will relabel sections 8 - 17 to be Appendices of the Faculty Handbook.