

Fontbonne University

Policy Manual Volume I

University Governance



2024

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UNIVERSITY GOVERNANCE

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Volume I UNIVERSITY GOVERNANCE

1.0 HISTORY AND TRADITION

1.1 HISTORY OF FONTBONNE UNIVERSITY

The university is named for Mother St. John Fontbonne, who restored the religious community of the Sisters of St. Joseph in Lyon, France, after the French Revolution. During the Reign of Terror, she was imprisoned and sentenced to death but was saved from the guillotine by the fall of Robespierre. It was she who sent the first six pioneer Sisters of St. Joseph to the United States in 1836 where they settled in a log cabin on a site in Carondelet which is now 6400 Minnesota Avenue.

In 1917, the Sisters of St. Joseph received a charter from the State of Missouri to conduct a four-year liberal arts college for women. However, the opening of the new school was delayed until 1923 by World War I. Fontbonne moved to its present location in 1925. The first degrees were conferred on eight young women in 1927.

Original buildings were Ryan Hall, Fine Arts Hall, Science Hall, and the Gymnasium, dedicated in 1926. To these were added the cafeteria building in 1930 and three residence halls – Medaille in 1948, Southwest in 1961, and St. Joseph's in 1962. Medaille Hall, named for Father Pierre Medaille, S.J., who founded the Sisters of St. Joseph in LePuy, France, in 1650 is considered to be an architectural gem. The library was dedicated in 1967.

In 1969, the first floor of Medaille Hall was remodeled as a student center incorporating a large lounge area and a complex of offices for the student services staff. The area was named the Arnold Memorial Center in memory of the late Mr. Cecil Price Arnold in appreciation of a gift to the school by his wife and family.

Fontbonne was a corporate college of Saint Louis University from 1925 until 1948 and received its accreditation through the university. In 1948, Fontbonne became independently accredited by the North Central Association. Ten years later, the affiliation with Saint Louis University was dissolved by mutual agreement between the two schools.

In July 1968, control of Fontbonne was transferred to a board of eighteen trustees, the majority of whom were laypersons. Operating under a revised charter granted by the State of Missouri, the full complement of the board consists of 18 to 33 members, at least one-third of whom shall be nominated by Sisters of St. Joseph of Carondelet. Members of the board are a heterogeneous group with experience in many fields. All are dedicated to working for the future of Fontbonne University, whose small size makes possible imaginative and sound educational experiences. By board approval Fontbonne became coeducational in September of 1973.

In 1988, Fontbonne opened a site at the Chrysler Assembly Plant in Fenton, Missouri. The school offered a Bachelor of Science in Business Administration and a Master of Business Administration to Chrysler employees at that site. In 1991, the OPTIONS program, an accelerated program for adult students, began on the Clayton campus, and an off-site campus for OPTIONS was established in South County in 1998. A Bachelor of Business Administration, Master of Business Administration, and a Master of Management degree were offered to students

in the OPTIONS program. In 2021, Fontbonne began offering the Master of Science in Speech-Language Pathology on the campus of Avila University in Kansas City, Missouri.

In 2002, Fontbonne's Board of Trustees and Council of Regents played a critical role in considering a change in the school's official status from college to university. After much deliberation and feedback from all constituents, it was clear that this change in status would be a natural, logical progression of goals already met. The quality, breadth and depth of curriculum reflected years of development and change – key criteria for becoming a university. In addition, significant improvements over the years had occurred in the quality of campus life, technology, building renovations, international education and many other areas. On February 23, 2002, the board voted unanimously to take a bold step forward and shape a new identity. Fontbonne University was officially announced to the public on March 14, 2002.

Now, as in the past, the university is guided by the spiritual and intellectual ideals of the Sisters of St. Joseph. It continues to be identified as a private four-year Catholic university and motivated by the moral and religious values of the Judeo-Christian tradition. In 2022, Catholic sponsorship of Fontbonne University was transferred to St. Joseph Educational Ministries, a ministerial public juridic person under canon law, which is charged with preserving the tradition and charism of the Sisters of St. Joseph of Carondelet at Fontbonne University.

Fontbonne has had the following Presidents:

Sister Mary Irene O'Hara	1925-1928
Sister Mary Palma McGrath	1928-1935
Sister Joseph Aloysius Geissert	1935-1941
Sister Mary Pius Neenan	1941-1942
Sister Mary Bernice O'Neill	1942-1948
Sister Mary Marcella Casey	1948-1954
Sister Suzanne Marie Vachon	1954-1957
Sister Mary Marguerite Sheeley	1957-1960
Sister Mary Alfred Noble	1960-1966
Sister Roberta Schmidt	1966-1972
Sister Jane Kehoe Hassett	1972-1985
Dr. Meneve Dunham	1985-1994
Dr. Dennis C. Golden	1995-2014
Dr. J. Michael Pressimone	2014-2020
Dr. Nancy H. Blattner	2020-Present

1.2 MISSION, VISION, VALUES, COMMITMENT, CATHOLIC IDENTITY, AND ACCREDITATION

1.2.1 Mission Statement

Fontbonne University, a Catholic institution founded by the Sisters of St. Joseph of Carondelet, provides transformative education committed to the common good, inspiring students to become global citizens who think critically and act ethically to create a more just world.

1.2.2 Values

Fontbonne University promotes Catholic identity and honors the heritage of the Sisters of St. Joseph of Carondelet by fostering respect, integrity, community, excellence, service, justice, and faith.

1.2.3 Commitment

Fontbonne University is committed to:

1. Achieving academic and educational excellence;
2. Advancing historical remembrance, critical reflection, and moral resolve;
3. Promoting dialogue among diverse communities;
4. Demonstrating care and dignity for each member of the community;
5. Serving the larger community; and
6. Preparing individuals to be an ethical and responsible presence to the world.

1.2.4 Our Statement of Vision

Fontbonne University will develop leaders to serve a world in need.

1.2.5 Learning Goals

Fontbonne University graduates will:

1. Develop critical thinking, professional ethics, dispositions, and knowledge of core concepts relevant to one's field of study and the pursuit of life goals.
2. Apply knowledge, abilities and skills in contribution to the common good and the development of right relationships.
3. Articulate and act upon a personally authentic ethical framework which honors the values of integrity, diversity, inclusion, respect, justice, and service to others.
4. Demonstrate ability to critically analyze, synthesize, and communicate information both within and across areas of learning, personal development, and expertise.

1.2.6 Catholic Identity Statement

Fontbonne University is a Catholic university founded by the Sisters of St. Joseph of Carondelet. Our core values are grounded in and inspired by our faith tradition including

contemporary Catholic Social Teaching. We share a commitment to the common good for all, regardless of creed.

The word “catholic” means “universal” and “throughout the whole.” At Fontbonne, we commit to know, love, and serve the truth that unites faith and reason, nature and grace, the human and the divine. What makes us truly human helps unite us with the divine as we seek to serve God and neighbor without distinction.

The universal nature of Catholicism gives rise to our mission and vision. Because Fontbonne is Catholic, we embrace openness, inclusiveness, and diversity. Because Fontbonne is Catholic, we work for solidarity and justice. Because Fontbonne is Catholic, we recognize the presence of God in all creation and participate in the continuing transformation of ourselves and a world in need.

1.2.7 Diversity Statement

Fontbonne University maintains a strong commitment to diversity to increase the number of faculty, staff and students from all backgrounds. Every person, regardless of race, color, creed, national origin, gender, sexual orientation, age or disability shall be treated with respect and dignity.

Therefore, Fontbonne University will strive to:

- Create a learning environment that promotes, nurtures and supports the understanding, recognition and appreciation of contributions to society made by diverse individuals and groups.
- Increase recruitment and retention of diverse students, faculty and staff.
- Promote and foster effective communication and interaction among diverse populations.

1.2.8 Accreditation

Fontbonne University is accredited by:

The Higher Learning Commission, 30 North LaSalle Street, Suite 2400, Chicago, Illinois 60602-2504, (800) 621-7440.

The Fontbonne University Educator Preparation Program (EPP) is accredited by the Missouri Department of Elementary and Secondary Education (DESE), P.O. Box 480, Jefferson City, Missouri 65102-0480, (573) 751-4212.

The graduate program in speech-language pathology is accredited by the Council on Academic Accreditation (CAA) in Audiology and Speech-Language Pathology, American Speech-Language-Hearing Association (ASHA), 10801 Rockville Pike, Rockville, Maryland 20852, (800) 638-8255.

The deaf education program is approved by the Council on the Education of the Deaf (CED), Department of Education, Gallaudet University, 800 Florida Avenue, NE, Washington, DC 20002, (201) 651-5530.

The didactic program in dietetics (DPD) at Fontbonne University is accredited by the Accreditation Council for Education in Nutrition and Dietetics (ACEND. 120 South Riverside Plaza Drive, Suite 2000, Chicago, IL 60606-6995, 800-877-1600 x 5400, <https://www.eatrightpro.org/ACEND>.

Fontbonne University is a member in good standing of the Association for Advancing Quality in Educator Preparation (AAQEP) while preparing for the AAQEP Quality Assurance Review in spring 2023. AAQEP is recognized by the Missouri Department of Elementary and Secondary Education (MoDESE) by agreement and in support of quality assurance, continuous improvement, and innovation in educator preparation. P.O. Box 7511, Fairfax Station, VA 22039-9998, <https://aaqep.org>.

The Social Work program is accredited by the Council on Social Work Education. 1701 Duke Street, Suite 200, Alexandria, VA 22314, (703) 683-8080.

Individual Programs in the Eckelkamp College of Global Business and Professional Studies are accredited by the Accreditation Council for Business Schools and Programs (ACBSP). 11520 West 119th Street, Overland Park, KS 66213, (919) 339-9356. Accredited programs are Bachelor of Science in Accounting, Bachelor of Science in Business Administration, Bachelor of Science in Marketing, Bachelor of Science in Sports Management, Master of Business Administration, Master of Business Administration in Accounting, Master of Science in Accounting, Master of Science in Supply Chain Management.

The bachelor's degree program in computer science and the bachelor's degree program in cybersecurity are accredited by the Computing Accreditation Commission of ABET, the global accreditor of college and university programs in applied and natural science, computing, engineering, and engineering technology. 415 North Charles, St. Baltimore, MC 21201, www.abet.org.

1.3 ADMINISTRATIVE ORGANIZATION OF THE UNIVERSITY

1.3.1 The Board of Trustees

The governance of the university is vested in a Board of Trustees. This board shall consist of not less than eighteen nor more than thirty-three members. Each committee of the board shall include no fewer than two such nominated members. (See section 1.5.1)

1.3.2 President

The President of the university, appointed by the Board of Trustees, is the chief executive officer. The President is responsible to the board for coordinating all of the administrative

functions needed to carry out the policies of the university and thus ensure its general welfare. The President is the official voice of the university to its faculty, students, staff, alumni, and to the general public, academic and civic. Reporting directly to the President are the Provost, the Vice President for Finance and Chief Financial Officer, the Vice President for Enrollment Management, Marketing & Communications, the Special Advisor to the President for Diversity, Equity, and Inclusion, and the Director Athletics.

1.3.2.1 PROVOST

The Provost is the Chief Academic Officer of the university and is responsible for all that relates to the academic life of the university. Additionally, the Provost provides leadership for the Division of Student Affairs through the Executive Director of Student Affairs and coordinates the services of the Academic and Student Affairs to support holistic student development. The Provost manages the colleges, departments, and units whose primary purpose is delivery or support of academic programs and provides leadership for faculty and academic staff. In accordance with Fontbonne University's policies and procedures, the Provost is authorized to advise the President on University-wide programmatic, operational, budgetary, planning, and policy matters with special emphasis in the academic and student affairs areas; supervise the curriculum and delivery of academic and support programs in order to enhance the learning environment for students in all programs: oversee traditional, evening, and international programs; advocate for the faculty, supervise the professional development of University faculty members, conduct performance evaluations, oversee selection processes and affirmative action matters pertaining to personnel, and make personnel recommendations to the President; coordinate the major priorities for academic units in relation to ongoing strategic planning initiatives and the core documents of the University, encouraging collaborative and interdisciplinary activities, resolving conflicts, and promoting the academic life of the University; and undertake additional assignments at the discretion of the President.

1.3.2.1.0 Departmental Chairpersons

The academic programs in each department are maintained by a departmental chairperson appointed by the Provost after consultation with the faculty members of the department concerned. Departmental chairpersons are responsible to the Provost and have the authority and responsibility to oversee matters pertaining to their departments and promote the sound development of their departments with due regard for the academic interests of the department and the general welfare of the University. Departmental chairpersons shall:

1. Design and review with the members of the department academic programs and the curriculum of the department and submit catalog changes
2. Maintain supervision over the quality of instruction given by the members of the faculty within the department. To do so, the departmental chairperson visits faculty in classes as required, conducts an annual review with each academic year faculty member in the department, and goes over that review with the Provost, submitting a written recommendation regarding re-appointment or separation. The departmental chairperson makes recommendations for the development of each faculty member. The departmental chairperson also provides for supervision and class visitation of adjunct faculty.
3. With the Provost, supervise searches for fulltime faculty and make formal recommendations for hiring to the Provost and supervise the search for all adjunct faculty for the department.

4. Submit to the Provost an annual departmental report and other reports as required by the Provost, standing committees and outside agencies.
5. Work with the Provost to prepare an annual budget.
6. Plan with members of the department and submit to the Office of the Registrar the course schedule for the department. The chair shall also supervise the selection of textbooks.
7. Prepare the annual departmental academic report and write the five-year self-study.
8. Mentor faculty and encourage research, publication, and scholarly and professional activities by the members of the department.
9. Meet with the faculty of their departments as needed and with students as appropriate. Copies of minutes of faculty departmental meetings are to be kept in the department and submitted to the Provost.
10. Participate in specific program accreditation activities with the Provost.
11. Be responsible for all departmental equipment and dedicated facilities.
12. Supervise and evaluate any departmental staff
13. Act as the departmental liaison with allied programs.

1.3.2.1.0.1 Departmental Administration

It is recognized that there can be a great variation in the responsibility of heading different departments. Thus, the Provost may grant relief of instructional and non-instructional duties to the departmental chairperson, based upon fulfillment of at least three of the following four criteria:

1. Departmental offerings or programs are unusually complex or numerous, including such issues as accreditation.
2. There are a large number of students served by or in the department.
3. There are a large number of faculty members in the department.
4. There are special responsibilities of the departmental chairperson, such as proposal writing or a large amount of off-campus contacts with organizations that are not a part of the University community.

Such relief of instructional and non-instructional duties will be reviewed annually by the departmental chairperson with the Provost to determine whether any changes in the amount of relief are appropriate. This will ordinarily take place during January.

Individual programs within departments may be sufficiently complex to merit the appointment of program directors to oversee them; such appointments will be made at the discretion of the departmental chairperson. Graduate programs may merit such directors and selected undergraduate degree programs of sufficient size and complexity, including required external liaisons, may also be assigned such directors, who may receive relief from instructional duties.

1.3.2.1.0.2 Procedures for Selecting Department Chairpersons

Departmental chairpersons serve at the discretion of the Provost upon the recommendation of their fulltime departmental colleagues. Normally, the term of service for a departmental chairperson is four years. However, extraordinary circumstances (e.g., ill health, family circumstances) may require that a departmental chairperson relinquish his/her duties before the

end of the term. By the same token, circumstances may present themselves that would require the departmental chairperson to step down at the request of the Provost. Departmental chairpersons may serve more than one consecutive term of service.

Departmental chairpersons will be evaluated by their fulltime faculty on an annual basis. The Provost will discuss these evaluations with the chairperson as part of his/her annual review.

1.3.2.1.1 Associate Provost & Registrar

The associate provost is responsible for overseeing information technology, institutional research, institutional accreditation and assessment, and the Office of the Registrar. The associate provost serves as the University Registrar and is the primary designated school official for student immigration. The associate provost works with the provost to ensure that the academic operations of the university are efficient and student-focused and that institutional officers have the data necessary to inform decisions. The associate provost serves as the liaison to the Higher Learning Commission. The associate provost reports to the provost.

1.3.2.1.2 Executive Director of Student Affairs & Associate Provost

The Executive Director of Student Affairs is responsible for overseeing co-curricular policies, programs, services and resources and provides a safe, healthy living and learning environment for students. The Executive Director provides leadership and oversight to ensure an environment that supports the academic mission of the university and fosters the holistic education through personal and professional development of the students. The Executive Director reports to the Provost.

1.3.2.2 VICE PRESIDENT AND CHIEF FINANCIAL OFFICER

The Vice President and Chief Financial Officer is responsible for all business and financial operations of the University, including Financial Services (financial aid and student billing), Accounting, and University Services.

1.3.2.3 VICE PRESIDENT FOR OPERATIONS

The Vice President for Operations is responsible for oversight of campus facilities and environmental services, human resources, payroll, food service, and public safety.

1.3.2.4 DIRECTOR OF ATHLETICS

The Director of Athletics is responsible for supervision of intercollegiate athletics and development of campus sports programs.

1.4 INTERNAL GOVERNANCE

1.4.1 The Faculty General Assembly

1.4.1.1 PREAMBLE

Administrative officers, the administrative staff, and the faculty participate in the academic governance of the university through the Faculty General Assembly (FGA) and through its committee system.

The FGA was first adopted by the administration and faculty on August 28, 1968. Its Executive Committee is the Committee on Faculty Affairs, which acts on behalf of the academic community between meetings of the Faculty General Assembly.

Revisions to the policies governing the Faculty General Assembly shall not be made without the consent of the Faculty General Assembly, except as provided in Section 1.6.

1.4.1.2 FGA COMPOSITION

1.4.1.2.0 Members Who Have Voice and Vote

1. Administrative Officers

- a. President
- b. Provost
- c. All college deans
- d. All teaching faculty designated as full-time faculty including affiliates in their appointments and all full-time librarians
- e. All teaching faculty and librarians who have academic year pro-rata appointments and who have committee assignments as part of that appointment.

1.4.1.2.1 Associate Members Who Have Voice Only

1. Administrative Staff:

- a. Chief Financial Officer / VP for Finance & Administration
- b. Director of Athletics
- c. Vice President for Enrollment Management, Marketing & Communications
- d. Dean of Students
- e. Senior Director for Orientation and Student Engagement
- f. Teacher Certification Coordinator
- g. Director of Physical Plant
- h. Director of Financial Services
- i. Registrar
- j. Director of Undergraduate Academic Advising
- k. Assistant Vice President for Information Systems

- l. Director of English as a Second Language
- m. Director of the Kinkel Center, Academic Support, and Academic Accommodations
- n. Director of eLearning
- o. Director of Assessment, Accreditation, and Academic Services for Eckelkamp College
- p. Director of International Recruitment
- q. Special Advisor to the President for Diversity, Equity, and Inclusion
- r. Director of Counseling and Wellness
- s. Director of Career Development
2. All teaching faculty designated as part-time faculty in their appointments
3. Professors Emeriti/Emerita

1.4.1.3 FGA ROLE

1. To formulate policies in matters directly related to academic life: (N.B. “On these matters the power of review or final decision lodged in the governing board or delegated by it to the President should be exercised adversely only in exceptional circumstances, and for reasons communicated to the faculty.” AAUP, 1990, 123)
 - a. Academic standards
 - b. Admission
 - c. Attendance
 - d. Curriculum development
 - e. Faculty concerns
 - f. Grading systems
 - g. Norms for appointment, promotion, rank, and tenure
 - h. Recommendations for degrees and honors
2. To recommend to administrative officers and/or to the Board of Trustees policies bearing on academic life.
 - a. Budget
 - b. Matters related to overall changes and innovations
 - c. Public relations
 - d. Salaries and benefits
 - e. Student discipline

1.4.1.4 PROCEDURES

1.4.1.4.0 Officers

1. A presiding officer, appointed by the Committee on Faculty Affairs;

2. A secretary, appointed by the Committee on Faculty Affairs; and
3. A parliamentarian, appointed by the presiding officer with the consent of the faculty.

1.4.1.4.1 Meetings

1. The FGA must meet formally at least six times in an academic year.
2. *Robert's Rules of Order*, revised, is the standard for parliamentary procedure.
3. To have "voice" in the FGA means that the member may:
 - a. Speak to any issue on the floor,
 - b. Present motions to the assembly through the appropriate committee,
 - c. Request to report to the assembly through the appropriate committee, and
 - d. Make announcements and participate in Questions and Answers.
4. The chairperson of the Committee on Faculty Affairs will publish a schedule of its meetings, including deadlines for submission of motions by other committees, prior to the beginning of each semester. That deadline will be no more than one week in advance of the next meeting of the FAC.
5. Items for any agenda may be submitted by any committee or any member of the assembly to a member of the Committee on Faculty Affairs not later than two weeks prior to the meeting when the agenda will be presented.
6. When items on an agenda are not duly considered because of a lack of time, they constitute the first order of business at the following meeting.
7. A quorum of the FGA will be 50% of members with vote plus one. Official business can only be conducted if a quorum is present.
 - a. FGA members must be present to vote.
 - b. Abstentions will not be counted either in the affirmative or in the negative.
 - c. For a motion to pass, votes in the affirmative must outnumber votes in the negative.
8. Before votes are taken, the members with vote should be reminded of the points in '7' above.

1.4.1.5 FGA GOVERNANCE

1.4.1.5.0 FGA Voting Membership for Administrators and Administrative Staff

Administrators directly involved in formulating policy in one or more of the areas designated to the FGA (See section 1.5.1.2.1) shall have voting membership.

This criterion would apply only to the President of the university and some of those holding office at the first line of administration under the President, as given in the organizational chart of the university.

1.4.1.5.1 FGA Voice Membership for Administrators and Administrative Staff

Members of the administration and administrative staff are granted voice membership in the FGA on the basis of whether or not such persons, because of office, have information relevant to the FGA's execution of its duties and responsibilities. The FGA will vote to determine whether this criterion applies.

1.4.1.5.2 Committee Service

1. Elected faculty members serve on only one heavy-load elected committee at a time. Heavy-load shall be determined by a committee's meeting frequency, the essential /fundamental nature of duties, the amount of **outside work** required, and its ongoing status/need. Faculty members serving on a heavy-load elected committee are excused from serving on a light-load elected committee.
2. Faculty members are elected to each of the heavy-load standing committees, with the exception of the judicial committee on Rank and Tenure and the institutional committee on Planning and Budget, for a period of two years. The term of service for the Committees on Rank and Tenure (judicial committee) and Planning and Budget (institutional committee) is three years.
3. Half the faculty component of each heavy-load committee will be elected each year except Rank and Tenure and Planning and Budget.
4. The term of service of any elected faculty member on any of the heavy-load committees is limited to two consecutive terms. The term of service for the Committee on Rank and Tenure will remain limited to one three-year term. A subsequent term cannot be consecutive.
5. The FGA also elects faculty members to serve on light-load committees. Terms of service for these are found in the Fontbonne University Policy Manual description for each light-load committee.
6. Faculty members may serve on only one board committee at a time.
7. It is the responsibility of each FGA heavy-load committee to keep a record of attendance of faculty. Should a faculty member exhibit a sustained pattern of absences or nonparticipation in committee work, the chairperson should bring this to the attention of the faculty member. If this does not resolve the problem, the chairperson will, in consultation with the Provost, remove the faculty member from the committee. The vacated committee position would then be filled by the nominee to that committee who had the next highest vote total or a faculty member appointed by the Provost, and a note will be placed in the permanent file of the faculty member who has been removed from the committee.

1.4.1.6 COMMITTEE ELECTIONS

All full-time faculty beyond the first year have a contractual obligation to serve on committees.

1. Faculty members with full-time appointments who do not have continuing membership on a heavy-load elected, institutional or administrative committee must nominate themselves for

both heavy-load and light-load elected committees. In addition, a faculty member need serve on only one heavy-load elected, institutional or administrative committee at a time.

2. After four years of continuous service on heavy-load committees, the faculty member may choose a one-year sabbatical from heavy-load committee service. Since the length of service on all heavy-load committees, with the exception of Rank and Tenure, is two years, the sabbatical follows two terms of service.
3. Exemptions from committee service may be made by the Provost for such reasons as appointment to major non-FGA committees or heavy university responsibilities.
4. The Faculty Affairs Committee oversees the election process for all committees. Ballots for each committee will have at least twice as many nominees as there are positions to be filled. FAC will follow these steps to determine the slate of candidates for committee elections:
 - a. Faculty members must complete the self-nomination form. Voting will proceed on two ballots, one for all heavy-load committees and one for all light-load committees.
 - b. If a faculty member does not fill out the form or fills out the form incorrectly, the Faculty Affairs Committee will add that faculty member to the ballot for a committee on which he/she is eligible to serve.
 - c. Preference will be given to first choices. However, if there is not a sufficient number of candidates to fill a given slate, FAC will select by lot from the second and, if needed for a full slate, third choices on the self-nomination forms.
5. Votes are counted by members of the Faculty Affairs Committee or, in case of a necessity, a member of the committee with a representative from the Provost's office staff. In case of a tie, the name of the candidate is drawn by lot.
6. If vacancies are created by resignations from the committee between elections, the Faculty Affairs Committee will consult the ballots from the previous election and select the faculty member with the next largest number of votes from the original slate who is still available to complete the unexpired term.
7. One slot may be added to the Undergraduate Curriculum Committee, the Undergraduate Academic Committee, and the Undergraduate Admissions Standards and Review Committee when elections have been completed, for the appointment of faculty members beyond the first year of service who have not been elected to a committee and who wish to serve. The Faculty Affairs Committee, after consultation with the Provost, may appoint these continuing faculty with attention to issues involving representation from various departments and colleges, balancing between liberal arts and professional programs.

1.4.1.6.0 Committee on Faculty Affairs

This heavy-load committee serves as the executive arm of the FGA and advocates for faculty interests in general. In its executive capacity, the committee acts on behalf of the FGA between its meetings, receiving business, preparing the assembly agenda, and overseeing the functioning of all other standing committees. When the committee is acting between meetings, it will determine whether a request is both necessary and time-sensitive, notify FGA members via e-mail, receive comments according to its posted deadlines, and then vote and act on the request. FAC will report on these action(s) at the next FGA meeting. The incoming committee will start to function at the end of the current academic year. As advocate, the committee makes

recommendations when faculty interests are at issue. It also hears faculty concerns and directs them to the appropriate body. To this end, this committee elects from its members the three members of the Faculty Mediation Subcommittee.

1. Status: Advisory to the faculty, the administration, and the Board of Trustees decision-making as the executive arm of the FGA.
2. Accountability: To the FGA.
3. Composition: Provost; five faculty members elected by the FGA; and a minimum of two of whom are tenured and a minimum of three of whom have completed at least three years of service under full-time appointments at Fontbonne. No two members may be from the same department.
4. Chairperson: A faculty member elected by all ongoing, newly elected members and appointed members after results of FGA elections are publicized at the end of each spring semester and before the end of the academic year, which is the final May contract date. The chair must have completed at least three years of service under a full-time appointment at Fontbonne.
5. Duties:
 - a. Defining the professional responsibilities of faculty members;
 - b. Studying the roles of faculty and the FGA in the governance of the university and advocating for the inclusion of the FGA in decision-making processes;
 - c. Studying the faculty salary system and making recommendations to appropriate bodies;
 - d. Studying faculty benefits and making recommendations to appropriate bodies;
 - e. Studying ways to enhance faculty development, making recommendations and taking action based on such study;
 - f. Reviewing services and facilities available to faculty;
 - g. Responding to matters related to faculty submitted for consideration by the President of the university;
 - h. Requesting meetings with the President of the university to discuss matters of concern;
 - i. Acting on behalf of the FGA between the meetings of that body;
 - j. Soliciting from the Fontbonne community nominations for individuals to receive honorary degrees, review the qualifications of the nominees, and making recommendations to the Provost. After consultation with the President, the Provost and President present recommendations to the Academic Affairs Committee of the Board of Trustees, which makes the final recommendations.;
 - k. Implementing policies approved by the FGA that cannot be referred to administrators or to other committees and seeing that all appropriate constituencies are properly informed.
 - l. Arranging the meetings of the FGA:
 - i. Preparing the agenda

- ii. Receiving and coordinating committee reports
- iii. Receiving items for discussion from the members of the FGA
- iv. Routing motions from members of the FGA or non-FGA committees to the appropriate committee or directly to FGA for vote
- m. Electing annually three members to the Faculty Mediation Subcommittee. This subcommittee conducts and participates in the informal negotiations between the President and an individual faculty member in cases described below under Duties. Its members must all be tenured or post-probationary non-tenured faculty. In a case where the subcommittee member is involved in the issue, that member must recuse him-or herself and be replaced by another member of the Faculty Affairs Committee. This subcommittee is advisory to the President and to individual faculty members. It is accountable to the faculty. The subcommittee meets at the beginning of the school year when members elect a chairperson and review duties and procedures. Thereafter, the committee meets at the call of the chairperson.

The duties of this subcommittee are as follows:

- i. Conducts and participates in the information negotiations between the President and an individual faculty member in the following cases at the request of the faculty member:
 - termination of appointment for medical reasons;
 - termination of appointment because of financial exigency or discontinuation of a program;
 - termination of appointment before the end of the appointment period for adequate cause;
 - termination of a tenured appointment for adequate cause;
 - notification of the non-renewal of appointment after established dates;
 - non-renewal of probationary appointment as claimed violation of academic freedom.
 - ii. Reviews evidence and advises the Board of Trustees and the President before a decision is made. (See the Procedures for this body.)
 - n. Monitoring of FGA Committees
6. Meetings: Frequency determined by members of the committee.
7. Budget: Office of Academic Affairs – expenses to be approved by the Provost after consultation with the chairperson of the committee.

1.4.1.6.1 Committee on Rank and Tenure

This committee is responsible for appointing new academic year faculty to academic rank, appointing retired faculty to the rank of professor emeritus, making recommendations regarding the granting of leaves of absence other than for personal reasons, and recommending faculty to the President for advancement in rank and for tenure. It is also responsible for recommending

faculty to the President for sabbatical leave. This is a heavy-load committee. The incoming committee will start to function at the end of the current academic year.

1. Status: Appoint rank for new academic year faculty and appoint retired faculty to the rank of professor emeritus; advisory in other matters.
2. Accountability: To the FGA for matters other than its decisions in appointing to initial rank and professor emeritus status; and for proposals for changes in policies related to rank, tenure, and sabbaticals; to the President in matters of recommending faculty for advancement in rank, for tenure, for sabbatical and for leaves of absences for reasons other than personal.
3. Composition: Provost (ex-officio) without vote and six faculty members elected by the FGA, no two from the same department and all of whom have completed at least three years of service in full-time appointments at Fontbonne. Five of the faculty members must be tenured. If there is a non-tenured faculty member on the committee, that member will have voice and vote on all matters except with regard to tenure recommendations.
4. Chairperson: A tenured faculty member elected by all ongoing, newly elected members, and appointed members after results of FGA elections are publicized at the end of each spring semester and before the end of the academic year, which is the final May contract date.
5. Duties:
 - a. Appoint new faculty to academic rank;
 - b. Recommending faculty for advancement in rank, for tenure, and for sabbatical; after the committee has reviewed the dossiers and voted on their recommendation for rank and/or tenure, the President meets with the Provost and the chair of the Rank and Tenure Committee to discuss the dossiers. The Provost sends a recommendation in writing to the President. The chair of the committee sends a recommendation in writing to the President conveying the committee's recommendation. The Provost and the chair of the committee both attend the Academic and Student Affairs board committee meeting during which the candidates for tenure and rank advancement are presented. The President also attends this meeting and makes his/her recommendation to the Academic and Student Affairs board committee. The recommendation of this board committee goes to the full board as a seconded motion.
 - c. Reviewing policies on rank and tenure;
 - d. Verifying annually the updated lists of academic year faculty;
 - e. Keeping an orderly file of its minutes and proceedings.
6. Meetings: Frequency as determined by the members of the committee.
7. Budget: Office of Academic Affairs – expenses to be approved by the Provost after consultation with the chairperson of the committee.
8. Term: Faculty members are elected for a three-year term, with two positions being filled each year. They may not serve consecutive terms. The incoming committee will start to function at the end of the current academic year.

1.4.1.6.2 Committee on Undergraduate Curriculum

This heavy-load committee monitors the quality of the curriculum by initiating periodic review and by recommending change. Through the review process the committee seeks to ensure that the General Education Requirements reflect the university's commitment to liberal education and that the various departments make efficient use of the university's resources in developing their own programs. In addition, the committee functions as liaison between academic departments and the FGA. In this capacity it receives and approves curriculum changes, such as the addition or elimination of courses, concentrations, minors, certificates, and majors, and then, when appropriate, recommends them to the FGA. The incoming committee will start to function at the beginning of the new academic year.

1. Status: Advisory to the faculty and to the administration, decision-making.
2. Accountability: To the FGA.
3. Composition: Provost (ex-officio) or designee; five faculty members elected by the FGA, and one student from the student body. Term of service is two years for faculty members with staggered rotation and one year for students. No more than one faculty member from an academic department can serve on the committee at the same time. If more than one is elected from an academic department, only the person with the highest vote shall serve. All committee members, including ex-officio, have vote.
4. Chairperson: A faculty member elected by all ongoing, newly elected members, and appointed members after results of FGA elections are publicized at the end of each spring semester and before the end of the academic year, which is the final May contract date. The chair must have completed at least three years of service under a full-time appointment at Fontbonne.
5. Duties:
 - a. Recommend for FGA action:
 - i. Institution or elimination of General Education Requirements
 - ii. Additions, changes or elimination of General Education Foundations and Mission Core I courses
 - iii. Additions or eliminations of majors, minors, concentrations and certificates
 - iv. Changes in curriculum affecting more than two departments
 - v. Proposals for cooperation with non-collegiate organizations and inter-institutional courses and programs
 - vi. Changes to department name
 - b. Approve:
 - i. Course revisions, additions and eliminations, including General Education Pillars, Bridges, Diversity & Justice, and Writing Intensive courses
 - ii. Addition or elimination of course(s) required within a major, minor, concentration or certificate
 - iii. Modification of programs including required courses, required credit hours, minimum grade requirements, etc.
 - iv. Course credit hour and number changes
 - v. Courses submitted by those other than faculty

- c. Receive and notify registrar of:
 - i. Changes to course title, description or other catalog information
 - d. Receive and evaluate Academic Departmental Reviews in April and make recommendations to the department and Provost based on the evaluation
 - e. Participate in Department Strategic Planning Review process by providing recommendations to Provost and Academic Council on:
 - i. Review of curriculum in degree programs
 - ii. Review of General Education Requirements
 - f. Advise Provost and FGA on curricular implications related to additions, eliminations, restructuring or name changes to University departments or academic divisions
 - g. Communicate with Chairs/Directors of new programs to explain UCC reporting requirements
 - h. Communicate with Office of Academic Affairs and Office of Academic Advising regarding updates to the General Education Curriculum.
6. Meetings: Frequency determined by the members of the committee. The incoming committee will start to function at the beginning of the new academic year (FGA approved Oct. 15, 2011).
 7. Budget: Office of Academic Affairs – expenses to be approved by the Provost after consultation with the chairperson of the committee.

1.4.1.6.3 Undergraduate Academic Committee

This committee is a heavy-load committee whose primary concern lies with developing undergraduate academic policies and implementing them where appropriate. The policies pertain to undergraduate admission standards, retention, probation and dismissal, academic honors, the university major, undergraduate advising, and other issues relating to undergraduate academic standards, regulations or requirements. The committee makes policy recommendations to the FGA. There is one standing subcommittee: Transfer Agreement Subcommittee. The incoming committee will start to function at the beginning of the new academic year and continue through the end of the following summer.

1. Status: Decision-making relative to undergraduate academic policies.
2. Accountability: To the FGA.
3. Composition: Provost (ex officio) or designee; Vice President for Enrollment Management, Marketing & Communications (ex officio); Director of Academic Advising (ex officio); Director of Student Success (ex officio); Registrar (ex officio); Six faculty members elected by the FGA; and a minimum of one undergraduate student appointed by the Vice President for Student Affairs. All members will have voice and vote, yet the student representative is not able to vote on matters of academic review or any issue divulging personal or academic information of a particular student.

4. Chairperson: A faculty member elected by all ongoing, newly elected members, and appointed members after results of FGA elections are publicized at the end of each spring semester and before the end of the academic year, which is the final May contract date. The committee as a whole will determine who will take minutes at each meeting.

5. Duties:

- a. Develops and recommends for FGA action policies on:
 - i. Admission, retention, probation, dismissal of undergraduate students;
 - ii. Placement testing, academic standards, attendance, schedule, grading, registration and other academic regulations regarding undergraduate students;
- b. Facilitates cooperation and interchange between faculty and staff involved with undergraduate admission, retention, registration, enforcement of academic standards, and other committee concerns;
- c. Review records of undergraduate applicants who fail to meet the university's catalog admission standards as continued evaluation of our admission standards and its connection to academic persistence on a semester basis. As requested by offices in admissions, vote to decide whether an applicant should be admitted and if so, under what conditions;
- d. Reviews academic status of undergraduate students; makes decisions regarding undergraduate students to be placed on probation, removed from probation, continued on probation, or dismissed;
- e. Reviews and approves programs of study for the university Major, as submitted by the Provost
- f. Approves students for Kappa Gamma Pi honors/awards and St. Catherine Medal;
- g. Organizes and executes an annual Honors Convocation;
- h. Reviews annual calendar as prepared by academic calendar committee on which the UAC chair serves.
- i. Maintains an orderly record of committee minutes, votes, proceedings;
- j. Reports a summary of its activities to the FGA at least annually;
- k. Appoints a subcommittee called Transfer Agreement Subcommittee which
 - i. Consists of:
 - a. Provost or designee;
 - b. Vice President for Enrollment Management or designee
 - c. Director of Academic Advising or designee
 - d. Two faculty members who may or may not be members of the UAC.
 - e. Registrar or designee
 - ii. Routes motions for policy establishment and change through the Undergraduate Academic Committee;
 - iii. Oversees and updates policies regarding transfer credit agreements;
 - iv. Oversees development, review, and maintenance of articulation agreements;
 - v. Oversees the development, review, and maintenance of general transfer agreements;

- vi. Originates motions for and maintains policies on alternative credentialing;
- vii. Maintains an orderly record of committee minutes, votes, proceedings;

6. Meetings: Frequency determined by members of the committee, but at least monthly. The incoming committee will start to function at the beginning of the new academic year (FGA approved Oct. 15, 2011).

7. Budget: Office of Academic Affairs – expenses to be approved by the Provost after consultation with the chairperson of the committee.

8. Term: Two years

1.4.1.6.4 Graduate Academic and Curriculum Committee

The Graduate Academic and Curriculum Committee is a group of designated academic year faculty and academic administrators whose primary concerns are setting graduate academic policies, overseeing curriculum, and contributing to the strategies for marketing graduate programs. The policies pertain to graduate admission to the university; curriculum development and revision; retention, probation, and dismissal; graduate assistantships and other issues relating to graduate academic standards, regulations or requirements. The committee makes policy recommendations to the Faculty General Assembly (FGA) through the Committee on Faculty Affairs.

The Graduate Academic and Curriculum Committee is a heavy load committee.

1. Status: policy-formulating and decision-making in academic areas relating to graduate programs.
2. Accountability: to the FGA
3. Composition:
 - a. Provost (ex-officio) OR another dean as designee.
 - b. Six voting members will be appointed from among department chairs and program directors or a designee from the six departments offering graduate degrees. The appointments will be made by the Provost in consultation with the Department Chairs. No more than one voting member may be appointed from the same department.
 - c. Other directors of graduate programs and chairs in whose department a master's degree is offered may attend the committee meetings and will be invited to attend.
4. Chairperson: Elected by committee members.
5. Duties:
 - a. Review existing policies and recommend new policies relative to admissions, grading, graduation requirements, etc. to the FGA
 - b. Review proposals for the addition or removal of graduate programs, graduate certificates and/or concentrations and make recommendations directly to the FGA through the Faculty Affairs Committee.
 - c. Review proposals for the following items and approve without sending to the FGA for approval.

- i. Graduate course revisions, additions and eliminations.
 - ii. Graduate course credit hour changes and course number changes.
 - iii. Changes in required and elective courses required to earn an existing graduate degree.
- d. Provide a forum for discussion and review of issues related to graduate education at Fontbonne University to include, but not limited to, the following
 - i. Granting of graduate credit for alternative types of learning experiences.
 - ii. Review of the annual report on waivers and degree modifications.
 - iii. Assessment of graduate programs.
 - iv. Graduate programs and external accreditation.
- e. Develop policies for recommending graduate assistantships.
- f. Develop, along with PR, marketing strategies for graduate programs.
- g. Reviews annual calendar jointly with UAC as prepared by the Registrar.
- 6. Meeting: At least monthly
- 7. Agendas and minutes will be circulated to program directors of all graduate programs, and to the deans and department chairs that have graduate programs.
- 8. Budget: Office of Academic Affairs – expenses to be approved by the Provost, after consultation with the chairperson of the committee.
- 9. Term: Two years.

1.4.2 By-Laws of the Fontbonne Staff Association

1.4.2.0 ARTICLE I – NAME

This organization shall be known as the Fontbonne Staff Association, Fontbonne University, St. Louis, Missouri. This Association shall also be known as “FSA”.

1.4.2.1 ARTICLE II – MISSION AND PURPOSE

Recognizing that the staff is an integral part of the Fontbonne University community. The Fontbonne Staff Association exists to provide a forum for the expression of ideas, the dissemination of information, the support of professional development, the building of community among staff members and the representation of all staff members.

1.4.2.2 ARTICLE III – MEMBERSHIP

All staff employees of Fontbonne University other than the President and Vice Presidents are, by virtue of their employment, automatically members of the Fontbonne Staff Association. All members of the organization have voice and vote.

1.4.2.3 ARTICLE IV – OFFICERS

The officers of the Fontbonne Staff Association shall be a president, a vice president, a treasurer, and a secretary. Officers shall be full-time employees.

1.4.2.4 ARTICLE V – DUTIES OF THE OFFICERS

1. The elected president shall preside at the meetings of the FSA, implement the agenda established by the executive committee, appoint committees, and call unscheduled meetings of the FSA and/or its officers when necessary.
2. The vice president will plan the implementation of the meeting agenda with the president and will preside at meetings of the FSA in the absence of the president, and perform other duties as necessary.
3. The secretary shall maintain a roster of all staff, take minutes of meetings, distribute all minutes, announcements, ballots, and agendas to members, the vice presidents, and the president; notify members of meetings, collect ballots, and maintain FSA archives in a designated area.
4. The treasurer shall manage the budget of the FSA, record all expenditures, paying bills, and make a financial report at the FSA meetings.
5. The Planning and Budget Staff Representative shall serve for one year upon approval by the President of Fontbonne University. Their responsibilities are to attend Planning and Budget Committee meetings.

1.4.2.5 ARTICLE VI – ELECTION OF OFFICERS

The FSA officers shall solicit nominations from the entire membership, including self-nominations, in order to present a slate to the membership. The FSA officers shall secure the permission of each person whose name appears on the slate. Additional nominations will be accepted from the membership and incorporated into the slate prior to the voting process. Voting will occur after the nomination period has closed. Voting will be held electronically and a ballot will be emailed to all staff at least a week before the last meeting.

Election results will be shared at the May meeting and announced by the outgoing president.

President

The president will serve as president for one year.

Vice President

The Vice President will serve as vice president for one year and president for the subsequent year

Secretary

The secretary will serve a one-year term of office.

Treasurer

The treasurer will serve a one-year term of office.

Planning and Budget Committee Representative

This person will serve a one-year term and is appointed by the FSA president.

TERMS

1. If an officer is unable to complete that person's term of office, a replacement will be appointed by the FSA officers to complete the term.
2. For the election of officers or changes in the by-laws, absentee ballots must be requested from the secretary a minimum of one week prior to the election and returned to the secretary at least one day before the election.

1.4.2.6 ARTICLE VII - MEETINGS

Meetings of the full FSA shall be held at least bi-monthly during the academic year and when needed during the summer. Emergency meetings may be called by the president.

1.4.2.7 ARTICLE XIII – VOTING PROCEDURES

A quorum must be present for voting to take place. Quorum shall consist of 10% of full-time staff. The number of staff will be calculated as of the start of the fiscal year.

1.4.2.8 ARTICLE IX – AMENDMENTS

These by-laws may be amended by the quorum vote the FSA. Proposed amendments must be submitted to the membership, in writing, one week prior to the vote of the membership.

1.4.2.9 ARTICLE X – LIAISON

A vice president appointed by the president will serve as a liaison between the FSA and the Office of the President of Fontbonne University. This vice president will be present at FSA meetings and will have voice. As liaison, the vice president will represent the FSA's concern to the President's Executive Leadership Team and will communicate information from the Executive Leadership Team to the FSA.

1.4.3 The By-Laws of Fontbonne University Alumni Board

1.4.3.1 PURPOSE

The Fontbonne University Alumni Board is an external consultative board that assists the Alumni & Community Engagement department in developing, advising, and volunteering for engagement activities and strategies for alumni of Fontbonne University.

The Board is representative of the Alumni Association, of which membership is open to all graduates of Fontbonne University automatically upon their graduation.

1.4.3.2 SCOPE

The Board assists the Alumni & Community Engagement department in leadership in the areas of planning and resource development for the Alumni Relations programs. The Alumni Board and its members may contribute to the advancement of the Alumni Association and the Alumni & Community Engagement department within the following areas:

1. Identify new and important trends that alumni may be interested in and provide counsel and advisement on appropriate programs to reach alumni with services and opportunities.
2. Provide input on Alumni Association goals and plans for each fiscal year.
3. Provide input about careers and trends in education or expectations for current Fontbonne students and serve as mentors and participate in mentoring programs or opportunities, and identify student experiential learning opportunities – internships, collaborations, or projects.
4. Identify speakers for events, and other outreach activities from districts/schools, businesses, and nonprofits.
5. Identify sponsorship opportunities and corporate partnerships that provide services, underwriting support, and advancement opportunity for Fontbonne University, current students, and alumni.
6. Provide support for and promotion of Fontbonne alumni programs through personal alumni connections and social media networks.
7. Enhance Fontbonne University's visibility and serve as ambassadors for the University.
8. Provide financial support to the university, including make personal and corporate donations; assist with fundraising and facilitate grant, contract and partnership opportunities as applicable.
9. Volunteer at Fontbonne alumni events, programs, service opportunities etc. and assist with recruiting other alumni through your network of connections.

1.4.3.3 MEMBERSHIP

Members serve two-year terms, no more than two consecutive terms, with renewal upon invitation and acceptance by the Board. Members wishing to continue service after two consecutive terms must step down for one year before rejoining for a new two-year term. At any time, the board roster should total 18-35 external individuals. The resignation of any director or officer must be tendered in writing.

Board members will elect a President to serve a two-year term, a Vice President to serve a two-year term, and a Secretary to serve a two-year term. Any officer or director who is deemed unable to effectively perform the duties of their elected position may be removed by a majority vote of the quorum of the Board. The President will supervise all of the business and affairs of the Board, will be responsible for working with the Alumni & Community Engagement department to develop an agenda for each meeting. The President will represent the Alumni Association during commencement, homecoming, and during other important campus events. The Vice President will serve in the President's absence and perform other duties as assigned by the President. The Vice President will attend alumni events as feasible and represent the University at the President's discretion. The Secretary will be responsible for keeping Board meeting minutes, sending out the minutes, and other Board correspondence in conjunction with the Alumni Relations department, maintain a current Board roster, and attend alumni events as feasible.

The Director of Alumni Engagement & Annual Giving will be an *ex officio* member and serve as the liaison between the Alumni Board and the Advancement department.

Standing committees will consist of: GOLD (Griffins Of the Last Decade), Networking & Membership, and Stewardship. The President of the Alumni Board may appoint additional committees with input from the Alumni & Community Engagement department as determined necessary. Each committee will meet on a regular basis dependent upon scope of their duties and schedule of activities.

The Alumni Board should remain a diverse consultative board representing a variety of degree programs, careers, gender, race, and age diversification to be a reflection of the alumni population itself.

1.4.3.4 EXPECTATIONS AND RESPONSIBILITIES

- Commit to a two-year term of service. (as determined by the fiscal year)
- Actively participate in one standing committee.
- Actively participate in Board and committee meetings and alumni events: attend at least 3 of 5 of the Board meetings; attend at least two alumni events; volunteer to work at least one alumni event per fiscal year. (Fiscal year runs July 1-June 30th of the following year.)
- Make a monetary donation to Fontbonne University of at least \$100 each fiscal year of service on the Board.
- Actively promote and recruit participation in Fontbonne University alumni events and programs.
- Recruit new students, collaborators and/or supporters to Fontbonne University.
- Disseminate positive information about Fontbonne University throughout the community.
- Create opportunities for a relationship between Fontbonne University and community organizations, wherever possible.
- Keep sensitive information about Fontbonne University in strict confidence.

1.4.3.5 CRITERIA

Members should have one or more of the following characteristics:

- Significant involvement in the community (networks, positions on boards, volunteerism, specific involvement with Fontbonne as a volunteer or mentor, or other engagement level)
- Corporate connections which could lead to partnerships, internships for students, and or sponsorships for Alumni events.
- Knowledge of Fontbonne University programs and opportunities and a willingness to engage with the University.

The potential to serve at a higher capacity in the future.

1.4.3.6 MEETING SCHEDULE

The Board meets approximately 5 times per year. The schedule will be determined by the President and Director of Alumni Engagement & Annual Giving.

1.5 COMMITTEES OF FONTBONNE UNIVERSITY

The President is an ex-officio member of all administrative, institutional, and advisory committees of the university.

Faculty General Assembly Committees report their actions to the Executive Committee of the Faculty General Assembly and, as appropriate, to the entire Faculty General Assembly. The Faculty General Assembly or Executive Committee's recommendations go to the Provost for further consideration.

Professional Librarians are eligible to serve on Faculty Assembly Committees and as appointed on administrative, institutional judicial and advisory committees of Fontbonne University.

1.5.1 Board of Trustees Committees

The Bylaws of the Board of Trustees describe committees of the board. While the bylaws govern the actions of the board, the committees are described here for completeness. Each committee of the Board of Trustees is accountable to the Board. The committees are chaired by a member of the Board of Trustees.

Seven faculty members are elected to two-year rotating terms as faculty representation on board committees. They will meet immediately after faculty elections and elect a chair, who will be responsible for seeing that one representative from this group attend each of the following board committees: Board Committee on Finance, Board Committee on Academic and Student Affairs, Board Committee on Infrastructure, Board Committee on Advancement, Board Committee on Investment, Board Committee on Mission Integration, and Board Committee on Enrollment Management and Marketing. Those serving on the Board Committee on Finance will not serve concurrently on the Planning and Budget Committee. Faculty service on board committees is considered light load service.

The composition and duties of the Board of Trustees committees are described in the bylaws of the board.

1.5.2 Administrative Committees

1.5.2.1 EXECUTIVE LEADERSHIP TEAM

The President's Executive Leadership Team (ELT) represents the senior administration and others as designated by the President. The ELT is advisory to the President and meets regularly to discuss issues facing Fontbonne.

1.5.2.1.0 Membership

Its members are:

1. President (Chair)

2. Provost
3. Director of Athletics
4. Vice President and Chief Financial Officer
5. Vice President of Operations
6. Associate Provost & Registrar

The Executive Assistant to the President and Board of Trustees acts as Secretary of the Office of the President.

1.5.2.2 ACADEMIC COUNCIL

The Academic Council advises the Provost on academic and curricular matters.

1.5.2.2.0 Membership

The following individuals are members of the Academic Council:

1. Provost
2. Department Chairs
3. University Librarian
4. Associate Provost and Registrar
5. Director of the Center for Excellence in Teaching and Learning
6. Director of Undergraduate Academic Advising
7. Director of the Kinkel Center
8. Executive Director of Student Affairs

1.5.3 Institutional Committees

1.5.3.0 COMMITTEE ON ASSESSMENT AND INSTITUTIONAL EFFECTIVENESS

The purpose of this committee is to organize the collection, evaluation and dissemination of information related to the implementation of curricular and institutional goals primarily as they pertain to student learning. This heavy-load committee is an appointed committee and reports to the Provost. The structure of the committee consists of an Executive Committee and three subcommittees: General Education Assessment, Academic Program Assessment, and Administrative Program Assessment.

1. Status: Advisory to the President's Executive Leadership Team, faculty and staff.
2. Accountability: Provost

3. Composition: The Executive Committee consists of the Provost or representative; the Associate Provost and Registrar; and the chairs of the three subcommittees. The subcommittees consist of:
 - a. General Education: one faculty representative from each department in the College of Arts and Sciences and at least one faculty member from a department not in the College of Arts and Sciences.
 - b. Academic Program: at least one faculty representative from each of the three colleges; the assessment coordinator for Business programs; and the assessment coordinator for Education programs.
 - c. Administrative Program: the Executive Director of Student Affairs or representative; at least one faculty representative; other faculty or staff as appropriate.
4. Chairperson: Provost or representative
5. Duties:
 - a. Assist the office of Academic Affairs in monitoring the success of academic departments in meeting assessment goals for their programs.
 - b. Assist the office Academic Affairs in monitoring the success of General Education academic outcomes/goals.
 - c. Review sections of the annual Academic Departmental Reviews dealing with assessment and make recommendations to academic departments.
 - d. Review sections of annual Administrative Reviews dealing with assessment and make recommendations to administrative units and support services.
 - e. Monitor the Assessment Plan of departments and overall Student Learning Outcomes.
 - f. Review the University Assessment Plan every five years.
6. Term: Members are appointed to subcommittees for three year terms, renewable. No more than one-third of members may rotate off in any one year.
7. Meetings: Frequency to be determined by members of the committee.
8. Budget: Office of Academic Affairs.

1.5.3.1 EDUCATOR PREPARATION PROGRAMS ADVISORY COUNCIL (EPPAC)

This heavy-load committee is the policy-making and decision-making body to coordinate the educator preparation programs at Fontbonne University, charged with compliance with the standards and requirements of the State of Missouri and the national accrediting body. The

committee is responsible for coordinating the goals of educator preparation, organizing the communication of those requirements and goals to students, faculty, staff, and other stakeholders, and implementing policies relating to program compliance and quality. Additionally, EPPAC serves as the body which ensures continuous quality improvement through an established system of data collection, analysis, determining areas in need of improvement, developing an action plan, and overseeing implementation of that plan.

1. Status: policy- and decision-making for educator preparation programs, Department of Elementary and Secondary Education standards, regulations, certification requirements, and national accrediting body standards.
2. Accountability: to the Provost
3. Composition:
 - a) The Executive Committee will include the Director of Accreditation, Chair of the Department of Education/Special Education, Director of Advanced Programs in Education, EPPAC Assessment Coordinator, Director of the Pathways Program, Teacher Certification Coordinator, Clinical Experiences Partnership Coordinator, a representative of the Deaf Education program, and a student representative from the Fontbonne Teacher Ambassadors organization.
 - b) The Advisory Council consists of a representative from each certification program who is selected for a two-year term. This committee carries light load status. The programs represented are elementary/middle school/special education, early childhood/early childhood special education, and the secondary certification programs. External invited stakeholders, including two-five representatives from 3-5 PK12 partnerships and at least one other external representative from the larger community (i.e. Archdiocese, local business, other institute of higher education).
4. Chairperson: Chair of the Department of Education/Special Education
5. Duties of the Executive Committee:
 - a) Evaluates the educator preparation programs in relation to the Mission Statement and Values of Fontbonne University, the College of Education and Allied Health Professions, the Department of Education/Special Education and the Missouri Department of Elementary and Secondary Education standards, and the standards set forth by the national accrediting body.
 - b) Ensures Fontbonne's educator preparation programs compliance with all Missouri teacher certification requirements. When requirements change or new ones are added, it communicates such information and delegates responsibility for implementation to appropriate departments.
 - c) Leads the preparation for both state and national accreditation.
 - d) Establishes, reviews and modifies policies and procedures that govern the educator preparation programs, including but not limited to:
 - i. Admission and retention of students in educator preparation programs

- ii. GPA and assessment requirements
 - iii. Major approval
 - iv. Background checks
 - v. Student teaching
 - vi. Adding/removing courses and/or programs
 - vii. Changes in certification requirements
 - viii. State and national accreditation
 - ix. Graduate and employer surveys
 - x. Partnerships
 - xi. Unit assessment
 - e) Accepts qualified candidates into the educator preparation program.
 - f) Responds, when appropriate, to proposed bills and rules from the state legislature and/or agencies.
 - g) Compiles and disseminates materials, forms, reports and surveys related to teacher certification.
7. Meeting:
- a) Executive Committee: at least twice each semester (fall and spring)
 - b) Advisory Council: at least once each semester (fall and spring)
8. Budget:
- a) Some expenses covered through Teacher Certification Coordinator's budget.
 - b) Office of Academic Affairs – expenses to be approved by Provost after consultation with chair of Executive Committee.

1.5.3.2 PLANNING AND BUDGET COMMITTEE

This committee advises the President on the formulation of long-range plans for maximum utilization of university resources. It is a heavy-load committee for faculty.

1. Status: Advisory to the President.
2. Accountability: To the President.
3. Composition: Provost; Vice President for Finance and Administration/ Chief Financial Officer; Executive Director of Students Affairs; Director for Athletics; Vice President for Operations; Associate Provost & Registrar; three faculty members elected by the FGA who are not members of the Board Committee on Finance; and one staff member appointed by the President in consultation with the Fontbonne Staff Association.
4. Chairperson: Vice President for Finance and Administration/Chief Financial Officer.
5. Duties:
 - a. To review and provide input on planning and budget priorities presented by the Office of the President;
 - b. To assist in the preparation of the annual budget;

- c. To review the Strategic Plan and its budgetary implications
- 6. Meetings: At the discretion of the chairperson
- 7. Budget: Office of the Vice President for Finance and Administration /Chief Financial Officer.
- 8. Term: Faculty members are elected for one three-year term; they may not serve consecutive terms.

A faculty member may not serve concurrent terms on this committee and on the Board Committee on Finance.

1.5.3.3 RESEARCH STANDARDS COMMITTEE

1.5.3.3.0 Institutional Research Review Board (IRRB)

The IRRB Committee informs the university community-at-large concerning the responsibilities of faculty, students, or administrative researchers whose projects involve biological or behavioral research using human subjects, in order to ensure that procedures are followed to safeguard the rights and welfare of research subjects and are in conformance with federal regulations.

The Committee receives proposals from all students, faculty and administrative staff conducting research involving human research participants regardless of the form, location, or whether or not it is funded or if other institutional review has been made (e.g., by a hospital institutional review board). If applicable, copies of any external IRB reviews are to accompany the proposal. Students who carry out research projects involving human subjects must receive prior approval of the student's protocol by the faculty member sponsoring and supervising the research in the student's proposal. Please see policy 2.8 in Volume II for further information.

1.5.3.3.0.1 Responsibilities of the IRRB

1. Formulates guidelines and policies that meet federal regulations, incorporates the ethical concerns for the entire university community, and reflects the particular needs of the university's researchers. These guidelines and policies are to be approved by the Provost.
2. Provides information to researchers as to the appropriate means for protecting the rights and welfare of subjects, securing the effective, free, informed consent of human subjects, and fulfilling federal, local and university standards regarding human research;
3. In its status as the Institutional Research Review Board for the university, the Committee reviews all proposals for human research submitted to the Committee by faculty, student, or administrative researchers to ensure concordance with aforementioned guidelines. The guidelines shall specify which research is included and which is exempt from the Committee's review (See Volume II, Subsection 2.8.1 for Guidelines); and
4. Maintains adequate records and confidentiality and prepares a yearly report for the President on the research approved.

1.5.3.3.0.2 Membership

All members of the Institutional Research Review Board Committee are appointed by and accountable to the Provost of the university.

This Committee must be comprised of a minimum of five members. Members of the IRRB Committee shall not be involved in the initial or continuing review of an activity in which they have a vested interest, except to provide information requested by the Committee. The Committee, at its discretion, may invite individuals with competence beyond, or in addition to, that available on the Committee. Invited participants have no voting rights.

Membership of the Committee shall include:

1. At least four members must have backgrounds in academic research departments different from each other (this is a heavy load committee for faculty);
2. At least one member's primary concern must be a scientific area and at least one member's primary concern must be from a nonscientific area;
3. One member must not be employed by the university or a part of the immediate family of a person who is employed by the university;
4. The Provost, ex-officio.

The Chair will be elected by the Committee from the membership. The Committee meets on the call of the Chair.

1.5.3.3.1 Institutional Animal Care and Use Committee

The Institutional Animal Care and Use Committee oversees Fontbonne University's animal care and use program in order to achieve humane and responsible care of vertebrate, non-human animals in the laboratory and throughout the institution in accordance with the Fontbonne University mission and federal law regarding the use of animals in research.

The responsibility of the IACUC is to establish policies and procedures to ensure regulatory compliance, monitor program performance and support high quality science and humane animal use as set forth by the National Research Council and specified in the publication, *The Guide for the Care and Use of Laboratory Animals*, and assurance of compliance with federal laws and policies. It is the University's responsibility to provide suitable orientation, background materials, access to appropriate resources, and, if necessary, specific training to assist IACUC members in understanding their roles and responsibilities, and evaluating issues brought before the committee.

1.5.3.3.1.1 Responsibilities of the IACUC

The committee receives and reviews proposals from all students, faculty and administrative staff conducting research involving vertebrate, non-human animal research subjects. Such proposals must specifically address the following:

1. Description of ways in which replacement of animals, reduction in the numbers of animals used, and refinement of procedures to provide the most effective analgesia and euthanasia have been considered and/or implemented. The replacement of animals may include the use of computer simulations or the substitution of vertebrate animals with invertebrate animals as research subjects.

2. Identification of potential risks to personnel, to animal subjects, or to the environment that is associated with the proposal, including any genetic manipulations to be undertaken. Strategies to minimize all identified risks must be included with the proposal.
3. Strategies associated with the care of animal research subjects during the course of the investigation.
4. Strategies associated with the proper training of all personnel identified in the proposal.
5. The committee routinely inspects animal care facilities, animal-husbandry practices and disaster planning to ensure that animal needs are met under all circumstances. If necessary, the committee will immediately report concerns to the Provost.
6. The committee establishes and reviews procedures associated with training and safety of animal-care personnel including any faculty, staff or students directly responsible for the care or use of animals.
7. The committee establishes a process for registration of concern regarding the care and use of animals at the University.
8. The committee maintains documents associated with its duties
9. The committee must prepare and submit to the Provost an annual report of its meetings, activities and findings.

1.5.3.3.1.2 Membership

The IACUC is appointed by and accountable to the Provost and shall include:

1. A Doctor of Veterinary Medicine
2. The Chair of the Department of Biological and Physical Sciences, who acts as IACUC chair and is responsible for collection and maintenance of all documents, records and meeting minutes. For this member, this constitutes a heavy-load committee.
3. Two practicing scientists experienced in research involving animals who are appointed by the Provost. These individuals cannot come from the same academic department. For these members, this is a light-load institutional committee.
4. One member from a nonscientific background, drawn from inside the institution and appointed by Provost. For these members, this is a light-load institutional committee.
5. At least one public member to represent general community interests in the proper care and use of animals. This person should not be a laboratory animal user, be affiliated in any way with the institution, or be a member of the immediate family of a person who is affiliated with the institution.

1.5.3.4 LIBRARY ADVISORY COMMITTEE

This light-load committee advises the University Librarian on library policies, collection development, evaluation of services, and budget allocation. This committee determines how the library can best support the curriculum through its collections and services. Committee members promote library issues to departmental faculty and convey departmental concerns to the University Librarian.

1. Status: Advisory to the University Librarian on policies affecting library resources and services.

2. Accountability: Provost
3. Composition: University Librarian; One faculty representative from each academic department.
4. Chairperson: University Librarian.
5. Duties:
 - a. Advise the University Librarian on library policies.
 - b. Allocate the departmental portion of the library materials budget.
 - c. Promote library resources and services.
 - d. Evaluate library collections and services and recommend improvements.
6. Meeting: As determined by the committee, ordinarily six times per year.
7. Budget: Library Budget, as approved by the University Librarian and the Office of Academic Affairs.
8. Term: Faculty members are designated by the department chair for one-year terms; they may serve consecutive terms.

1.5.4 Judicial Committees

1.5.4.0 FACULTY MEDIATION COMMITTEE

See Volume I. section 1.4.1.5.1.

1.5.4.1 FACULTY HEARING COMMITTEE

The Faculty Hearing Committee is a group of elected academic year faculty members whose purpose is to conduct formal hearings into issues referred to it by the Faculty Mediation Subcommittee. This is a light-load committee.

1. Status: advisory to the Board of Trustees, President, faculty, and individual faculty members.
2. Accountability: to the faculty.
3. Composition: Five academic year faculty members elected by the FGA. All must be tenured or post-probationary non-tenured faculty. Current members of the Faculty Mediation Subcommittee may not serve on this committee. No two members from the same department may serve on this committee.
4. Chairperson: a faculty member elected by the committee.
5. Duties:
 - a. Conducts formal hearings into issues referred to it by the Faculty Mediation Subcommittee
 - b. In a case where the Committee member is involved in the issue, that member must recuse him-or herself and be replaced by the person with the next highest votes in the previous election, as designated by the Faculty Affairs Committee.
 - c. Communicates results of hearings to the President and the faculty member.
6. Meeting: meets at the beginning of the school year to review duties and procedures; thereafter, the committee meets at the call of the Chairperson.
7. Budget: Office of Academic Affairs.

8. Term: Faculty members are elected for two-year terms.

1.5.4.2 COMMITTEE ON RANK AND TENURE

See Volume I, section 1.4.1.5.2.

1.5.4.3 ACADEMIC APPEALS COMMITTEE

This committee guarantees the right to a hearing for any student*. A student may petition the Academic Appeals Committee for a hearing relative to academic matters. The Committee serves to offer a fair hearing to the student. Information regarding the procedure for appeal to the Committee is available from the Office of Academic Affairs.

1. Status: Binding decision-making authority for academic appeals. Presents recommendations to the FGA regarding policies and procedures of the Committee.
2. Accountability: To the FGA with regard to the policies and procedures.
3. Reporting: To report the outcome of appeals to the Provost
4. Composition: Five elected full-time faculty members and eight students, four undergraduate and four graduate students, selected through the Office of Academic Affairs, will serve on the committee. At any hearing four faculty members including the chair, and three students (undergraduate students if an undergraduate appeal, graduate students if a graduate appeal) will be selected to hear the appeal. The Committee is chaired by one of the elected faculty members. The chair has voice, but only a vote in the case of a tie.
5. Term of office is one year. Members may be elected to consecutive terms.
6. Chairperson: A faculty member.
7. Duties:
 - a. To hear appeals by (a) student(s) on academic matters.
 - 1) Academic appeal regarding matters other than grades.

If a student wishes to appeal an academic issue other than a recorded final grade, an undergraduate student must consult with the Office of Academic Affairs as to the appropriate policy or process to be followed as it relates to the appeal issue. This consultation is handled preferably in person but may be handled by telephone or by email.

If the student wishes to pursue the appeal, within one calendar week following the consultation the student must provide the Office of Academic Affairs with a formal letter of appeal which will be directed to the appropriate individual for resolution.

If it is determined that the issue needs to go before the Academic Appeals Committee, the chair of the Committee will invite the student and whomever the Committee deems appropriate to a hearing to be scheduled within three calendar weeks of the submission of a formal letter of appeal. If necessary (e.g., an appeal by an out-of-town student), the hearing may be handled by conference call. A decision will be rendered at the end of the hearing.

- 2) Final grade appeal

If an undergraduate student wishes to challenge a recorded final grade, the student must begin the appeal process no later than three weeks into the next fall or spring semester.

Students should attempt to resolve a grade complaint in conversation with the professor before beginning a formal appeal. If the matter cannot be resolved, the student should begin the appeals process, as described below.

The appeal process begins as the student must put into writing the reasons he or she believes the grade is incorrect. The student must then provide this rationale to the instructor of the course. If the instructor changes the grade to the student's satisfaction, the process ends there. If the instructor does not agree, then the instructor will put into writing his or her explanation for the grade. If the student chooses to continue the appeal, he or she will bring the written documentation of the student and instructor to the department chair. If the department chair changes the grade to the student's satisfaction, the process ends there. If the department chair does not agree, then the department chair will also put into writing his or her explanation for the denial. If the student wishes to continue the appeal, he or she will then bring all the written materials collected thus far to the dean of the college in which the course is offered. If the dean changes the grade to the student's satisfaction, the process ends there. If the dean does not agree with the student, he or she will put into writing his or her reasons for the denial. If the student chooses to continue the appeal, he or she should then bring all the existing written documentation—from the student, the instructor, the chair, and the dean—to the Provost. The Provost will then convene the Academic Appeals committee.

The Academic Appeals committee will consider the student appeal at its next scheduled meeting. The Appeals committee normally meets once per semester. If the Appeals committee finds against the student, the decision is final. People at each level of responsibility in the appeal are expected to respond in a timely manner—normally within a week.

8. Meetings: At the beginning of the fall semester for an orientation session and as needed to hear appeals.
9. Budget: The budget of the Provost.

1.5.5 Committees of the Faculty General Assembly

1.5.5.1 COMMITTEE ON FACULTY AFFAIRS

See Volume I, section 1.4.1.5.1.

1.5.5.2 COMMITTEE ON RANK AND TENURE

See Volume I, section 1.4.1.5.2.

1.5.5.3 COMMITTEE ON UNDERGRADUATE CURRICULUM

See Volume I, section 1.4.1.5.3.

1.5.5.4 UNDERGRADUATE ACADEMIC COMMITTEE

See Volume I, section 1.4.1.5.4.

1.5.5.5 GRADUATE ACADEMIC AND CURRICULUM COMMITTEE

See Volume I, section 1.4.1.5.5.

1.6 GENERAL POLICY MANUAL REVISION POLICY

Volumes II, III, V, VI, and VII are revised as appropriate by the administration of the university through the approval of the President, and where appropriate or legally required, by the Board of Trustees on the recommendation of the President.

Volume I, Sections 1.4.1 through 1.4.4 and Section 1.5.4, follow the amendment process of the respective governance documents with oversight by the President and Board of Trustees. The rest of Volume I follows the procedures in paragraph one, above, of this section.

Volume IV, the Faculty Policies, follow the amendment provisions found therein.