



JUDSON
COLLEGE

FACULTY HANDBOOK

Notice

Although this handbook intends to reflect the current academic policies of Judson College, users are cautioned that changes or additions to such policies and rules may have become effective since the publication of this material. Inquiries as to whether the information contained herein is the current policy of the College should be made to the Vice President for Academic Affairs.

Changes to the Faculty Handbook become effective following approval of the Board of Trustees and when published and distributed to the Faculty. Faculty should also refer to the Personnel Manual for policies relating to all College employees.

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SECTION I:

INSTITUTIONAL RELATIONSHIPS AND PURPOSE

Vision Statement

The twenty-first century marks the beginning of Judson's third century of service. The College must consider all that is behind her as preamble to the future. The Institution will endeavor to become the finest Christian college of arts, sciences, and professional studies for women in America. Twenty-first century students must be academically prepared for life and learning, always ready to exemplify the light and teachings of Christ.

Mission Statement

Judson College, a private, undergraduate institution committed to academic excellence in the arts, sciences, and professional studies related to the Alabama Baptist State Convention, offers distinguished student centered academic programs in a residential single gender setting and through distance education to both genders. As a caring collegiate community, Judson College is dedicated to maturing its students into well-adjusted and productive citizens through the transmission of knowledge, refinement of intellect, the nurturing of faith, the promotion of service, and the development of character. Resulting from these efforts, Judson graduates will:

- Be knowledgeable in their academic area and be informed and contributing members of their communities;
- Think critically and communicate effectively;
- Be persons of enduring faith and character who are eager to serve and to lead.

Statement of Core Values

Judson College is a purposeful, caring community of students and employees who live, work, serve, and learn together, and who are united by faith in God and adherence to Christian traditions. Based upon the character and teaching of Christ, the Judson community commits itself to "Principles of Light and Truth" that frame our common concerns and core values. Acceptance of these values is a pledge to exercise them consistently in our treatment of others, and to expect to be treated in kind.

As a Christian community, the College embraces:

- Faith in God, adherence to Christian traditions, commitment to the ministry and mission of the Christian church;

- The infinite worth of persons and the development of the full potential of each person at every stage in life, and "love of neighbor as one's self;"
- The lifelong pursuit of knowledge and understanding;
- The making of ethical choices based on the life of Christ, the teachings of the Bible, the well-being of others, and an informed conscience;
- Openness, truthfulness, justice, and fairness to all people regardless of gender, ethnic origin, age, and level of ability; and respect for persons who embrace opinions, beliefs, convictions and religions different from our own;
- The aspiration for personal achievement, economic self-sufficiency, and public usefulness;
- A work ethic characterized by diligence, honesty, stewardship, and a sincere effort to do one's best;
- Service to community and constituency, within the College and the wider society.

The Alabama Baptist State Convention

Since 1843, Judson College has been a fostered entity of The Alabama Baptist State Convention. Support from the Cooperative Program of the Convention forms an essential component of the operating budget of the College. The Convention and her churches seek to promote Christian higher education through Judson with their interest and loyalty. From the membership of these churches come many of the young women who attend Judson College.

Judson seeks to serve the denomination by providing an educational experience that not only improves intellect but also enriches the spirit of her students. All members of the faculty and staff are mindful of the denominational affiliation of the College and the consequent commitment to moral and spiritual values.

Religious Tenets of Judson College and the Alabama Baptist State Convention

As a College whose Board of Trustees is appointed by the Alabama Baptist State Convention, and from whom the College receives substantial financial support, Judson College appreciates and fully identifies with the religious views held by the Convention and the churches of the Convention. Judson College is dedicated to delivering an educational program that is distinctly Christian, affording its students an experience based in a biblically informed Christian worldview. To facilitate these goals, the Board of Trustees hereby affirms the Baptist Faith and Message 2000 as representing a generally held confessional standard among the churches of the

Convention and a statement of faith adopted by the Convention, and directs that all the affairs of the College, educational and otherwise, be conducted in keeping with these religious tenets.

The Board of Trustees

The Alabama Baptist State Convention elects the Board of Trustees of the College. The Convention recognizes the corporate integrity of the Board as reflected in the by-laws of The Alabama Baptist Convention and the laws of the State of Alabama. Trustees serve terms of four years and may be reelected. One-fourth of the Board is subject to election or re-election each year.

The Board of Trustees holds three regular meetings each year. Committees of the Board are appointed to consider specific areas of the College's operation. The officers of the Board are its Chairman, Vice-Chairman, and Secretary.

The President of the College is appointed by the Board of Trustees to serve as the chief administrative and educational officer of the institution. The Board vests in the President the authority to administer the College and to employ and supervise all College personnel.

Institutional Purpose

The Statement of Purpose of Judson College outlines the mission of the College. The statement is an explanation of the philosophy of the College, which includes the broad intentions of the institution in its relationship to its students. Judson is, first of all, a women's college – with the exception of the distance learning division, which includes males who live off campus. Male students are included in the distance learning division of the College so that they may achieve their bachelor's degrees. This addition to the Distance Learning Program does not alter the self-contained college unit intended solely for the education of women. With this exception the explanation of the purpose includes discussion of the expectations of the College in regard to the general outcomes of the programs of the College.

The Judson College Statement of Purpose implies a relationship of shared responsibility for outcomes between the College and its students. Recognizing that an important part of the processes of education and maturation is the acceptance of responsibility and that students, as well as the College, are accountable for the outcomes of college programs, the College framed its statement to include accountability on the parts of both institution and student. Judson offers students opportunities to develop skills in critical thinking, decision-making, leadership, communication, spiritual growth, and social maturation that are unique in single gender institutions. The uniqueness of the College is couched in its desire to help young women develop into distinguished citizens of the world in the atmosphere of cooperation and attempts to fulfill the mission of the College.

Judson is a Christian College. Christian in its philosophy and Baptist in its denominational relatedness, the College endeavors to maintain an environment in which young women of all religious persuasions may pursue Truth: in classrooms, in participation in religious activities, and in the models of dedicated faculty who may inspire others to develop a Christian philosophy of life.

The General Education Core of Judson's curriculum insures that students are introduced to arts, ideas, sciences, values, and literature that encourage development of thinking and communication skills. The broad base of the core in the humanities, social sciences, natural sciences, mathematics, and the arts – both creation and appreciation – gives students breadth to make informed choices concerning their areas of concentration toward the associate and baccalaureate degree.

The organization of a complete approach to the education of young women, both academic and non-academic, encourages students to stimulate their creative and aesthetic qualities, to deepen their knowledge, to sharpen their awareness of the American heritage and the world around them, to improve their judgment, to learn methods of critical inquiry, to communicate ideas effectively, and, generally, to formulate a worldview that will become a permanent part of their lives.

Statement of Purpose

Founded in Marion in 1838 by Alabama Baptists, Judson College is the only remaining women's college in the state. The College has sustained its principles of Christian arts and sciences education for women since its beginning. The College affirms her denominational loyalty to the Alabama Baptist State Convention and her responsibility to the Baptist constituency, as well as her responsibility to serve the greater community beyond the campus. Students at Judson are offered an arts and sciences curriculum directed by a highly qualified faculty. The emphasis of the College is the education of her students. This purpose is achieved through the arts and sciences curriculum, pre-professional and professional programs, and by efforts to enhance the social, cultural, and spiritual lives of Judson students.

Judson College strives to meet the needs and life purposes of her students through structured academic programs designed to help them fulfill their own potential. These programs lead to either a baccalaureate degree or an Associate's Degree in Nursing. Within the scope of available resources, the academic programs of the College give students opportunities to assert their own identities and directions, to prepare for their life's work, and to increase cultural awareness through appreciation of aesthetic values. At the same time, Judson students are provided with opportunities and encouragement for spiritual growth.

Judson students are challenged intellectually through the academic curriculum, through the concert-lecture series, and through various internship programs offered through the College. Participation in honors programs and independent studies is fostered. Spiritual and historical issues that lead students to improved critical thinking are opened for discussion and debate. The small faculty-to-student ratio enables the College to render personal attention to students' development, monitoring their progress and suggesting ways for students to achieve their goals.

Spiritually, the College offers opportunities for maturity through chapel programs, volunteer and mission opportunities, and student organizations. While the core requirements of the curriculum foster spiritual growth, students are afforded opportunities for faith-based service learning, which help them toward spiritual awareness in the community and surrounding areas. The College requires that students complete classes that encourage physical development as well as an understanding of the benefits of health and fitness. The College sponsors varsity sports programs in basketball, softball, volleyball, tennis, soccer and equitation, while offering to the entire student population extra-curricular, intramural sports.

Students are encouraged to acknowledge awareness of social appropriateness in both formal and informal situations sponsored by the College. A major strength of the College is the number of possibilities for its students to avail themselves of the responsibilities of leadership; academic societies, clubs, classes, campus ministries and student government always emphasize the abilities of women in positions of responsible leadership.

Cultural growth in Judson students is fostered in the General Education Core curriculum requirements, as well as by opportunities to experience the arts first hand at concerts, recitals, and museums. Students are afforded opportunities to experience other cultures through international travel and study and are introduced to other cultures through association with students from other countries.

Students who complete the requirements for either a baccalaureate degree or Associate Degree in Nursing at Judson College, and who have seized the opportunities for leadership, social, cultural, spiritual, and physical growth offered by the College, should take with them the knowledge and confidence necessary to lead successful lives.

The Distance Learning Program is designed for students whose circumstances prevent them from attending higher education in the traditional setting. Changes and developments in society such as the expansion of knowledge, alternate means of delivering education, demands to re-tool and re-educate the workforce, and increasing job expectations for educational achievement have made the development of non-traditional programs for non-traditional students mandatory if higher education is to continue to meet the needs of society. **[NOTE: As a service to the denomination, the ancillary powers of the College were enlarged by resolution of the Board**

of Trustees to include male students in the Distance Learning Program in order that they may increase and/or improve their skills in church-related vocations.]

General Education Core

The General Education Core of the College is a basic graduation requirement and includes courses in the humanities, the sciences, mathematics, the social sciences, and the arts. It is the expectation of the College that the General Education Core will serve to enable its students to think critically and analytically, to interpret both figuratively and literally, to arrive at informed decisions, and to communicate those decisions effectively in both the written and spoken language.

The General Education Core of Judson College seeks to ensure that her students acquire the body of knowledge and the intellectual skills necessary for personal development and the satisfactory discharge of citizenship. To accomplish these ends, students should seek the mind of Christ through the study of Biblical literature, master the fundamentals of the history of their civilization, command the basic principles and methodology of the natural sciences and mathematics, be conversant with at least one foreign language, acquire a firm understanding of the cultural underpinnings of their civilization through a broad exposure to its literary, philosophic, and artistic traditions, and be able to use the English language as a medium of personal and professional communication. Judson students should be introduced to the accomplishments of women in society, use information technologies comfortably and improve their wellness and fitness.

The General Education Core includes classes, which impress upon students the necessity for mature, moral responses to the critical circumstances of their lives, while encouraging in them the desire and knowledge to question and to formulate their own ideals. At the same time that the College takes on the responsibility for bringing students to the threshold of maturity, the College expects students to engage in active learning, offering them an atmosphere in which they are able to experience decisions monitored by a caring and proficient faculty. The College makes every effort to introduce these concepts to its students. None of the General Education Core courses relate specifically to skills/career programs; all are general requirements for completion of any of the baccalaureate degree programs offered by the College. The *Catalog* of the College outlines the general requirement, constituting 56 semester hours, as well as specific programs of concentration. The ground for the core is that, in partnership, the College and the student will both benefit from the effective growth of the student.

SECTION II: THE ADMINISTRATION

President

The President is employed by the Board of Trustees and is charged with implementing the Board's policies. The President's performance is evaluated annually by the Board. The President is responsible for the oversight of the College by virtue of the authority granted by the Board of Trustees, though in practice, the President delegates authority in certain areas to other administrative personnel. Periodic reports are submitted by academic and administrative officers who are directly responsible to the President. The President appoints all standing committees and holds periodic meetings of the President's Cabinet, thus guiding and expediting implementation of policy, planning and decision making. Reporting directly to the President are the Vice President for Academic Affairs, the Vice President for Admissions and Financial Aid, the Vice President for Student Life, and the Vice President for Business Affairs. The President and these officers constitute the President's Cabinet. Other associate vice presidents report directly to the President.

Vice President for Academic Affairs

The Vice President for Academic Affairs is charged with the general supervision of the academic program, represents the institution to the Commission on Colleges of the Southern Association of Colleges and Schools as the accreditation liaison, and coordinates the work of all administrative divisions. The Vice President for Academic Affairs is responsible for all academic functions of the College. Duties include the oversight of certain campus operations, facilitating institutional planning and effectiveness, and ongoing planning and evaluation. Upon the advice of Division Chairs, the Vice President for Academic Affairs recommends to the President the appointment and promotion of faculty members. The Division Chairs, the Registrar, the Librarian, and the Director of Distance Learning report directly to the Vice President for Academic Affairs.

The Registrar serves under the direction of the Vice President for Academic Affairs and is responsible for the students' registration, academic records, and the grade reports. The Registrar is also responsible for the collection of all institutional data to be used in creating and assessing the various learning and performance outcomes as needed by the different administrative areas of the College to create their Institutional Effectiveness reports. Currently, the registrar also serves as the Disability Services Director and as Certification Officer for the College.

The Director of Library Services' primary responsibilities are to oversee major decisions in the areas of collection development, cataloging, electronic databases and systems, serials, and archives, research and write reports for various committees, administration, and accreditation agencies such as the Southern Association of Colleges and Schools Commission on Colleges.

The Director checks and approves bills to be submitted for payment by the Business Office, manages the library budget, assists with research assistance services, stays abreast of library trends, supervises staff in all phases of library work, administers library policies and procedures and initiates changes, serves on the Academic Council, manages interlibrary loan services, develops schedules, trains staff members as necessary, and assists with all tasks and duties assigned to all staff members.

The Director of Distance Learning coordinates and supervises the Judson College Distance Learning Program, which is designed for students whose circumstances prevent them from attending traditionally offered higher education.

Vice President for Student Life

The Vice President for Student Life is responsible for the co-curricular educational program of the College. The Student Life Division works to engage students in programs and activities designed to enhance holistic growth and personal development through formal and out-of-class learning experiences that challenge and support all students. The Vice President for Student Life is responsible for supervising the planning, policy formulation and management of the Residence Life, Campus Ministries, Faith-Based Service and Learning, Intercollegiate Athletics, Student Activities, Counseling, and Wellness Center areas of the College; and is directly responsible for Student Development through Freshman Orientation, retention management, and Career Counseling. The Vice President for Student Life also administers the disciplinary/judicial policies and procedures by working with the Honor Council.

Vice President for Business Affairs

The Vice President for Business Affairs has direct oversight responsibility for all aspects of accounting and cashiering functions including payroll, accounts payable, purchasing, accounts receivable, and physical plant. The Vice President for Business Affairs is responsible for preparation of monthly financial statements, budget reports, endowment reports and coordination of the annual audit of financial statements. The Vice President for Business Affairs is also responsible for overseeing the management of the college's employee benefit programs, bookstore, and food service.

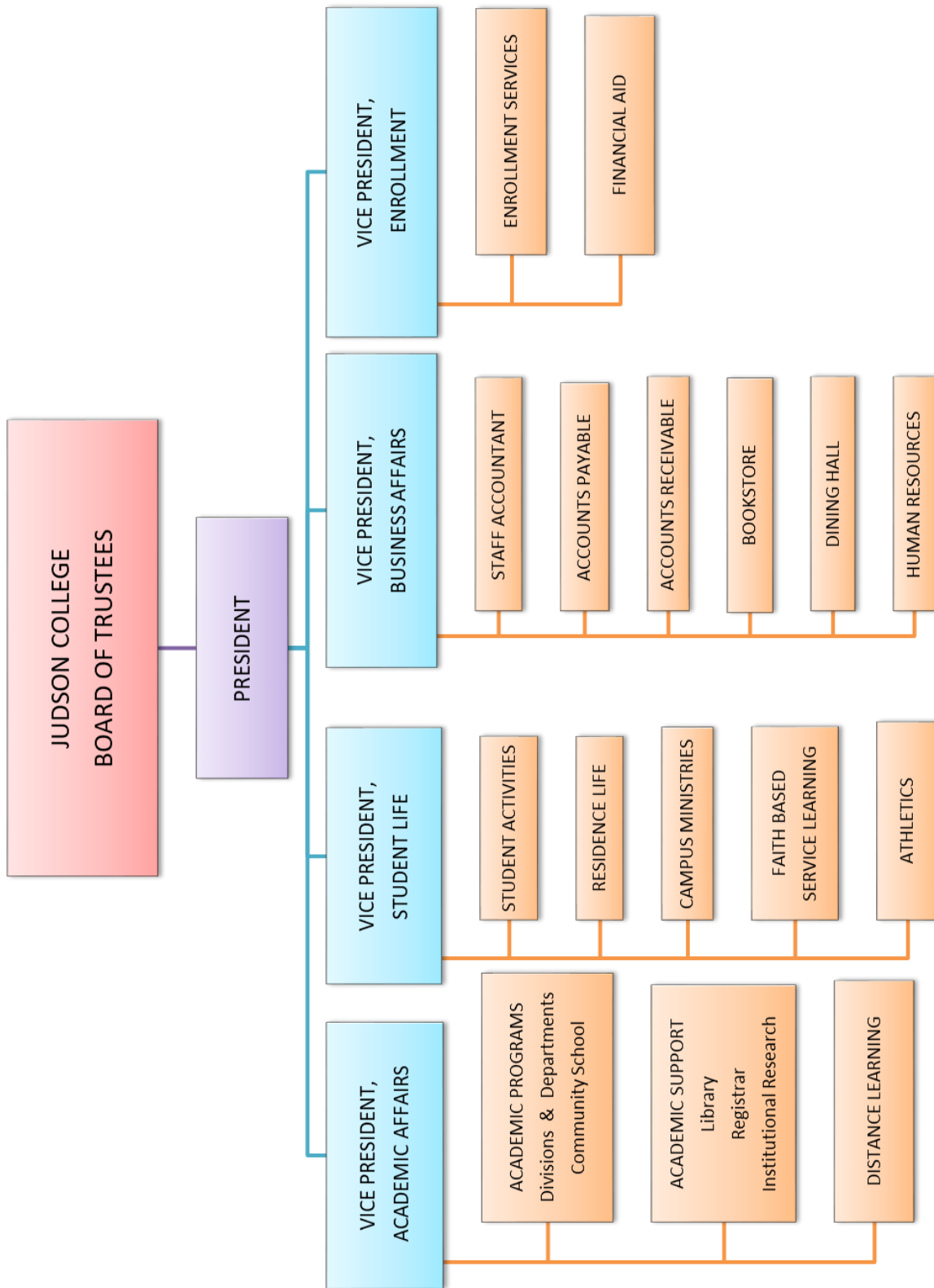
Vice President for Admissions and Financial Aid

The Vice President for Admissions and Financial Aid is responsible for planning and implementing a comprehensive recruitment program based upon market research, demographic analysis, and institutional profile. Specific responsibilities include extensive telemarketing efforts; a systematic communication flow of brochures, letters from faculty, students, and staff, and promotional information of special on-campus recruiting events; regular communication

with high school guidance counselors, community leaders, pastors and other church staff leaders, and alumnae; and personal in-home visits with prospective students and their parents.

Additionally, the Vice President for Admissions and Financial Aid coordinates the evaluation and selection of under-graduate applicants, serves as a liaison between applicants and the financial aid office, supervises the work of the admissions counselors and support staff, and is involved in the development of admissions publications and strategies. The Vice President for Admissions and Financial Aid also coordinates scholarship and financial aid strategies to ensure that optimal enrollment/scholarship levels remain within budgetary constraints.

Administrative Organizational Chart



SECTION III: THE FACULTY

Faculty

The faculty is responsible for the educational programs of the College. The faculty meets in regular or called meetings. The faculty determines academic policy, establishes requirements for a degree, approves the courses of instruction offered by the departments, and administers the curriculum. All full-time and part-time faculty may exercise voting privileges in faculty meetings and are expected to attend all faculty meetings. Adjunct faculty may attend faculty meetings as non-voting members. Members of the non-instructional staff of the College may attend faculty meetings when invited by the President or the Vice President for Academic Affairs, but they may not exercise voting privileges. The administration of the College is responsible for review and oversight of the actions of the faculty.

Division Chairs

The Division Chairs direct the divisions of the academic program. They are the professional coordinators of the various disciplines within their respective divisions. They are the representatives of these disciplines to the Vice President for Academic Affairs. The Division Chairs are allowed a three-hour course reduction in their normal teaching load. The duties of the Division Chair include, but are not necessarily limited to the following:

1. Curriculum
 - a. Maintain accurate course information and degree program requirements for Judson College.
 - b. Recommend additions and deletions of courses and changes in existing courses to Academic Council.
 - c. Recommend changes, additions, and deletions of major and/or minor programs to the Academic Council.
2. Course Schedules and Instructional Assignments
 - a. Prepare schedule of courses for fall, spring, and short term – assuring provision of basic requirements and courses required for graduation, utilization of time slots, and equitable teaching loads.
 - b. Review course enrollment and demand each semester.
 - c. Make recommendations to the Vice President for Academic Affairs regarding special consideration for faculty and/or students.

3. Instructional Personnel
 - a. Work with the Vice President for Academic Affairs in needs assessment, identification and recruitment of full-time, part-time and adjunct faculty as recommended by the respective Department Heads in accordance with the guidelines for institutional budget planning and the academic strategic priorities of the College.
 - b. Periodically observe classroom instruction of full-time, part-time and adjunct faculty.
 - c. Provide for mentoring of new faculty by personally mentoring or assigning an experienced faculty member to review syllabi and exams, give feedback on class presentations, and counsel on student relationships.
 - d. Evaluate, with the Vice President for Academic Affairs, instructional personnel including recommendations for contracts, promotion, tenure, and termination.
 - e. Advise faculty concerning recommendations for improvement in teaching/advising.
 - f. Respond to student feedback about instruction and maintain confidential information.
 - g. Recommend assignment of special functions to instructional personnel, including release from other duties where appropriate, (e.g., when enrollment in classes is lacking).

4. Planning and Assessment
 - a. Review with Department Heads the strategic plans for each department.
 - b. Meet with department heads to prepare strategic plans for division.
 - c. Review assessment results with department heads and recommend improvements in programs.
 - d. Work with the Vice President for Academic Affairs in reviewing, modifying, and approving assessment plans for departments.
 - e. Chair committees for periodic review of degree programs.
 - f. Assure and document that improvements are implemented and evaluated.

5. Budget
 - a. Review budget requests with Department Heads.
 - b. Submit annual budget requests from departments to Vice President for Academic Affairs.
 - c. Review budget requests and reports with the Vice President for Academic Affairs.

6. Communication
 - a. Conduct regular meetings with faculty in division, maintaining communication among the Vice President for Academic Affairs, Academic Council, and Faculty.
 - b. Distribute information to faculty and students.

Department Heads

The Department Heads serve as professional advisors to the President, Vice President for Academic Affairs, and Division Chairs in their respective departmental fields. They are the professional coordinators of their respective discipline. They are the representatives of their discipline to their division. The duties of the Department Head include, but are not necessarily limited to the following:

1. Curriculum
 - a. Maintain accurate course information and degree program requirements for Judson College.
 - b. Recommend additions and deletions of courses and changes in existing courses to Division Chairs.
2. Course Schedules and Instructional Assignments
 - a. In consultation with the Division Chair, prepare schedule of courses for fall, spring, and short term – assuring provision of basic requirements and courses required for graduation, utilization of time slots, and equitable teaching loads (e.g. no overloads).
 - b. Make recommendations to the Division Chairs regarding special consideration for faculty and/or students.
3. Instructional Personnel
 - a. Work with the Division Chair in needs assessment, identification and recruitment of full-time, part-time and adjunct faculty in accordance with the guidelines for institutional budget planning and the academic strategic priorities of the College.
 - b. Periodically observe classroom instruction of full-time, part-time and adjunct faculty.
 - c. Provide for mentoring of new faculty by personally mentoring.
 - d. Assist full-time, part-time and adjunct faculty as needed.
 - e. Respond to student feedback about instruction and maintain confidential information.
4. Planning and Assessment
 - a. Prepare strategic plans for department.
 - b. Administer assessment instruments and prepare reports for review.
 - c. Work with the Division Chair in reviewing, modifying, and approving assessment plans for departments.
 - d. Conduct periodic review of degree programs and make recommendations to Division Chair.
 - e. Assure and document that improvements are implemented and evaluated.
5. Budget
 - a. Prepare department's annual budget in consultation with Division Chair.
 - b. Review budget requests and reports with Division Chair.
6. Communication
 - a. Conduct regular meetings with faculty in department
 - b. Distribute information to faculty and students

Full-Time Faculty

A full-time faculty member is employed to teach twelve (12) to sixteen (16) semester credit hours per regular semester. They are the content experts of their respective discipline. In addition to classroom teaching, all faculty members are expected to devote a reasonable amount of time to office hours, student advising, career counseling, committee work, and other tasks essential to effective service. All faculty members will be expected to teach courses in distance learning program, as requested. Full-time faculty are expected to proficiently use Judson's course management system, communication system (to include e-mail), and other technology essential to effective service.

Part-Time Faculty

A faculty member who is employed by the College on a long-term basis to teach a class load of fewer than twelve (12), but more than five (5) semester hours per regular semester, is classified as part-time. The contract signed by the faculty member and the appropriate administrative officials clearly indicates whether a member of the faculty is classified as part-time. Part-time faculty members may have the same privileges as full-time faculty if so granted by the Vice President for Academic Affairs. Part-time faculty members may be assigned an office and expected to keep a reasonable number of office hours each week. A limited amount of committee work may be assigned to the part-time faculty member. Part-time faculty are expected to proficiently use Judson's course management system, communication system (to include e-mail), and other technology essential to effective service.

Adjunct Faculty

An adjunct faculty member is appointed on a short-term basis. Adjunct status is specified on the employment contract, and adjunct faculty members do not have voting privileges at faculty meetings. Adjunct faculty members are not eligible for fringe benefits, tenure, or promotion to regular academic ranks. Adjunct faculty are expected to proficiently use Judson's course management system, communication system (to include e-mail), and other technology essential to effective service.

SECTION IV: JUDSON FACULTY - POLICIES AND PROCEDURES

Academic Freedom

Academic freedom provides one of the foundational pillars for faculty scholarship and teaching. The ability to exchange ideas and concepts freely in the classroom, to explore and disseminate new knowledge, and to speak professionally and as a private citizen are essential elements of the search for truth and the intellectual vitality of a college or university.

Individual academic freedom is the freedom of the faculty member to teach free from pressure, penalties, or other threats by authorities or other persons inside or outside their institutions of learning. It is the freedom of the student to be taught by unrestrained teachers and to have access to all available data pertinent to the subject of study at an appropriate educational level.

In order for Judson College to fulfill its mission and identity as a Christ-centered academic community, individual academic freedom is balanced with the institutional academic freedom specifically guaranteed to religious colleges and universities by the Free Speech and Free Exercise Clauses of the First Amendment. Judson College reserves the institutional academic freedom to determine who may teach, what may be taught, and who may be admitted to study.

Each faculty member is entitled, within the scope of this policy, to freedom in the classroom in discussing the subject that he or she teaches but is expected not to introduce controversial matters that have no relation to the classroom subject. Each faculty member is also a citizen of the larger community; and when speaking, writing, or acting as such, must be free from institutional censorship or discipline subject to academic responsibility, as long as the faculty member is clear that he or she is not speaking for Judson College and does not act in opposition to the College's mission.

Academic Responsibility of Faculty Members

The concept of academic freedom for faculty must be accompanied by an equally demanding concept of academic responsibility. Faculty members have a responsibility to Judson College, their profession, their students, and society at large. The rights and privileges of faculty members require reciprocally the assumption of certain responsibilities by faculty members. Some of those are:

1. The fundamental responsibilities of faculty members as teachers and scholars, in keeping with the Christian mission of Judson College and general employment policy, include maintenance and competence in their field of specialization and the exhibition of professional competence in the classroom, studio, or laboratory.
2. The exercise of professional integrity by faculty members includes recognition that the public will judge their profession and Judson College by their statements. Therefore, faculty members should strive to be accurate, to exercise appropriate restraint, to be willing to listen to and show respect for others expressing different opinions, to avoid creating the impression that they speak or act for Judson

College when speaking or acting as a private person, and to avoid speaking or acting in opposition to the College's mission and religious tenets.

3. Faculty members should be professional in their conduct and in relationships with students. They should maintain respect for the students and for the student's posture as a learner and should be appropriately available to students for consultation on course work.

Academic Ranks

Faculty members are ranked according to the conventional classification of instructors, assistant professors, associate professors, and professors. The normal length of time spent at each rank is stated, but promotions are never made solely because this period of service has been fulfilled. The terms of appointment to each rank and tenure are stated in the following paragraphs. Recommendation for promotion is made by the candidate's Division Chair to the Vice President for Academic Affairs. With the concurrence of the President, the Vice President for Academic Affairs recommends promotion to the Faculty and Curriculum Committee of the Board of Trustees. Final disposition of the recommendation is made by the Board of Trustees.

Instructor

1. **Qualifications:** The faculty member must have a master's degree in the major area of teaching, or professional competency in the teaching area submitted in lieu of the master's degree.
2. **Length of Appointment:** Initial appointment shall be made for one (1) year, and reappointments, if offered, shall be for one year each. Normal time in this rank shall ordinarily be not more than three (3) years, during which time an instructor is expected to meet or show definite progress toward meeting the requirements for an advanced rank. Under certain circumstances an instructor may be reappointed after three years as an instructor.
3. **Notification:** If reappointment is offered, formal notice shall be sent from the Vice President for Academic Affairs by March 1, or May 1 if the faculty member has been employed less than three (3) years. Written notice that further appointment will not be made shall be sent by the Vice President for Academic Affairs at the same time.

Assistant Professor

1. **Qualifications:** An earned doctorate or terminal degree in the teaching field. A faculty member who has demonstrated exceptional ability as a teacher or who has achieved outstanding success and recognition in his or her chosen profession may be promoted to the rank of assistant professor, even though the earned terminal degree has not been received. Under certain circumstances, faculty who hold a master's degree and have

- completed at least eighteen (18) semester hours in the teaching field may be appointed to this rank.
2. Length of appointment: Initial appointment shall be for one (1) year, and reappointment, if offered, shall be for one (1) year. Time in this rank shall ordinarily be six (6) years. Assistant professors without the highest degree in the discipline are expected to meet or show definite progress toward the requirements for the advanced degree.
 3. Notification: If reappointment is offered, formal notice shall be sent from the Vice President for Academic Affairs by March 1, or May 1 if the faculty member has been employed less than three (3) years. Written notice that further appointment is not to be made shall be sent by the Vice President for Academic Affairs at the same time.

Associate Professor

1. Qualifications: An earned doctorate or terminal degree in the teaching field. A faculty member who has demonstrated exceptional ability as a teacher or who has achieved outstanding success and recognition in his or her chosen profession may be promoted to the rank of associate professor, even though the earned terminal degree has not been received. An associate professor must have at least three (3) years of teaching experience on the College level. Normally, at least one (1) of these years of experience shall be at Judson College.
2. Length of appointment: Initial appointment shall be for one (1) year, and reappointments, if offered, shall be for one (1) year. Normally, time in this rank will be six (6) years.
3. Notification: If reappointment is offered, formal notice shall be sent from the Vice President for Academic Affairs by March 1, or May 1 if the faculty member has been employed less than three (3) years. Written notice that further appointment is not to be made shall be sent by the Vice President for Academic Affairs at the same time.

Professor

1. Qualifications: An earned doctorate or terminal degree in the teaching field. A faculty member who has demonstrated exceptional ability as a teacher or who has achieved outstanding success and recognition in his or her chosen profession may be promoted to the rank of professor even though the earned terminal degree has not been received. A minimum of five (5) years teaching experience on the College level is required. Evidence of professional recognition and/or contributions, such as holding office in a regional or national professional organization or of having published articles or monographs of professional value is required for promotion to the rank of professor.
2. Length of appointment: Initial appointment shall be for one (1) year, and reappointments, if offered, shall be for one (1) year.
3. Notification: If reappointment is offered, formal notice shall be sent from the Vice President for Academic Affairs by March 1, or May 1 if the faculty member has been

employed less than three (3) years. Written notice that further appointment is not to be made shall be sent by the Vice President for Academic Affairs at the same time.

Promotion in Rank

Promotion from one academic rank to another and from one salary level to another is not automatic. No faculty member shall be promoted beyond the academic requirements in the established ranks until the specific requirements have been met. A candidate for tenure may apply simultaneously for promotion. However, a faculty member that is promoted will not automatically receive tenure.

The following criteria will guide the Division Chair, the Vice President for Academic Affairs, and the President in determining promotions:

1. Effectiveness as a faculty member with emphasis on teaching.
2. Developing scholarship and professional reputation.
3. General contribution to the College community.
4. Demonstrated commitment to the Mission, Vision, and Core Values of the College.
5. Length of service at the College.
6. The needs of the College.

Materials Required for Promotion

The file for each faculty member under review must contain the following material and should be organized according to the principle field of employment:

- a. Current curriculum vitae
- b. A list of professional activities participated in during the period under review, along with documentary evidence of such activities
- c. Sample course syllabi for courses taught during the period under review
- d. Student evaluations and recommendations by the Department Head, Division Chair, and Vice President for Academic Affairs for the period under review
- e. Evidence of scholarship
- f. List of activities contributing to the College community during the period under review. Evidence of such activities may be included if available.

Evaluation Standards for Promotion

1. Teaching Experience: Recognition should be given to the teaching of current departmental courses and the development of new courses. Recognition also should be given to the faculty member's participation in interdisciplinary courses, team-taught courses, field experiences, study abroad programs, Distance Learning courses, independent courses, collaborative research with students, capstone courses, and internships.

2. Teaching Effectiveness: An effective teacher should possess the following:
 - a. Those qualities of intellectual alertness and enthusiasm for learning, which make teaching more than a mere imparting of information.
 - b. A thorough knowledge of the subject taught.
 - c. The ability to present the subject at a level that will arouse and maintain student interest and at the same time build respect for the material.
 - d. Effective integration of technology into the classroom.
 - e. A responsible and willing commitment to the routine aspects of teaching, such as class and lab preparation, the assignment and grading of work within a reasonable time, the keeping of office hours, and the maintenance of student records.
 - f. A recognition of the specific academic needs of individual students and the willingness and ability to meet these needs.
 - g. A demonstrated commitment to advising students, offering career counseling, and directing student scholarship.
 - h. A willingness to encourage and direct student research, encourage service learning, and develop internships within the major areas of study.

3. Scholarship: Scholarship is necessary for effective teaching. Active scholarship can be demonstrated in many ways. Such evidence includes but is not limited to:
 - a. Contribution to the intellectual vitality of the community.
 - b. Exposure to new developments through attendance at meetings of learned societies, workshops, etc.
 - c. Collaborative research with students not necessarily leading to publication.
 - d. Incorporation of new materials/techniques into courses.
 - e. The editing or reviewing of books or professional journals.
 - f. Obtaining grants through private sources for research or other scholarship.
 - g. Communication of disciplinary information to groups through speeches, presentations, or participation in public forums.
 - h. Writing and contributing to textbooks.
 - i. Publication of research and information in non-academic publications.
 - j. Presentations at professional meetings.
 - k. Creative activities involving the publication, production, exhibition, or performance of works of art.
 - l. Independent or collaborative research and publication in academic journals.

No faculty member should be expected to demonstrate achievement in all these areas of scholarship, but those under review should present both tangible evidence of scholarship and some less tangible. Differences exist between disciplines and often within disciplines. An effort should be made to judge each faculty member by standards appropriate to her/his professional circumstances.

4. Service: To function properly, the academic community requires the active contributions of its employees. The following kinds of service by members of the faculty are important to the College.
 - a. Service to the College –Faculty members are expected to show a willingness to participate in non-teaching responsibilities. These include department and academic governance, department and College activities and programs, development and maintenance of department facilities, service on committees, representation of the College to various groups, and recruitment of students.
 - b. Service to students – In addition to advising students about class work, faculty members serve as academic advisors to departmental majors. Some may be assigned as freshman advisors and instructors in JUD 101, Foundations for Success. The time and care devoted to advising should be recognized as a professional service and is expected by the College. Service to the students may also include participation in student events, giving lectures in non-academic settings, sponsoring a class or student organization, or participating in creative productions and workshops.
 - c. Service to the profession – Faculty are expected to maintain scholarship and teaching effectiveness by participating in professional organizations, recent experiences in P-12 school settings (if applicable), attending meetings, offering leadership in organizations, participating on committees, reviewing scholarly work, and serving as consultants or resource persons.

Timetable and Procedure for Promotion:

1. A faculty member may initiate the promotion process during the fifth year of employment, or the fifth year since his/her previous promotion, in consultation with the Department Head, Division Chair, and Vice President for Academic Affairs.
2. The faculty member then has one year to complete a positive portfolio in support of promotion. At the end of the fifth year of employment, the faculty member submits a completed portfolio to the Vice President for Academic Affairs. The faculty member, upon the recommendation of the Vice President for Academic Affairs, may be asked to improve aspects of the portfolio to obtain a positive result.
3. The Vice President for Academic Affairs may make a positive or negative recommendation to the President of the College concerning promotion of the faculty member. Promotion decisions are made by the President of the College, in consultation with the appropriate Division Chair and the Vice President for Academic Affairs.

Exceptions:

A request for an exception to the Promotion in Rank policy may be made based on the grounds listed below. Such a request should be made by the faculty member in writing to the Vice President for Academic Affairs, accompanied by a letter from the Division Chair approving the request. The Vice President for Academic Affairs will decide the matter and will convey the decision to the faculty member and Division Chair. All exceptions will have concurrence from the Faculty and Curriculum Committee of the Board of Trustees.

Full-time faculty members who are not full-time teaching faculty (permanent instructor-administrators or faculty serving as temporary administrators) will be subject to review if and when they are candidates for tenure or promotion in their academic departments. Criteria for review may be adjusted depending on the position held at the time of application.

Tenure

Judson is committed to being rigorously academic and resolutely Christian in its delivery of education to a young woman. As such, Judson employs faculty members who teach from a biblically informed, Christian worldview. Individuals seeking tenure, the College's highest academic recognition, must demonstrate their commitment to the highest scholastic achievement in their disciplines and must engage consistently in Christian teaching, both of which become examples for other faculty to follow.

Tenure at Judson College consists of the institution's commitment to continue employment of the faculty member in a particular position, so long as the individual's contributions to fulfilling the institutional purpose remain substantially undiminished. If changing needs should cause the elimination or major modification of that position, an effort would be made to accommodate the tenured faculty member in a related position, but the institution would not be obligated to continue employment for one whose service could no longer be used effectively because of changes in enrollment or educational program. While the application for tenure will be available to all faculty holding tenure-track positions, the College recognizes that all eligible faculty members may not desire to pursue the granting of tenure. Accordingly, full-time faculty employment may be continued on a non-tenured basis.

Criteria for Tenure Review:

Tenure review will be based upon the following criteria.

- Because the College's identity as a Christian institution of higher education is vital to its ongoing success, the criteria for tenure review will include a consistent demonstration of active support of the College's mission, core values and
- The first goal of each faculty member and the most important measure of faculty performance is effective Christian teaching. Because Christian teaching will take a variety of shapes and forms, the evaluation of effective Christian teaching also will vary.

- The College expects each faculty member to demonstrate a reasonable amount of achievement in scholarship. The emphasis given to scholarship will vary depending on the talents and interests of the faculty member and the needs of the College.
- The College expects the faculty member to assist the College in the accomplishment of its mission and purpose by serving the College through non-teaching responsibilities.
- The College expects the faculty member to support the greater community of Marion and Perry County through service beyond College-related responsibilities.
- The College expects the faculty member to support the advancement of the Kingdom of God by active participation in a local church, either in Marion or in the location of the faculty member's residence.
- The College expects the faculty member to participate in the chapel program of the College.

Materials Required for Tenure Review:

The file for each faculty member under review must contain the following material and should be organized according to the principle field of employment.

- A statement of personal faith in Jesus and how the candidate's Christian commitment is reflected in their teaching.
- Current curriculum vitae.
- A list of graduate courses by area of academic specialization.
- A statement of teaching objectives, philosophy, and/or methods, including their philosophy of Christian higher education.
- A list of professional activities participated in during the period under review, along with documentary evidence of such activities.
- Sample course syllabi for courses taught during the period under review.
- Student evaluations and recommendations by the Division Chair, Department Head, and Vice President for Academic Affairs for the period under review.
- Tangible evidence of scholarship.
- A brief description of any scholarly work in progress.
- A list of activities contributing to the College's overall success during the period under review, and documentary evidence of such activities.
- Evidence of service to the community of Marion and Perry County.
- Evidence of service to the faculty member's local church.

Evaluation Standards for Tenure Review:

Faculty intending to apply for tenure will be evaluated based on the Evaluation Standards for Promotion, as outlined in the procedure under Promotion in Rank, including an evaluation of teaching experience, teaching effectiveness, scholarship, and service. In addition to the Evaluation Standards for Promotion, faculty seeking tenure will also be evaluated on the following criteria:

Service to the community – Faculty are expected to contribute to the community of

Marion and/or Perry County by actively participating in activities and organizations that aid the educational, economic, social, cultural, and spiritual development of the community. Such service may include, but is not limited to, participation in events/organizations such as Marion Matters, Sowing Seeds of Hope, Cross Ties, the Community School of Fine Arts, health clinics, or service in Perry Lakes Park.

Supplemental Materials:

Faculty members may submit any materials that might be relevant to their review. Any student, faculty peer, administrator, alumna, or professional at another institution may submit material if such material is pertinent to the review.

If the Vice President for Academic Affairs or review committee determines that it lacks the expertise to judge the scholarship or creative activities of the faculty member under review, the committee may, in consultation with the Vice President for Academic Affairs and the candidate, compile a list of professionals in the field from whom to solicit professional opinions as to the quality of work under review.

If the Vice President for Academic Affairs or review committee determines there is a need for further information about the quality of teaching, the committee shall solicit additional evidence and/or testimony.

Copies of the review materials will be kept on file in the Vice President and Dean's office.

Tenure Review Timetable and Procedure:

1. A faculty member will initiate the tenure earning process by consulting with the Department Head, Division Chair, and Vice President for Academic Affairs. This process will establish for the faculty member strengths and weaknesses that may hinder granting of tenure. Initiation of the tenure earning process may not occur earlier than the third year of employment at the College.
2. The faculty member then has two years to complete a positive portfolio in support of the request for tenure. The faculty member submits a completed portfolio to the Vice President for Academic Affairs, no earlier than the fifth year of employment at the College.
3. The Vice President for Academic Affairs will then provide the completed portfolio to the Tenure Review Committee. The review committee shall include the Vice President for Academic Affairs, Division Chairs who are tenured, a tenured faculty member from any division whose chair is not tenured, and one male and one female tenured faculty member appointed at large by the President of the College. The Tenure Review Committee will be chaired by the senior ranking tenured professor at the College. The Tenure Review Committee Chair serves as liaison to communicate

with the applicant or other necessary sources. During its deliberation, the committee shall communicate with the candidate as necessary through the liaison.

4. The faculty member, upon the recommendation of the Tenure Review Committee, may be asked to improve aspects of the portfolio to obtain a positive result. The Tenure Review Committee may make a positive or negative recommendation to the Vice President for Academic Affairs; or the Committee may render a positive recommendation with the provision that recommended improvements be completed.
5. Upon receiving a recommendation from the Tenure Review Committee, the Vice President for Academic Affairs will make a positive or negative recommendation to the President of the College. The President will determine whether to submit the candidate for tenure to the Board of Trustees for approval. The Board of Trustees will make the final decision regarding whether the candidate will receive tenure.
6. The candidate for tenure will be informed of the decision concerning tenure within one year of the receipt of the final revised portfolio.

Exceptions:

A request for an exception to normal review and tenure schedule may be made on any of the grounds listed below. Such a request should be made by the faculty member in writing to the Vice President for Academic Affairs, accompanied by a letter from the Division Chair approving the request. The Vice President for Academic Affairs and the President will decide the matter, and the Vice President for Academic Affairs will convey the decision to the faculty member and Division Chair. All exceptions will have concurrence from the Faculty and Curriculum Committee of the Board of Trustees.

A faculty member employed with prior college or university teaching experience may request a revision of the schedule for major reviews and the decision on tenure.

An exception to normal process may be granted if extraordinary circumstances justify the expedited consideration of a faculty member for promotion or tenure. In such a case, appropriate modifications shall be made to the review process, review schedule, and the timetable for the faculty member concerned. The Vice President for Academic Affairs and President must decide together if an exception is warranted.

Full-time faculty members who are not full-time teaching faculty (permanent instructor-administrators or faculty serving as temporary administrators) will be subject to review when they are candidates for tenure or promotion in their academic departments. Criteria for review may be adjusted depending on the position held at the time of application.

Post-Tenure Review

It is expected that the tenured faculty member will continue to render service at least equal to the level of service that initially earned the tenure. Each tenured faculty member will be subject to the annual evaluation process that includes student evaluations, Performance Improvement Plan, Division Review, and Vice President for Academic Affairs's Review.

Faculty Governance of Academic Programs

The faculty determines academic policy, establishes requirements for a degree, approves the courses of instruction offered by various departments, and administers the curriculum. The faculty exercises sound and acceptable practices for determining the amount and level of credit awarded for courses, regardless of format or mode of delivery. The Academic Council serves as an advisory body to assist the faculty in its supervision of the academic program; however, the faculty must approve all significant changes in the academic program of the College and must certify candidates for degrees for final Trustee approval. Significant changes would include alterations in degree requirements, degree programs, majors and minors, additions or deletion of courses from the *Catalog*, and the discussion of the amount and level of credit to be awarded for the course. These recommendations are made through the Division Chair to the Academic Council. If approved by the Council, the recommendations are presented to the Faculty. If approved by the Faculty, the amount of credit and level of the course are published with the course description in the College *Catalog*.

Faculty Recruitment and Selection

The College seeks to recruit faculty who demonstrate competency in their respective fields, model excellence in teaching, and are in agreement with the stated purpose and character of the institution. The Vice President for Academic Affairs works with the Division Chairs and Department Heads to coordinate the recruitment of new faculty members. Every effort is made to ensure a non-discriminatory selection process. Please refer to "Faculty Employment Policy and Procedures" included in Appendix A for the specific steps for employing new faculty. Under federal law, the College exercises religious preferences in employment, promotion and tenure.

New Faculty Positions

Division Chairs may recommend to the Vice President for Academic Affairs that a new faculty position be established. Once the President and Vice President for Academic Affairs, with the input of the appropriate Division Chairs and Department Heads, decide upon the need for a new faculty position, the position will be announced at the next regularly scheduled faculty meeting. When a major appointment involves a ranked or tenure-track faculty position, a search

committee may be appointed by the Vice President for Academic Affairs to serve as an advisory committee. Members of the committee will include the Division Chair, Department Head, and all available faculty members of the division in which the position exists. This advisory committee will screen applications and interview prospective candidates. The committee makes their recommendation to the Vice President for Academic Affairs. The final decision to employ a candidate rests with the President in consultation with the Vice President for Academic Affairs.

The candidates will be introduced to the faculty during the interview process. If interviews occur during July-August, notices will be issued through campus e-mail inviting Judson Faculty to meet prospective candidates. At times, a prospective faculty member may be asked to make a presentation either in person or by video.

Vacant Faculty Positions

When a faculty position becomes vacant, the Vice President for Academic Affairs shall meet with the appropriate Division Chair, Department Head, and President to determine if the vacancy should be filled. Once a decision to fill the vacancy has been made, the Vice President for Academic Affairs shall inform the faculty of the vacancy at the next faculty meeting. The Vice President for Academic Affairs, Division Chair and Departmental Head shall then begin the search for a replacement. The Vice President for Academic Affairs shall coordinate the search with the assistance of the Division Chair and Department Head. These three persons shall then recommend to the President a final candidate of choice. The candidate will be introduced to other faculty during the interview. Notices will be issued through campus e-mail inviting Judson faculty to meet prospective candidates. At times, a prospective faculty member may be asked to make a presentation or deliver a lecture, either in person or by video.

Faculty Development

Because undergraduate instruction is the heart of the College's educational program, faculty members are required to stay current in their academic fields, to improve their skills as teachers, scholars, and practitioners, and when appropriate, to conduct research and scholarship. It is the individual faculty member's responsibility to initiate on-going professional development and to communicate the results of his/her efforts to the Vice President for Academic Affairs. Faculty members are urged to hold memberships and to attend the meetings of professional organizations and societies. The College will assist with membership dues and expenses to meetings as funds are available. Demonstration of the faculty member's ongoing professional development and effectiveness as an instructor will be monitored through a variety of means, including, but not limited to the following:

1. Students evaluate faculty members in each of their courses at the conclusion of every semester. Results are reviewed by the Vice President for Academic Affairs and discussed with the faculty members at appropriate intervals.
2. Review of documentation regarding professional accomplishments provided to the Vice President for Academic Affairs.
3. Assessment by the faculty member's department head or Division Chair.
4. Classroom visits made by the Vice President for Academic Affairs to evaluate overall performance of the instructor.

Outside Employment

Because effective service requires the total effort of the instructor, full-time faculty members are employed with the understanding that their energies are to be concentrated on teaching and related duties. The acceptance of additional employment outside the College must be recommended by the Division Chair, the Vice President for Academic Affairs, and approved by the President. A "Request for Approval for Additional Employment" form can be downloaded from the File Cabinet on the College website or may be requested from the Vice President for Academic Affairs's Office.

Dismissal of Faculty Members

The appointment of a tenured faculty member or that of any non-tenured faculty member during the term of his or her contract of employment cannot be terminated except for adequate cause determined according to the process set out below. Any contract of employment, including a tenured appointment, may be terminated upon a finding of adequate cause, which is defined as:

1. Professional incompetence.
2. Neglect of academic duties.
3. Personal conduct which is inconsistent with the Christian philosophy and mission of Judson College.
4. Deliberate and grave violation of the rights or freedoms of fellow faculty members, administrators, or students, including but not limited to violation of the College's sexual harassment policy.
5. Repeated failure to follow the College's policies or procedures.
6. The failure to follow proper instructions, or to perform assigned proper instructions, or to perform assigned tasks properly within the scope of the employment, when the instructions or the assignments are given by a person who is authorized to supervise the faculty member.
7. Violation of the College's policies regarding illegal drugs.
8. Conviction of a felony or of a criminal offense related to the faculty member's fitness to practice his or her profession.

9. Any other just and good cause which makes continued employment inconsistent with the College's stated Purpose, Mission, and Core Values.

Tenured faculty will be notified of cause of termination.

The College shall process any complaint regarding a faculty member with fairness and due regard for the rights of the faculty member. When a faculty member is charged with ongoing conduct which, if uncorrected, may give cause for dismissal or other disciplinary action, the Chair of the Division or the Vice President for Academic Affairs shall first seek correction and resolution through consultation with the faculty member. If this consultation fails to correct the problem, or if the charge is based upon conduct that cannot be satisfactorily corrected, the Vice President for Academic Affairs may initiate a disciplinary proceeding against the faculty member by giving him or her written notice of the charges under consideration and an opportunity to respond to the charges in writing. After an appropriate investigation, the Vice President for Academic Affairs shall advise the faculty member of any disciplinary sanctions imposed, up to and including immediate dismissal.

Within five business days after the Vice President for Academic Affairs has imposed disciplinary sanctions, the accused faculty member may appeal by submitting a written notice of appeal to the President. The appeal shall be heard by a Faculty Review Board appointed by the President and consisting of three senior faculty members and two administrators. As soon as practical, the Faculty Review Board shall conduct a hearing of the charges. Both the Vice President for Academic Affairs and the accused faculty member shall have the right to appear before the Faculty Review Board and to offer witnesses and other evidence relating to the charges. The Vice President for Academic Affairs or accused faculty member may question witnesses presented by the other party unless the Faculty Review Board determines that specific circumstances make such questioning inadvisable.

The Faculty Review Board hearing is not a legal proceeding. Although the accused faculty member is free to consult with an attorney, he or she shall not have legal counsel present in the hearing. Upon a written request made to the Faculty Review Board, the faculty member will be permitted to invite another College employee to observe the hearing.

The Faculty Review Board shall keep a summary of the testimony and other evidence presented, including copies of any written statements or other documents, as the record of the hearing. Within three business days after the conclusion of the hearing, the Faculty Review Board shall render a written statement of its findings of fact and its conclusions regarding the sanctions imposed by the Vice President for Academic Affairs.

The faculty member or the Vice President for Academic Affairs may appeal the decision of the Faculty Review Board by submitting a written notice of appeal to the President within five business days after the Faculty Review Board has announced its decision. The President shall consider the record of the hearing kept by the Faculty Review Board and may receive statements from the accused faculty member, the Vice President for Academic Affairs, or the witnesses. No hearing shall be required. The decision of the President shall be final.

No disciplinary sanctions, including dismissal, shall be imposed until the hearing and appeal process has been completed. A faculty member may be suspended with pay and benefits pending the final decision.

Termination of a Tenured Appointment Not Related to Cause

The employment of a tenured faculty member may be terminated with either a twelve month's advance notice or the payment of a year's salary when the following occurs:

1. A restructuring, reduction, or elimination of one or more programs of the College eliminates the need for the faculty member's position.
2. A financial crisis or budgetary reduction causes the College to reduce the faculty work force. The appointment of a faculty member with tenure will not be terminated in favor of retaining a faculty member without tenure, except in extraordinary circumstances where a serious distortion of the academic program would otherwise result.

Judson College Faculty Grievance Procedures

Any faculty member who believes that he or she has been done an injustice by another Judson College employee or person acting for Judson College may seek a remedy through the procedures that are described below.

When a question arises concerning the applicability of these procedures to a particular matter, the College reserves the right to decide the question through the President. The President will deny application of these procedures (1) whenever the matter in question involves broad policy in which the complainant has no direct interest and (2) whenever the President has good reason to believe that the grievance has been brought in bad faith for inappropriate reasons (see Petty Grievance Procedure).

Informal Process

The faculty member should discuss the grievance with the appropriate supervisor. If the problem is not resolved within five working days after the initial discussion, the faculty member may discuss the matter with the Vice President for Academic Affairs. The Vice President for

Academic Affairs will then discuss the matter with the President, who will take steps necessary to enforce the policy. If the matter is one of judgment not covered by personnel policy, the Vice President for Academic Affairs will counsel with the faculty member, his or her immediate supervisor, and any adverse party, separately or jointly, in an effort to resolve the matter. If a resolution is not found, the President will hear the matter, either in separate or joint meeting involving the Vice President for Academic Affairs, the complainant, and any adverse party.

Any type of retaliation taken by the College against a College employee as a result of the employee's attempts to seek redress through these procedures is prohibited and may be grounds for a grievance to be resolved through these same procedures.

Formal Process

The formal grievance procedures should be employed only after all efforts to resolve a problem informally have been exhausted.

Step 1: The faculty member who wishes to bring a formal grievance before the faculty grievance committee, hereafter referred to as the Faculty Personnel Council, must submit a written request for a formal hearing to the President within twenty calendar days after occurrence of the event giving rise to the grievance or within five working days after the President has informed the faculty member that attempts to resolve the matter informally have been exhausted.

Step 2: The request must state the occurrence giving rise to the grievance, the relief sought, and the name of one full-time faculty member to serve on the Faculty Personnel Council.

Step 3: The President will, within fifteen working days after receiving the request, issue a written statement of approval or denial of the request. If the request is denied, the reason will be stated. If the request for a hearing is approved and the complaint involves the College administration, the President shall name one administrator to the Faculty Personnel Council. If the request is approved and the complaint involves a party other than the College administration, the other party will be asked to submit in writing to the President within five working days the name of one full-time faculty member to serve on the Faculty Personnel Council.

Step 4: The Faculty Personnel Council will convene, elect a chair from among the three members, and begin hearings within ten working days after notification by the President. The Faculty Personnel Council will consist of two tenured faculty members and one administrator appointed by the President as a committee and two others representing the complainant and the adverse party.

Step 5: The Executive Assistant to the President will serve as secretary to the Faculty Personnel Council and will provide for both a stenographic transcript and a tape recording of the hearings. The Executive Assistant to the President will also be responsible for notifying both parties of significant aspects of the hearings, including, but not limited to, appointment of the Faculty Personnel Council, selection of the chairperson, sites, dates and times of hearings, recommendation(s) by the Faculty Personnel Council, and the President's action on the recommendation(s).

Step 6: Hearings shall begin within ten working days after notification from the President of the constituents of the Faculty Personnel Council. Completion of the hearings will occur within fifteen working days after the initial hearing unless the Faculty Personnel Council and both parties agree in writing to extend the hearings for a period of three working days.

Step 7: Both parties shall be present at any hearing conducted by the Faculty Personnel Council and may be represented by counsel if so approved by the President.

Step 8: The hearings shall be closed unless open hearings are agreed to by both parties.

Step 9: Testimony of any witness may not be heard by any other witness except for the complainant and the adverse party.

Step 10: The Faculty Personnel Council will hear the complainant's testimony and the response of the adverse party with the Faculty Personnel Council chairperson deciding upon the relevancy of testimony and evidence.

Step 11: After hearing the testimony of the complainant and that of the adverse party, the Faculty Personnel Council will deliberate in a closed session with no witnesses nor either party represented.

Step 12: Within three working days after the conclusion of the hearings, the recommendation(s) of the Faculty Personnel Council will be forwarded to the President for review and action.

Step 13: Within ten working days after receiving the recommendation(s) of the Faculty Personnel Council, the President will notify the complainant and the adverse party of the President's decision.

Petty Grievance Procedure

Step 1: A faculty member may file a Petty Grievance claim with the President. The claim should consist of a written statement to the President stating the basis of the claim.

Step 2: The President will, within 15 working days after receiving the request, issue a written statement of approval or denial of the claim. At the President's discretion, an ad hoc Advisory Committee may be appointed by the President to assist with the decision.

Faculty Leave

Sabbatical Leave Policy

The faculty member may be awarded a sabbatical for a semester every seventh year of employment at half pay. Such an award is based on the following conditions:

1. Availability of funds.
2. Priority based on length of service and time since last sabbatical leave.
3. Value of the program of study and/or experience to be gained during the sabbatical for the professional competency of the individual and the program of the school.
4. Availability of existing faculty through proper scheduling to cover course material in the area of the person granted the sabbatical.

Requests for sabbatical leave should be made to the Vice President for Academic Affairs by the end of the first term of the academic year during which the sabbatical leave would begin. Application should be submitted in writing and should outline the proposed program of study and experience showing how it relates to the overall academic and professional area of the faculty member.

The faculty member shall agree to return to the College for the year immediately following the sabbatical leave. In the event the faculty member taking sabbatical chooses not to return, the faculty member shall repay to Judson College a sum equal to one-fifth of the contract salary for the year in which the sabbatical leave was taken. The faculty member who takes a full-year sabbatical will be expected to render at least three years of service to the College after the sabbatical. The faculty member who decides to leave the College before the end of this period of service will repay to the College the full amount that the faculty member was paid during the sabbatical.

Leave of Absence

Faculty members may apply for a leave of absence for graduate study or independent research. Financial assistance during the period of the leave is available under the provisions noted in the sections dealing with educational assistance and sabbatical. Those planning to take a leave of absence must notify the Vice President for Academic Affairs at least two regular semesters before the leave is to begin.

Sick Leave

In case of the inability of a faculty member to fulfill normal responsibilities because of accident or sickness, the College will pay whatever portion of the salary is necessary, in addition to other benefits, such as social security and salary continuation insurance, to bring the faculty member's income up to an amount equal to the full salary for the period of sick leave to which the individual is entitled. Sick leave is accrued at the rate of two and one-tenth days per month for the ten months of the faculty work year, up to a maximum of 60 working days. Faculty members may refer to the Personnel Manual for information regarding the Family Medical Leave Act.

The College will pay the substitute for service while a faculty member is disabled under the conditions of this policy. The College will expect fellow faculty members to cover classes for disabled faculty where their academic qualifications are acceptable and the extra assignments would not require a work load of more than 16 semester hours during the fall or spring semester or nine semester hours during short term. In such cases faculty members will substitute for absent faculty members without pay.

No faculty member shall be eligible for benefits under this policy beyond the minimum of 21 days if surgery or hospitalization could be scheduled during that person's vacation or normal leave time. As a basis for eligibility for assistance under this policy, the College may require validating statements of illness from an attending physician. Refer to the *Personnel Manual* for information on maternity leave.

Faculty Work Load

The instructional workload for teaching faculty is governed by the following policies and procedures:

Normal contracted teaching load for each full-time faculty member is 24 hours for the fall and spring semesters. In most circumstances May-mester and summer term employment is by separate agreement for additional compensation. It is the responsibility of each division chair to work with the department heads, who in turn confer with individual teaching faculty, to schedule

a full workload in a manner consistent with the best interests of Judson College. Schedule-driven hours include lecture hours, laboratory hours, and studio hours.

The following formulae and principles will apply when calculating a faculty member's instructional workload:

1. One credit hour is defined as 50 to 55 minutes of instruction per week during a 15-16 week semester, or the equivalent thereof during a shorter term that approximates 800 minutes per credit hour of instruction. Science lab hours are set at a predetermined rate by the Vice President for Academic Affairs.
2. Unless otherwise indicated (see exceptions below), the faculty will receive one load hour for each credit hour taught.
3. Applied music lessons are credited to faculty load at the rate of two thirds of an hour per one hour of credit.
4. Independent studies (interpreted to include independent study, directed study, internship, and a scheduled class where one student meets with one instructor), one student is equivalent to one-fourth hour of instructional workload.
5. Teacher Education faculty observing the Clinical Practice semester will have load credit of three hours per every four students.
6. Any situation not specifically addressed above will be handled by the Vice President working with the division chair, department head, and affected faculty in a manner consistent with the preceding formulae and principles.
7. The Vice President for Academic Affairs, working with division chairs and with appropriate standing or ad hoc faculty committees, may clarify and modify the preceding instructional workload formulae and principles in ways acceptable to the teaching faculty and to the administration.

Minimum enrollment for the purpose of load calculation will be four (4) students. Faculty teaching classes with fewer than four (4) students will receive .25 load hours per student per course hour. Accordingly, a three-hour class with one student will be the equivalent of a .75-hour load. A three-hour class with two students will be the equivalent of a 1.5-hour load. A three-hour course with three students will be the equivalent of a 2.25 hour load. Compensation stipulated in the faculty contract will not be reduced if faculty loads fall below 12 hours per semester or 24 hours per year.

Load credit may be approved for full-time faculty members if they are first time teachers needing to become acquainted with the College and the classroom; nearing completion of a terminal degree to facilitate work on the dissertation; observing students in multiple field experiences, classroom settings or in student teaching settings; the administrative assignment of Division

Chair; or for reasons the Vice President for Academic Affairs deems necessary. Such reductions are approved by the President upon recommendation of the Vice President for Academic Affairs.

Load sheets for each faculty member will be prepared each semester. Any cumulative loads over 24 hours will be compensated at pre-determined a rate.

Full-time faculty members are compensated separately from their faculty contract for teaching in the Distance Learning Program. The load in this program shall not exceed sixty (60) semester credit hours via learning contracts.

Faculty Offices and Office Hours

Office assignments are made jointly by the President and the Vice President for Academic Affairs. All full-time faculty are expected to hold a minimum of ten (10) office hours a week, scheduled in conjunction with classes, to be held Monday through Friday for maximum availability to students.

Office hours should be posted on the office door and a copy of office hours and class schedule should be submitted to the Vice President for Academic Affairs. Faculty should be in their offices and available to students at regularly scheduled times.

Faculty Absences from Class

Faculty members are expected to be present for the full session of each scheduled class/labs under their instruction. Faculty members who find it necessary to be absent from class/labs are responsible for making suitable arrangements for the classes missed. Faculty members who are aware of impending absences should notify the Division Chair and the Vice President for Academic Affairs prior to the absence. Unexpected emergency absences should be brought to the attention of the Vice President for Academic Affairs as soon as possible by the faculty member.

Semester Course Offerings

Prior to the beginning of each academic year, Department Heads will meet with instructors in order to determine the courses to be offered in the coming academic year. Each Department Head will coordinate the department's course offerings with the needs and requirements for the entire educational program. As requested by the Vice President for Academic Affairs, Department Heads will submit their suggested course offerings and class periods to the Division Chairs for consideration, coordination, and approval.

Upon receiving approval from the Division Chairs, the Department Heads enter courses into the College's approved course management system. The Registrar and Vice President for Academic

Affairs shall then evaluate the courses, their coordination with the entire educational program, and their efficiency in serving the needs of the College.

All courses and class period schedules must be approved by the Vice President for Academic Affairs before being listed on the course schedule for registration. Except in extraordinary circumstances, the faculty should adhere to the established Monday/Wednesday/Friday and Tuesday/Thursday class period schedule. The Vice President for Academic Affairs must approve any alteration of the class period schedule.

Textbooks

Instructors are responsible for selecting the textbooks and related materials. This information will be entered into the College's approved course management system by the faculty member. Faculty members may request desk or examination copies of textbooks directly from the publisher by calling the textbook company's toll-free number or using the company's website.

Faculty Compensation and Benefits

Salary

Salary ranges are determined primarily by the following:

1. The degree held.
2. The number of years of college-level teaching experience.
3. Academic Rank.

Salaries are for a ten-month period of service, unless otherwise noted, but are payable over a twelve-month period. Salary paychecks are paid monthly on the last working day of the month. Exceptions to this policy will be announced in advance. **Salaries are confidential and should not be discussed, except with the Vice President for Academic Affairs, and/or the Vice President for Business Affairs, and/or the President.** Salaries are negotiated with the annual signing of contracts. The Business Office should be given written notification ten days prior to the end of the pay period for any changes in deductions desired by the employee.

Educational Assistance:

After three years of continuous full-time employment at Judson College, a faculty member may apply for an interest free loan to pursue a doctoral degree in his/her teaching field. The amount of the assistance shall not exceed 15% of the annual compensation of the faculty member. Funds may be utilized for direct or indirect costs of graduate education.

For each year of full-time employment at Judson College after completion of the degree, an amount equal to 1/5 of the loan will be forgiven. In the event that the faculty member leaves the

employ of the College for any reason prior to cancellation of the loan, he/she is immediately responsible for the balance of the loan and will be charged interest at market rates.

Written applications for financial assistance should be made to the President by the end of the first semester of the year prior to the time educational study is to begin. Applicants should submit a written outline of their proposed program of study, showing how the study relates to their overall academic objectives.

Auditing Courses

Faculty members are invited to extend the scope of their knowledge by attending any classes that are of interest to them. Courses may be either audited or taken for credit without charge except where laboratory or special fees are involved. As described in the College's Personnel Manual, personnel employed by Judson College who wish to take courses for credit must obtain approval from the Vice President for Academic Affairs.

Departmental Instructional Budgets

The budget process begins in the Office of the President with the development of preliminary program and budget projections along with budget parameters. Budget preparation instructions and budget parameters are given to the Vice Presidents by the President. Notification of proposed new funding or increased funding for programs recommended by the Faculty and approved by the President will be communicated to the appropriate Vice President.

Copies of budget preparation instructions are distributed to the appropriate Department Heads. Specific budget changes recommended by the President's Cabinet and approved by the President will be communicated to the appropriate Department Head by the appropriate Vice President and Division Chair. Department Heads prepare preliminary program plans and budget requests for submission to their respective supervisors. Academic departments submit their requests to their Division Chair.

Departmental requests should be made in concert with Departmental Strategic Plans. Administrative departments submit their requests to the appropriate Vice President. Division Chairs turn in budget proposals to the Vice President for Academic Affairs. Vice Presidents further develop program plans and budget requests in accordance with Departmental Plans, the Institutional Goals and Objectives. Vice presidents will also establish budget parameters and guidelines, and consolidate all materials into a single budget request package that follows the outline specified in this document. All materials are submitted to the Vice President for Business Affairs. If modifications to the submitted budget are necessary, the Department Head will review with Division Chair who will meet with the Vice President for Academic Affairs and/or the Vice President for Business Affairs.

The Vice President for Business Affairs reviews all budget request packages and prepares a line item budget. A proposed operating budget is submitted to the President for review. Any necessary adjustments are communicated to the appropriate Vice President. The President then proposes a final budget to the Board of Trustees for approval in the spring session of the Board. The President authorizes the Vice President for Business Affairs to implement the budget as approved by the Board of Trustees.

Purchase Process

Purchasing procedures are described in the *Personnel Manual* provided by the Business Office.

Faculty Meetings

Faculty meetings are normally held each month of the academic year. All faculty members are expected to attend unless excused by the President or the Vice President for Academic Affairs prior to the meeting. Special meetings may be called by the President, the Vice President for Academic Affairs, or upon the request of the Division Chairs. In the absence of the President and the Vice President for Academic Affairs, faculty meetings will be chaired by faculty members according to seniority.

Formal Academic Ceremonies

At each convocation, all persons holding faculty status are expected to be present, with exceptions to be granted only by the President. The place of each individual in academic processions is arranged by the Faculty Marshal, who is furnished a list of Academic Rank by the Vice President for Academic Affairs. All faculty, staff, and students participating in formal services of the College will wear appropriate academic attire as described by *Academic Heraldry in America* (1962), by Kevin Sheard. Only honor chords signifying academic performance at Judson College will be worn by students. Regalia indicating achievement in honor societies sponsored by the College will not be worn during commencement. Participation in convocation is optional for part-time and adjunct faculty.

Academic rank is determined by the following prioritized considerations:

1. Degree obtained: Doctoral and other terminal degrees – Master’s degree – Other degrees
2. Academic Position: Professor – Associate Professor – Assistant Professor – Instructor
3. Tenure
4. Length of full-time employment at Judson College
5. Interim full-time faculty will be placed in academic rank at the discretion of the Vice President for Academic Affairs.

In order for a distance learning student to be eligible to participate in the Judson College graduation ceremony, she must have been enrolled in classes on the campus of Judson College for a minimum of two semesters in residency or as a commuter student. Distance learning students who have not completed classes on the campus of Judson College may not participate in graduation. Upon completion of their academic program, these distance learning students will receive their degree in the mail.

Faculty/Staff Institutes

A faculty/staff workshop is held prior to the opening of the new school year. Topics are selected according to prevailing interests and needs of the College. Additional institutes will be held during the fall and spring semesters, which focus on Institutional Effectiveness. All faculty members are expected to attend unless excused by the President or Vice President for Academic Affairs prior to the workshop.

Chapel Programs and College Functions

Chapel Programs are held weekly. Members of the faculty are encouraged to attend both chapel programs and College functions.

Preview Day

Each semester Judson College sponsors various Preview Day programs for prospective students. Faculty members are expected to attend unless excused in advance by the Vice President for Academic Affairs.

Freshman Orientation

In May, June, and August of each year, Judson College holds Freshman Orientation. Faculty members are expected to attend unless excused in advance by the Vice President for Academic Affairs.

Fund-raising and Solicitation Policy for Organizations and Departments

This policy delineates what departments and organizations can and cannot do with regard to fundraising. The policy can be found in *Appendix B*.

SECTION V: FACULTY AND ADMINISTRATIVE COMMITTEES

Committee Responsibility

The committee structure plays an integral role in the definition and implementation of college policies. Service on committees is considered a part of the normal duties of faculty and staff members, but an effort is made to protect them from excessive committee responsibilities.

Appointments to all standing committees are made by the President of the College. Each committee, unless otherwise specified, will be composed of four to seven members who are representative of faculty, administration and students.

The chair of a committee or a designated secretary should keep written minutes of all meetings. A report of the committee's activities should be filed with the administrative officer to whom the committee is responsible. A copy of this report and all of the minutes should be retained by the chair and a copy should be forwarded to the Administrative Assistant to the Vice President for Academic Affairs.

The President is an ex-officio member of all committees, and committee reports will be submitted to the President.

Committees responsible to the Vice President for Academic Affairs

1. Academic Appeals Board
2. Academic Council
3. Awards Committee
4. Concert/Lecture Committee
5. Disciplinary Appeals Board
6. Educator Preparation Committee
7. Honors Committee
8. Quality Enhancement Plan Committee
9. Reconciliation Committee
10. Research Ethics Review Committee

Committees Responsible to the Vice President for Student Life

1. Athletics Committee
2. Christian Ministries and Chapel Committee
3. Faith-based Service and Learning and Global Missions Studies Committee
4. Honor Council
5. Reconciliation Committee

Committees Responsible to the Vice President for Admissions and Financial Aid

1. Admissions Committee

Academic Appeals Board

The Academic Appeals Board is appointed by the President annually and is responsible for resolving grade disputes raised by students. The following are specific and acceptable reasons for a formal grade appeal: numerical miscalculation of a student grade; improper academic procedures that unfairly affect a student's grade; failure to follow grading criteria as outlined in the course syllabus (unless an amendment to the syllabus has been previously agreed upon by the faculty member and the student); sexual harassment as determined by institutional sexual harassment policy; application of criteria that are unrelated to academic performance, such as gender, political perspectives, race, sexual orientation, nationality, or religious views. The Academic Appeals Board reviews cases submitted through the *Judson College Academic Catalog* Academic Appeals Policy. The decision of the Academic Appeals Board is final.

Academic Council

The Academic Council serves as an advisory body to the Vice President for Academic Affairs. Prior to each faculty meeting, the Council meets to review recommendations from the chairs of the academic divisions concerning the academic program of the College. Minor changes in the academic program require only the approval of the Academic Council. Also, the President may refer recommendations to the Council arising from work completed by presidentially appointed committees. Appropriate recommendations of the Council, including major changes in the academic program, are then introduced for approval at the next faculty meeting.

The Academic Council is composed of the Vice President for Academic Affairs, Chairs of the Academic Divisions, the Vice President for Student Life, the Director of Distance Learning, and the Director of Library Services. The Registrar is a non-voting members. There are also two non-voting student members: the President of the Student Government Association and the President of the Honor Council.

Admissions Committee

The Admissions Committee recommends and administers policies, after their adoption by the President's Cabinet, to ensure the recruitment and admission of qualified students to the College. The Admissions Committee defines recruitment and admissions procedures and processes the applications of individual candidates for admission. The committee is composed of a faculty chair; the Vice President for Admissions and Financial Aid; the Vice President for Academic Affairs; the Vice President for Business Affairs or designated representative; and one or more faculty members, including one who teaches general education curriculum courses.

Athletics Committee

The Athletics Committee is responsible for steering and directing the athletic program to ensure that the philosophy of the College and the Athletic Department are congruent. The committee is comprised of the Vice President for Student Life, Athletic Director, one coach, and a faculty representative.

Awards Committee

The Awards Committee is responsible for making recommendations to the President concerning commencement awards. The Awards Committee selects the recipients of the Bible Award, the Faulkner Award, and the student Algernon Sydney Sullivan Award. The nominees' names are presented to the President's Cabinet for final approval. The Committee is composed of faculty members and two students who are not graduating seniors. Award guidelines are provided by the President.

Christian Ministries and Chapel Committee

The Christian Ministries Committee promotes spiritual life on the campus and coordinates the Chapel program and Christian Emphasis Week.

Concert/Lecture Committee

The Concert/Lecture Committee plans a series of concerts, lectures, and theatrical productions each year as an extension of the curriculum of the College. Lectures in the series contribute to the educational programs of the College. All events in the Concert/Lecture Series are selected based on their educational and aesthetic contribution to the College and to the community. The Concert/Lecture Committee works with the Vice President for Business Affairs and the Development Office in soliciting funds, as appropriate, from organizations such as the Alabama Council on the Arts and the National Endowment for the Arts or other regional funding sources. The committee is composed of administration, faculty, and students, including professors and students in the Fine Arts and Humanities Division, the Vice President for Business Affairs, and the Superintendent of Facilities.

Disciplinary Appeals Board

The Disciplinary Appeals Board serves to review student appeals of disciplinary decisions made by the Honor Council. Voting members of the Disciplinary Appeals Board include a member of the administration appointed annually, who will serve as chairperson; a faculty member; and the Student Government Association President. Non-voting members include the Honor Council president and the respective Vice President involved in the original hearing. These two persons will serve in an advisory role. Procedures for the appeals process are described in the *Judson College Student Handbook*.

Educator Preparation Committee

The Educator Preparation Program Committee serves in an advisory capacity to the Head of the Education Department and to the Academic Dean. The members review standards and policies of the Alabama State Department of Education, make recommendations in program development and assessment, process admission applications of teacher education candidates, and assist departments within the College in administering the assessment criteria for all teacher candidates. Members of this committee are appointed by the President of the College. The Department Head of Education serves as chair and is responsible to convey to the committee pertinent aspects of Alabama State Department of Education regulations.

Faith-Based Service and Learning and Global Missions Studies Committee

The Faith-Based Service and Learning and Global Missions Studies Committee is responsible for promoting outreach and service initiatives to Perry County and beyond. Faculty, administrative staff and students all comprise the committee. Members are appointed by the President annually.

Honor Council

The Honor Council makes disciplinary decisions referred by the appropriate Vice President or his or her designee. The Honor Council is composed of eight students elected by the student body and faculty and staff representatives appointed by the President of the College. When dealing with matters of academic integrity, the Honor Council is advised by the Vice President for Academic Affairs. When dealing with matters of social behavior, the Honor Council is advised by the Vice President for Student Life.

Honors Committee

The Honors Committee supervises the Honors Program as outlined in the *Judson College Academic Catalog*. Each academic division is represented on the committee along with the President of the Student Government Association. The Vice President for Academic Affairs serves in an ex-officio capacity.

President's Cabinet

The President's Cabinet acts in an advisory capacity and as a decision making body at the President's discretion. Cabinet is composed of the President, Vice President for Academic Affairs, Vice President for Student Life, Vice President for Admissions and Financial Aid, and Vice President for Business Affairs.

Quality Enhancement Plan Committee

The Quality Enhancement Plan Committee reviews course proposals submitted by faculty who seek designation of a course as "Critical Thinking." This review process involves determining whether the six articulated outcomes of the QEP are evidenced within the proposed syllabus, assignments, and rubrics for the course.

In addition to its role in screening course proposals, the committee reviews graduating seniors' electronic Critical Thinking portfolios. These portfolios contain projects the students completed in fulfillment of three Critical Thinking courses. The committee's evaluation includes charting the extent to which students' critical thinking skills were honed and enhanced through completion these courses.

Reconciliation Committee

Co-chaired by the Vice President for Academic Affairs and the Vice President for Student Life, this committee will hear any complaints from students and employees regarding incidences of racism. As part of the College's executive leadership, the co-chairs will have authority to take immediate action or to defer action to the president's cabinet.

Research Ethics Review Committee

The Research Ethics Review Committee's (RERC) purpose is for the protection of human subjects in any research conducted under the auspices of Judson College, whether conducted by faculty or students. All research at the College involving human subjects, federally funded or not, must be reviewed by the RERC. Given our institutional motto of "Light and Truth," our alma mater's words, "...Calling us to high endeavor, lofty thought and noble deed..." and our core value of the "The infinite worth of persons..." our institutional ethos compels ethical practice, including informed consent and minimization of risk. The RERC policies and procedures will ensure this commitment is maintained. The RERC shall have at least five members with a chair from either the Social Sciences or Professional Studies Division of the College.

SECTION VI: BOWLING MEMORIAL LIBRARY

Overview

The Bowling Memorial Library at Judson College was constructed in 1963, replacing the Carnegie Library that had been built in 1908. Renovation of the Carnegie Library was completed in the fall of 1993 and the building was renamed A. Howard Bean Hall.

The Bowling Library contains a media center, periodicals, the basic book collection of the College, audio-visual equipment, and audio-visual materials. The two classrooms on the ground floor may be reserved for special class programs and activities.

Academic libraries are repositories of a variety of forms of information geared to the support of the curriculum, research, and special interests of the institution of which they are a part. The central function of the academic library is to be a facilitator of the learning experience at the collegiate level. For the achievement of this purpose, its collection is mainly in the academic areas supporting the curriculum. Research is facilitated by students and faculty through holdings and cooperative arrangements with other institutions; learning is the programmatic goal of the institution, and particularly of the library within the institution.

Vision

The library has been part of the academic landscape of Judson College since its founding in 1838. Bowling Library, named for the late Dean Robert Bowling, endeavors to honor the heritage of the past and to engage the future to be one of the finest libraries among Christian liberal arts colleges in America. Bowling Library strives to equip students with the resources, information, and training needed for a life of learning and service to Christ.

Mission

As part of a caring collegiate community, Bowling Library is dedicated to supporting Judson College's mission to "mature its students into well-adjusted and productive citizens through the transmission of knowledge, refinement of intellect, the nurturing of faith, and the development of character." Resulting from these efforts, Bowling Library will:

- Support the academic disciplines through collection of print and electronic resources representative of the knowledge base of each discipline represented at Judson College.
- Teach information literacy skills to students, enabling them to become independent, lifelong learners capable of ethical and effective use of information, critical thinking, and effective communication.
- Strive to meet the informational needs of both campus and distance learning students.
- Support the research and information needs of faculty.

- Be persons of enduring faith and character who are eager to serve and to lead, collect materials, and provide reference services meant to equip students and faculty in their adherence to the convictions exemplified in the life and teachings of Jesus Christ.

Collection Development

Priorities in collection development will be given to the following areas: basic curriculum support, correlative support for basic curriculum, and special research and special courses. The development of the collection of the Bowling Library is a primary responsibility of the librarian. The cooperation of the faculty in the evaluation of library holdings is necessary for the accomplishment of the task. To maintain a balanced collection, courses added to the curriculum require a library support study as a part of the consideration for approval for new courses. This study should include costs, sources of income for these acquisitions, and cost projections.

Library Budget

The library budget for acquisition of books is determined by the administration. This budget is allocated among the various departments. Costs of periodical subscriptions and binding are not currently charged to individual divisions or departments.

Acquisitions (Book Ordering)

Faculty recommendations for additions to the library are essential to the development of the collection. Recommendations from the faculty are submitted to the librarian on a standard form.

Circulation Policies

Faculty circulation is for a semester, renewable, for items currently needed. Faculty use of reserved items will be subject to the same regulations as students. Bound volumes and current periodicals are not available for circulation.

Interlibrary Relationships

Judson faculty and students may use the libraries at the University of Alabama in Tuscaloosa, and at Samford University in Birmingham. Judson students may present their Judson ID card to check out material. Interlibrary loans are also available through various institutions. Loans follow national regulations. Individuals desiring to borrow materials from other institutions should contact the Reference Librarian for instructions on finding and requesting the desired materials. Faculty, students, and administrative staff have reciprocal library privileges at the Marion Military Institute Library.

SECTION VII FACULTY-CLASS RELATIONSHIPS

Judson College has a highly favorable ratio of students to faculty. Circumstances are such as to permit faculty members to know students as individuals and to encourage them in their development as persons. Through opportunities for out-of-class contacts, as well as classroom association with the students, faculty members can make a vital contribution to students' overall educational experiences and to their awareness and understanding of continuing educational and career opportunities.

Faculty members are encouraged to be cordial to all students and to take special interest in their student advisees and in those who register for their classes. On the other hand, faculty members are cautioned against fraternization with one student or a group of students.

Class Rolls

When registration is completed, the Registrar will provide each faculty member with a class roll for each course. The class rolls will be available through CAMS-Faculty Portal. If students whose names are not on class rolls appear or if listed students fail to appear in class, faculty members must notify the Registrar in writing.

Final Examination Policy

Each semester a final examination schedule is provided to the faculty and students prior to the first day of classes. Exams must be administered during the exam period. Faculty may not administer final exams on the last day of class or on Reading Day. Under certain circumstances, faculty may make exceptions to this policy for individual students, but the exam must be given on one of the other designated days of the exam schedule. This policy applies to written exams as well as to presentations, projects, portfolios, etc. that constitute the student's final exam grade.

Grade Books

Grade books are available in the campus book store, and faculty is required to utilize the class management systems approved by and provided by Judson College. If a faculty member leaves the College before all his or her incomplete grades are removed from the record, the faculty member shall provide the Registrar with a complete account of the student's grades with the method whereby final grades will be determined. The faculty member will, in addition, grade any missing material and will aid the College in arriving at the proper final grade. Such arrangements will necessitate the faculty member's leaving the College a forwarding e-mail address, mailing address, and telephone number for future contact.

Judson College Faculty Handbook

All faculty members who are leaving the employment of the College will submit to the Vice President for Academic Affairs the grade book for the last two years of service (including digital grade books).

SECTION VIII MISCELLANEOUS INFORMATION

Faculty Awards

Thompson Faculty Award

The Thompson Faculty Award is made possible by a one-time contribution to Judson College. The interest on this gift is to be used to finance this award. A winner is ineligible to win the award for the three consecutive years which follow her/his receiving the award. Its purpose is to recognize and encourage faculty members in their roles as teachers, mentors, scholars, and leaders. While the focus will be on identifying and rewarding excellence in instruction, success in teaching and inspiring students, and innovation in teaching methods or curricula development, the Thompson Award is based on the total contribution that faculty members make to the development of Judson College students. Candidates must have been a member of the faculty for two and one-half consecutive years; be classified as full-time or part-time; and must not have been a recipient for the last three years. The selection committee will be composed of the last three recipients of the Award, the Vice President for Academic Affairs, and two students who the faculty members select by secret ballot.

Holley Award

The corpus of the Endowment Fund shall be held and managed by the Grantee in perpetuity and only the income from the fund shall be used for the annual award for excellence in classroom teaching. The Grantors desire that the senior class of students in good standing at Judson College shall take part in the selection of the recipient of the annual award and the recipient shall be selected from candidates nominated by such students by a joint decision of the President and the Vice President for Academic Affairs. The faculty sponsor of the senior class shall be ineligible to receive the award, and no recipient of the award shall again be eligible to receive the award until the passage of at least six years.

The College Calendar

The official college calendar is prepared and maintained by the staff of the Office of Student Life. All scheduled events must be entered on the calendar. No major events will be scheduled during the week preceding final examinations.

College Housing

The Vice President for Business Affairs of the College administers College housing and receives all requests or notices regarding such property. Communications concerning rentals or related matters should be directed to the Vice President for Business Affairs.

Administration, faculty, or staff members who rent living quarters from the College may have charges deducted monthly from their salaries. Others may pay their monthly rent in the Business Office.

The renter shall be responsible for damages to property resulting from negligence or willful destruction. The lawns of family dwellings rented from the College should be kept in good appearance at all times.

Maintenance and Repairs

Maintenance requests should be placed in the facilities manager's mailbox or submitted through campus e-mail. Forms are available in the Business Office. Should an emergency involving College facilities arise the Vice President for Business Affairs should be contacted.

Office Supplies

Supplies provided by the College may be secured through the Student Store or through the purchase order procedure outlined in the *Personnel Handbook*.

Facilities Reservations

Please see the “Campus Facilities Usage Policy” and the “Official College Calendar and Facility Reservation Form” for information regarding reservations for College facilities. The latter document is found on the College’s website in the “File Cabinet.” To inquire about using the Katie Arnold Smith Board Room in Jewett Hall, employees should contact the Executive Assistant to the President.

**APPENDIX A
FACULTY EMPLOYMENT POLICY AND PROCEDURES**

Policy:

It is the policy of Judson College that all faculty will hold the appropriate credentials, work experience, additional training or coursework necessary for Baccalaureate instruction.

Procedures:

All advertising and notices announcing full and part time faculty vacancies will include a statement listing the appropriate credentials, work experience, additional training or coursework necessary for Baccalaureate instruction in each position.

To be considered for a faculty appointment, all candidates must provide transcripts and evidence of work experience, additional training or coursework to the College before receiving an interview.

The Vice President for Academic Affairs, along with each division chair seeking a new faculty member, must review and approve all transcripts, work experience, additional training or coursework.

Only those candidates with the appropriate credentials, work experience, additional training or coursework necessary for the College to meet requirements of the Commission on Colleges of the Southern Association of Colleges and Schools (hereafter SACS/COC) criteria will be interviewed and considered for employment.

Questions about individual faculty meeting the SACS/COC criteria will be referred to the President.

The President must approve all candidates for full time and part time/adjunct faculty positions before an offer of employment is extended.

Judson College, for the purposes of continued accreditation by the Southern Association of Colleges and Schools, must have official transcripts of all faculty on file. The office of the Vice President for Academic Affairs will retain the official transcripts of all faculty.

ACADEMIC FACULTY FILES

The Vice President for Academic Affairs will have the custodial responsibility for all faculty academic files. The academic file for each faculty member will include, but will not be limited to, the following: curriculum Vitae/resume, credential evaluation form, official transcripts, all licensure and certification documents, letters of reference, and all other documentation necessary to support academic qualifications.

PERSONNEL FILES

The Vice President for Business Affairs will have custodial responsibility for all personnel files. The files will include, but not be limited to, all federal and state required information for employment.

APPENDIX B

FUNDRAISING AND SOLICITATION POLICY FOR CAMPUS ORGANIZATIONS AND DEPARTMENTS

The subcommittee on fundraising has reviewed the process for coordination of fund-raising on Judson College's campus. The committee concludes that there is confusion on the process and recommends the following policy on fund-raising.

I. Solicitation for funds and gifts for all campus organizations should be coordinated and approved through the development office. The development office should be presented a written plan in advance of any fund-raising. The plan must include draft(s) of correspondence to be sent, a list of entities to be solicited, and a timetable for the solicitation. The development office will determine the appropriateness of the plan on an individual basis. College-wide appeals **must** take precedent in timing; mailing lists must be approved by the development office, and appeals **must** be planned well in advance in order for their timing to be coordinated by the development office.

II. All funds given that require a receipt for tax purposes must be processed through the Development Office. Processing includes presenting the original check or cash, documentation and appraisal of in-kind gifts, and full name, address, phone number of donor(s).

III. Fundraising where goods and services (i.e. doughnut sales, car washes, ads for student publications) are exchanged for monies and require no receipt for tax-deduction purposes **must** be approved by the appropriate sponsor and coordinated by the office of student services.

IV. The development office shall be responsible for restricting the gifts to the appropriate organizations or department.

V. Appropriate measures shall be taken to inform each department or organization on campus of the procedures for fundraising.

(Approved by SII Steering Committee on June 23, 1998)

APPENDIX C

Intellectual Property Policies

The faculty and administration believe that the public interest is best served by creating an intellectual environment whereby creative efforts and innovations can be encouraged and rewarded, while still retaining for the College and its learning communities reasonable access to, and use of, intellectual property the creation of which has been fostered by the College.

Judson supports the development, production, and dissemination of intellectual property by its faculty, staff, and students.

Works Created by Faculty or Staff

Intellectual property created, made, or originated by a faculty or staff member shall be the sole and exclusive property of the faculty, author, or inventor, except as he or she may voluntarily choose to transfer such property, in full, or in part. Judson shall own copyright only in the following three circumstances:

1. The College expressly directs a faculty or staff member to create a specific work, or the work is created as a specific requirement of employment or as an assigned institutional duty that may, for example, be included in a written job description or an employment agreement.
2. The author has voluntarily transferred the copyright, in whole or in part to the institution. Such transfer shall be in the form of a written document signed by the author.
3. The College has contributed to a “joint work” under the Copyright Act. The institution shall have joint ownership under this clause when it has contributed specialized services or facilities to the production of the work that go beyond what is traditionally provided to faculty members generally in the preparation of their course materials. Any waiver or assignment by the College of its rights in a joint work shall be in writing signed by the president or vice president. A co-owner of a joint work shall not obligate the College for fees, costs, or expenses in connection with the registration or marketing of a joint work. As a condition of employment, unless otherwise agreed by the College in writing, a faculty or staff member who uses his or her intellectual property in the course of his or her employment (for example, in a course or seminar taught by the author) shall be deemed to have granted the College a non-exclusive, non-transferable, royalty-free license for such use of the work.