

2026 Changes made Pursuant to Sec. IV of the Manual

Item # 1

Upon the request of the Faculty Senate, formatting and location of the following language will be adjusted to provide clarity.

Faculty who are employed by the University are covered by the *Faculty Manual* of Saint Louis University. School of Medicine Clinical Faculty, defined as health care professionals not employed by the University with faculty appointments in the School of Medicine as specified in letters of appointment, letters of renewal, or memoranda of agreement, are covered by the *SOM Clinical Faculty Manual*.

The location will be moved to exist above the Affirmative Action statement on page ii and formatted bold font.

Issue: 2

Because the *Faculty Manual*, 2025, states on page ii the following:

Faculty who are employed by the University are covered by the *Faculty Manual* of Saint Louis University. School of Medicine Clinical Faculty, defined as health care professionals not employed by the University with faculty appointments in the School of Medicine as specified in letters of appointment, letters of renewal, or memoranda of agreement, are covered by the *SOM Clinical Faculty Manual*.

Section III. Faculty, A. Definition of Faculty needs to have the highlighted language in yellow removed.

- A. Definition of Faculty Employees of the University are members of the faculty if their contracts, letters of appointment, or memoranda of agreement so state and if they are among the types of faculty listed in Sec. III.D. **Faculty members who hold salaried appointments, including those whose salary is fully or partly paid by University-affiliated institutions, are governed by this Manual.** Voluntary faculty who serve without pay are members of the faculty of Saint Louis University and are subject to the terms of this Manual where appropriate. Voluntary faculty members have voting privileges in Colleges, Schools, Libraries, Departments, or standing or ad hoc committees at the discretion of the unit. Post-doctoral fellows are not considered to have faculty status and, therefore, are not governed by this Manual.

Issue 3

Section III, D, 2, a. Clinical Faculty. The removal of the word “medical” (highlighted in yellow) allows for a more accurate representation of faculty’s engagement at SLU. We have clinical faculty in many disciplines beyond “medical” students who engage in the supervision of clinical practica.

Clinical Faculty. There are two types of clinical faculty. Full-time clinical faculty supervise or teach students in clinical settings, field-based courses, and/or practica. Part-time clinical faculty interact with **medical** students in the treatment of patients or supervise students during their clinical practica. Some clinical faculty hold renewable appointments. The four ranks of clinical faculty are, in ascending order, Clinical Instructor, Assistant Clinical Professor, Associate Clinical Professor, and Clinical Professor. Although not eligible for tenure at the University, clinical faculty may apply for advancement, be transferred to another type of faculty position, or apply for an open position according to the procedures in Sec. III.B.1, with the exception that a person who previously held a tenure-track appointment at Saint Louis University is not eligible to apply for another tenure-track post.

Issue 4

Section III, G. 6. Referenced a university policy which no longer exists. This reference was removed.

Issue 5

Pursuant to Amendment #2 of the 2025 Amendments to the *Manual* which were approved by the Faculty Senate and the Board of Trustees, a typographical error was discovered in the posted version of the current *Faculty Manual* (2025)

Specifically, the approved version of Amendment #2 in relation to Section III.H.12.B (p. 30-31) authorized the language to be

All University employees can apply for Family Medical Leave Act (“FMLA”) leave. See the Family Medical Leave Policy located on the Human Resources website. Once approved, full-time faculty may also request a Faculty Medical Leave of absence from Human Resources. The faculty medical leave offers two additional benefits. Faculty members can receive paid medical leaves of absence for their own, personal medical condition when they are unable to perform their assigned duties for medical reasons. Faculty members on medical leaves of absence receive full pay as long as the condition continues, for a period not to exceed

180 calendar days. The period under the faculty medical leave runs concurrently with the FMLA.

If the condition extends beyond 180 calendar days, the faculty member may request a special leave of absence, consisting of partial or complete relief from duties, with corresponding reduction or cessation of salary, for one full semester. Alternatively, if the condition extends beyond 180 calendar days, the faculty member may qualify for long-term disability insurance benefits, terms of which are available from the University Benefits Office.

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

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

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

In the process of making this change to the master/posted version of the *Manual*, a to-be-deleted paragraph was inadvertently inserted into the posted language and needs to be removed as a scrivener's error. The insertion was originally part of the older version of the policy which was voted on/and approved to be deleted from the current language of the section of the *Manual*.

Faculty members are entitled to receive medical leaves of absence when they are unable to perform their assigned duties for medical reasons, although the University requires proof of disability before granting a medical leave of absence. Faculty members on medical leaves of 31 absence receive full pay as long as the condition continues, for a period not to exceed six calendar months. If the condition extends beyond six months, the faculty member may request a special leave of absence, consisting of partial or complete relief from duties, with corresponding reduction or cessation of salary, for one full semester. Alternatively, if the condition extends beyond six months, the faculty member may qualify for long-term disability insurance benefits, terms of which are available from the University Benefits Office.

Issue 6

To provide for clarity, formatting will be made to Section III.I.1.

The University may terminate the contract of an untentured faculty member on the tenure track during the term of the contract only for situations involving medical or other extended leaves, and then only as provided for in Sec. III.H.12.b or pursuant to academic reallocation or financial exigency under Secs. III.I.12-13, or for cause, and then only on the grounds given in Sec. III.I.6, and only according to the procedures given in Sec. III.I.7 or III.I.14-15. The University may decline to renew the contract of an untentured faculty member on the tenure track, subject to the specifications in Sec. III.I.5, as long as adequate notice of nonrenewal has been provided. Reasons for nonrenewal of a tenure-track faculty member include that person's failure to fully meet all performance expectations, including the expectation of making steady progress toward the awarding of tenure, and a diminution in the need for a particular position, typically due to weak enrollments or a change in programmatic emphasis. Notice of nonrenewal, or of intention not to recommend renewal, should be given in writing in accordance with the following standards:

- a. Not later than March 1 of the first academic year of service, if the appointment expires at the end of that year; or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination.
- b. Not later than December 15 of the second academic year of service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination.
- c. At least twelve months before the expiration of an appointment after two or more years at the institution.

Contracts between the University and non-tenure-track faculty members are normally for a period of one academic year. The University may terminate the contract of such faculty members during the term of the contract only for situations involving medical or other extended leaves, and then only as provided for in Sec. III.H.12.b or pursuant to academic reallocation or financial exigency under Secs. III.I.12-13, or for cause, and then only on the grounds given in Sec. III.I.6, and only according to the procedures given in Sec. III.I.6 or III.I.14-15. The University may decline to renew the contract of such a faculty member, subject to the specifications in Sec. III.I.5, as long as adequate notice of nonrenewal has been provided. Notice of nonrenewal for continuing, full-time non-tenure-track faculty must be given in writing by the Provost or designee

- a. no later than three months before the end of the appointment for a faculty member who has served fewer than two years,
- b. no later than six months before the end of the appointment for a faculty member who has served more than two years but fewer than four years, and
- c. no later than twelve months before the end of the appointment for a faculty member who has served four years or more.